

E · S · G

Governance

A socially responsible leading company that
achieves sustainable growth based on trust
and integrity

Innovation

Transparency

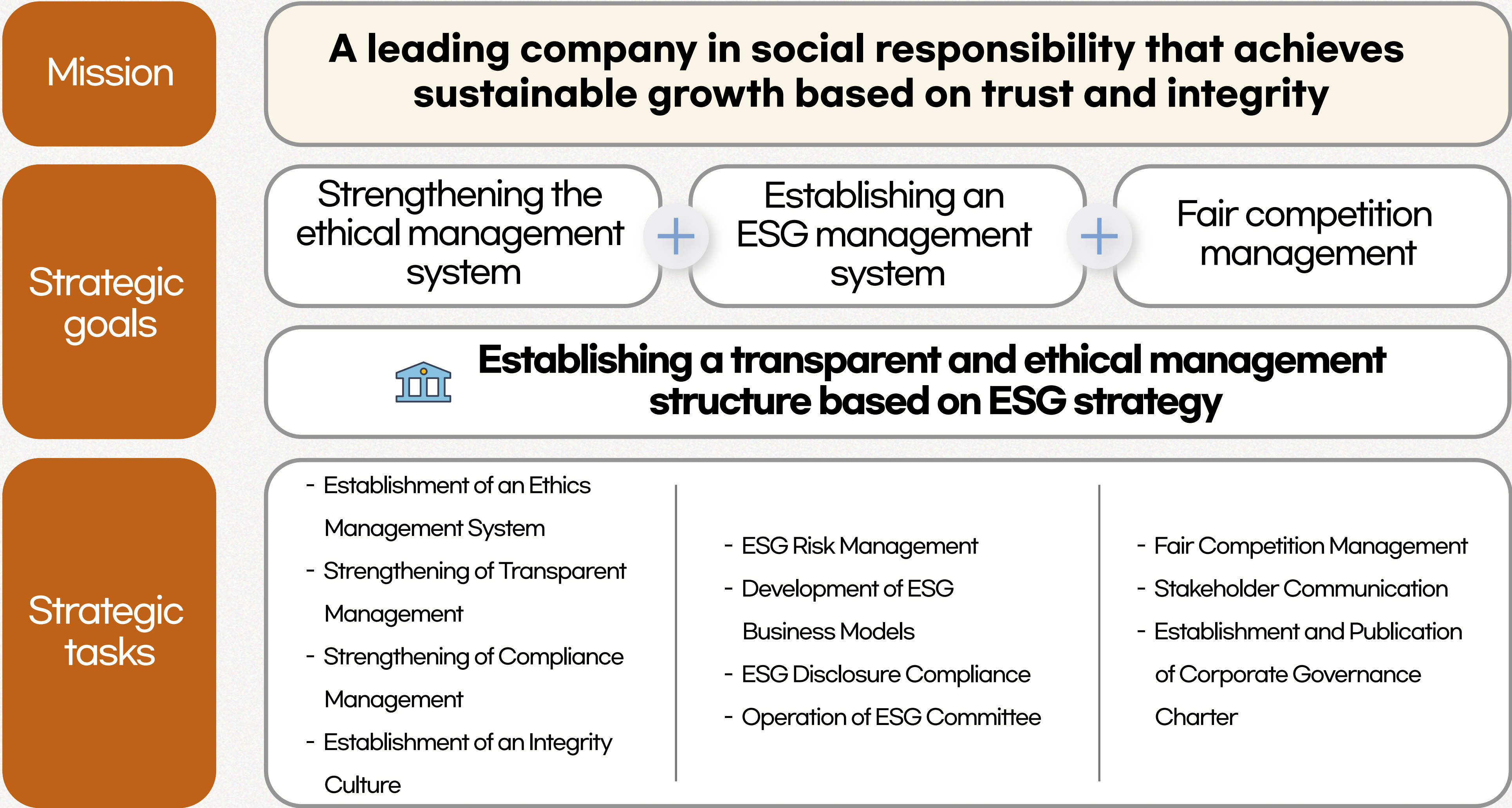
Advocacy

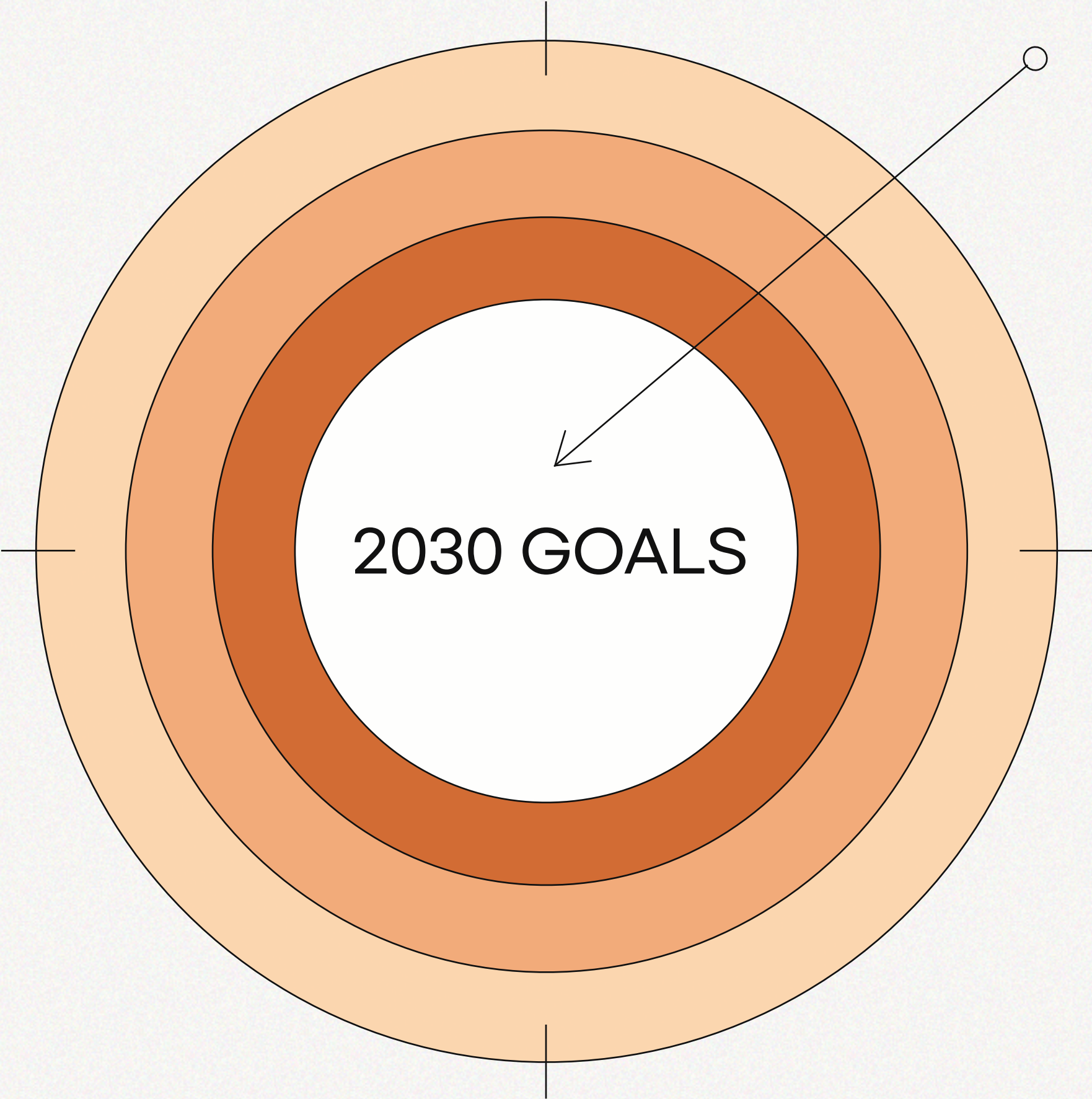
Commitment

Governance Operations Policy

ITAC will establish company-wide ESG strategies and a code of conduct, strengthening ESG management through detailed plans. The company will regularize ESG decision-making at the board level and enhance corporate governance based on a transparent and ethical management system. Additionally, it will gradually prepare for ESG information disclosure.

