
THINKWARE

Code of Ethics

Code of Ethics	
	Date: 2020. 04. 10.

Code of Ethics

Article 1 (roles and responsibilities to customers)

1. We always respect the opinions of our customers and place our customers' satisfaction and trust as our top priority.
2. We always listen to our customers' opinions and always think and act from our customers' perspective.
3. We protect the interests, safety and personal information of our customers and do not act unfairly to our customers.
4. We comply with laws and regulations related to consumer protection.

Article 2 (company's role and responsibilities to employees)

1. We treat each employee as an independent personality with equal trust and affection for people.
2. We do our best so that employees can achieve pride and reward through work based on a sense of ownership.
3. We provide equal opportunities according to the capabilities and qualities of our employees.
4. We evaluate the capabilities and achievements of executives and employees according to fair standards and compensate fairly.
5. We actively support the development of employees' capabilities and nurture talents from a long-term perspective.
6. We respect individual privacy and build a mature organizational culture based on mutual trust and understanding.

Article 3 (Roles and responsibilities for competitors and business partners)

1. We respect a fair and free market economy order in accordance with the principle of free competition and maintain market order by competing fairly with our competitors.
2. We comply with the fair trade order and comply with fair trade laws and regulations.

Code of Ethics	
	Date: 2020. 04. 10.

3. We pursue common development by building mutual trust and cooperative relationships through fair trade with our business partners.
4. We do not use our dominant position to force or influence any form of unfair conduct.

Article 4 (Roles and Responsibilities for the State and Society)

1. We comply with various laws and regulations as a member of the national and local communities.
2. We carry out business by respecting the social values of the region, both domestically and internationally.
3. We plan to expand our business on the basis of stable growth of the company.
4. We contribute to the development of the country by creating employment and paying taxes sincerely.
5. To preserve a clean environment, we strive to prevent environmental pollution and protect nature.

Article 5 (Roles and Responsibilities for Investors)

1. 따라 적시에 제공하여 투자자 등 정보이용자가 합리적인 투자판단을 할 수 있도록 한다.
1. We protect investors' rights and respect investors' legitimate demands and suggestions.
2. We record and manage accounting data in accordance with generally accepted accounting principles to provide transparent financial position and business performance.
3. We provide accurate management information in a timely manner in accordance with relevant laws and regulations so that information users such as investors can make a reasonable investment decision.

Article 6 (basic ethics of executives and employees)

1. As THINKER, we establish the right values and pursue constant self-development and fair job performance.
2. We take pride and pride as THINKER, and always have an honest and fair attitude.
3. We faithfully carry out each mission according to the company's vision and policy.

Code of Ethics	
	Date: 2020. 04. 10.

4. We do our best in our assigned duties, perform them in a fair way, and comply with all relevant laws and regulations.
5. We avoid any behavior or relationship in which the interests of the company and individuals conflict.
6. We do not use company property for personal benefit without permission.
7. We do not use any illegal software within the company.
8. We do not do anything that is perceived to cause sexual humiliation or that harms healthy fellowship.
9. We do not accept gifts or entertainment with each other.

Article 7 (observance of the Code of Ethics)

1. We must faithfully comply with the Code of Ethics, and if we violate this, we will be responsible for the relevant conduct.
2. If we are forced to act contrary to the code of ethics or recognize an unfair act, we must report it to the ethics department.
3. In the event of a violation of the code of ethics, we prevent recurrence through thorough investigation of the cause and education.