ITAC will establish company-wide ESG strategies and a code of conduct, strengthening ESG management through detailed plans. The company will enhance its corporate governance based on a transparent and ethical management system and will actively disclose ESG information to internal and external stakeholders.





- | | | |
|---|---|---|
| 1 | MAINTAIN A 100% EMPLOYEE GRIEVANCE RESOLUTION RATE | ✓ |
| 2 | ACHIEVE A 90% COMPLETION RATE FOR EMPLOYEE CONFLICT OF INTEREST PREVENTION TRAINING | ✓ |
| 3 | ACHIEVE A 90% COMPLETION RATE FOR EMPLOYEE FRAUD PREVENTION TRAINING | ✓ |
| 4 | ACHIEVE A 90% COMPLETION RATE FOR EMPLOYEE ANTI-MONEY LAUNDERING TRAINING | ✓ |
| 5 | ACHIEVE A COMPLETION RATE OF OVER 95% FOR EMPLOYEE INFORMATION SECURITY TRAINING | ✓ |



ITAC, through a strong ethical consciousness, aims to establish proper professional ethics and practice fair and transparent ethical management. As a standard for the actions and value judgments that all employees must follow, the company hereby declares its commitment to ethical management and pledges to put it into practice.

1. We recognize that realizing a fair and transparent society is a timely mission, and we will correctly comply with laws and principles while actively participating in anti-corruption activities.
2. We will never abuse our superior position and authority, and we will take the lead in creating an environment of mutual growth and cooperation.
3. We will strictly apply the principle of zero tolerance to all forms of corruption, including personal gain related to work, improper solicitations, bribery, gifts, entertainment, and recruitment fraud.
4. We will abide by market order through fair competition and promote win-win management and mutual growth based on mutual trust with our partners.
5. We will create a work environment where employees can actively perform their duties and strive to establish a fair corporate culture.
6. We will not illegally exploit corporate information, business secrets, or personal data, and will lead efforts to increase shareholder value by enhancing corporate value through sound business activities.
7. We will comply with national and local regulations, as well as internal policies (procedures, guidelines), and fulfill our corporate social responsibility to contribute to the development of local communities.



ITAC has established the following Code of Ethics to ensure the practice of correct values and transparent ethical management, which all employees are committed to following.

1. We pursue the maximization of corporate value and the pursuit of the future happiness of our employees our highest belief.
2. We create a corporate culture based on mutual trust and respect, where each employee takes responsibility for their work and can find fulfillment.
3. We treat all employees fairly and equally based on their abilities and achievements.
4. We establish a fair and transparent social and transactional culture to ensure that both customers and partners can coexist and prosper.
5. We listen to our customers' needs and use their feedback as a foundation for the company's growth.
6. We do not engage in any form of misconduct, including accepting money or hospitality from stakeholders.
7. If we are coerced by superiors to violate the Code of Ethics, we can report it to the company and request appropriate actions. Managers are responsible for ensuring compliance with the Code of Ethics for their subordinates.
8. We ensure that all employees comply with the Code of Ethics, and we take responsibility for any violations of the Code.



All employees of ITAC, in order to prioritize ethics and integrity as the standard for correct behavior and value judgment in business activities, hereby establish and commit to practicing the following Ethical Charter.

1. We comply with laws and regulations and perform our duties fairly and transparently, based on a high level of ethical awareness and integrity, while adhering to the Employee Code of Ethics.
2. We respect the dignity of every employee and stakeholder, do not engage in discriminatory practices, and provide equal opportunities while ensuring fair evaluations.
3. We create a healthy organizational culture based on understanding and consideration, and build a win-win labor-management relationship through mutual trust and cooperation.
4. We always respect customer opinions, engage in continuous communication, and provide the best services to meet customer needs and expectations.
5. We achieve mutual growth through cooperation with all stakeholders and expand social empathy through social contribution activities.
6. As a member of the community, we fulfill our social responsibilities and obligations, continually create new value for the growth and development of the nation and society, and strive to improve the quality of life for all.

Ethics Pledge

As an employee of ITAC, I pledge to comply with the Code of Ethics, establish a clean corporate culture, and fulfill our social responsibilities. In accordance with the company’s Ethical Charter and Code of Ethics, I hereby make the following commitment.

- 1. I will comply with laws, regulations, standards, and social norms in the performance of my duties, and I will faithfully carry out the company’s instructions.
- 2. I will not disclose any internal or external secrets acquired in the course of performing my duties.
- 3. I will not engage in any act of receiving monetary or non-monetary benefits related to my duties, protecting my integrity as an employee and ensuring the utmost fairness in performing my responsibilities.
- 4. I will carefully protect customer information, honor commitments to customers, and strive for fair transactions and a mutually beneficial relationship.
- 5. I will not illegally disclose the company’s tangible and intangible information or internal data, and I will not lead or cooperate in the leakage of key personnel.
- 6. I will perform my duties with a sense of responsibility, achieve pride and fulfillment through excellence in my work, and continuously develop myself to contribute to the growth of the nation, society, and the company.

I hereby solemnly pledge to fully comply with the above-mentioned matters.
In the event of any violation that causes harm to the company or its employees, or damages its reputation, I agree to accept any disciplinary action as determined by the company. Accordingly, I submit this pledge.

Date : , ,

Company Name : Pledger : (Signature)

To: CEO of ITAC

As an employee of ITAC, I pledge to comply with the Code of Ethics, establish a clean corporate culture, and fulfill our social responsibilities. In accordance with the company’s Ethical Charter and Code of Ethics, I hereby make the following commitment.

- 1. I will comply with laws, regulations, standards, and social norms in the performance of my duties, and I will faithfully carry out the company's instructions.
- 2. I will not disclose any internal or external secrets acquired in the course of performing my duties.
- 3. I will not engage in any act of receiving monetary or non-monetary benefits related to my duties, protecting my integrity as an employee and ensuring the utmost fairness in performing my responsibilities.
- 4. I will carefully protect customer information, honor commitments to customers, and strive for fair transactions and a mutually beneficial relationship.
- 5. I will not illegally disclose the company’s tangible and intangible information or internal data, and I will not lead or cooperate in the leakage of key personnel.
- 6. I will perform my duties with a sense of responsibility, achieve pride and fulfillment through excellence in my work, and continuously develop myself to contribute to the growth of the nation, society, and the company.

Anti-Corruption Integrity
Pledge

As an employee of ITAC, I pledge to comply with company regulations, live a life of integrity and simplicity, eradicate corruption, and serve as a model in creating a fair society.
I make the following commitment.

- 1. I will comply with laws and principles, prioritize the public good over personal gain, and refrain from seeking unfair benefits during the performance of my duties.
- 2. I will not abuse my authority, intervene in personal interests, or engage in any form of solicitation or request that violates anti-corruption and integrity culture.
- 3. I will not instruct subordinate employees to engage in fair trade violations, nor will I approve or condone such violations.
- 4. I will not accept money, hospitality, or any form of preferential treatment under any circumstances, and I will lead by example in preventing corruption and promoting a culture of integrity in society.
- 5. I will not engage in any form of unfair treatment and thoroughly familiarize myself with and comply with obligations regarding corruption and public interest reporting, the prohibition of solicitation, and the employee code of conduct.
- 6. I will completely exclude any undue external interference, allowing all members of the organization to work with integrity, and will strive to foster a culture of transparency and integrity within the organization.

I hereby acknowledge the above matters and pledge to faithfully comply with them.

Date : , ,

Company Name : Pledger : (Signature)

To: CEO of ITAC

As an employee of ITAC, I pledge to comply with company regulations, live a life of integrity and simplicity, eradicate corruption, and serve as a model in creating a fair society. I make the following commitment.

- 1. I will comply with laws and principles, prioritize the public good over personal gain, and refrain from seeking unfair benefits during the performance of my duties.
- 2. I will not abuse my authority, intervene in personal interests, or engage in any form of solicitation or request that violates anti-corruption and integrity culture.
- 3. I will not instruct subordinate employees to engage in fair trade violations, nor will I approve or condone such violations.
- 4. I will not accept money, hospitality, or any form of preferential treatment under any circumstances, and I will lead by example in preventing corruption and promoting a culture of integrity in society.
- 5. I will not engage in any form of unfair treatment and thoroughly familiarize myself with and comply with obligations regarding corruption and public interest reporting, the prohibition of solicitation, and the employee code of conduct.
- 6. I will completely exclude any undue external interference, allowing all members of the organization to work with integrity, and will strive to foster a culture of transparency and integrity within the organization.



ITAC, in order to become a company trusted by customers through fair and transparent business practices, hereby declares the following Compliance Management as the standard for behavior and value judgment that all employees must adhere to, and pledges to practice it.

1. We regard compliance management as the highest priority in business decisions and commit to doing our best for the sustainable development of the company.
2. We actively participate in activities that establish the foundation for compliance management within the company and work to build a strong internal compliance culture.
3. We comply with domestic and international laws and company regulations while performing our duties and refrain from any illegal actions.
4. We do not in anyway condone wrongful practices, and if we become aware of any illegal activity, we will immediately report it to the company.
5. Through compliance management, we contribute to enhancing the interests of stakeholders such as customers, shareholders, and local communities.
6. We carry out transparent and efficient compliance management activities, fulfilling our social responsibilities and roles as a member of the community, and contribute to the development of the nation and society.

Fair Trade Compliance
Practice Pledge

I pledge the following in order to contribute to the company’s continued growth by complying with fair trade laws and regulations in my job duties, achieving mutual growth with customers, partners, and suppliers, and fulfilling our social responsibilities and obligations as an ethical company through fair competition.

1. I recognize that voluntarily complying with all fair trade laws and regulations is the true competitive advantage of ITAC, and I will sincerely adhere to them.
2. I will not engage in unfair trade practices such as abusing my trading position in transactions with customers, partners, or other stakeholders.
3. I will not instruct employees to engage in fair trade violations, nor will I approve or assist in any fair trade violations committed by employees.
4. I will actively participate in activities to practice fair trade compliance, including employee training and familiarizing myself with the voluntary compliance manual.
5. I will make efforts to prevent fair trade violations in advance, and if any violations occur, I will take self-imposed sanctions.
6. I will handle any matters suspected of unfair trading according to the Fair Trade Compliance Program (Compliance Program).

I hereby acknowledge the above matters and pledge to faithfully comply with them.

Date : , ,

Company Name : Pledger : (Signature)

To: CEO of ITAC

I pledge the following in order to contribute to the company’s continued growth by complying with fair trade laws and regulations in my job duties, achieving mutual growth with customers, partners, and suppliers, and fulfilling our social responsibilities and obligations as an ethical company through fair competition.

1. I recognize that voluntarily complying with all fair trade laws and regulations is the true competitive advantage of ITAC, and I will sincerely adhere to them.
2. I will not engage in unfair trade practices such as abusing my trading position in transactions with customers, partners, or other stakeholders.
3. I will not instruct employees to engage in fair trade violations, nor will I approve or assist in any fair trade violations committed by employees.
4. I will actively participate in activities to practice fair trade compliance, including employee training and familiarizing myself with the voluntary compliance manual.
5. I will make efforts to prevent fair trade violations in advance, and if any violations occur,
I will take self-imposed sanctions.
6. I will handle any matters suspected of unfair trading according to the Fair Trade Compliance Program (Compliance Program).