

Dear respectful CEO,

I'm Ahn Hyun-ho, CEO of Korea Aerospace Industries.

The diligent New Year in 2020 has already passed the winter, and I can feel the vibe of the spring. We thank you for your efforts in accompanying us with creative ideas for mutual prosperity. KAI also remembers the goal of mutual prosperity that has been and should continue to be followed.

Major countries around the world are closing upon anti-corruption regulations and it has become a clear standard required around the world, including the defense industry. As well as in Korea, the anti-corruption principle is applied without exception to all business suppliers and stakeholders. In participation, KAI is executing ethical management, certifying Anti-Bribery Management System (ISO37001).

Under the business standard of "what is good is not good, but righteousness is good", our employees are committed to internalizing transparent and fair corporate culture. However, since the problem of ethical standards can never be solved alone, interactions between companies are crucial. Therefore, KAI anticipates that we move towards the right path built upon corporate ethics, competing, cooperating and growing solely with our products, services and creative solutions.

Following the upcoming Lunar New Year holidays KAI employees will not accept gifts or other items given unfairly, so please make a personal greeting through phone calls and letters.

Once again, we thank you for your efforts and wish you an everlasting development.

January 20, 2020

CEO and Representative of KAI

Ahn Hyun-ho 

Code of Practice for Ethics

I will perform my duties on the basis of ethics and law and abide by the following for the benefit protection and social responsibility of the company, customers, shareholders and business partners.

1. I will do my best to create a corporate culture of trust and communication, transparent and fair.
2. I will not engage in corrupt and corrupt practices such as bribery between trading vessels in order to maintain a fair trade relationship.
3. I will take the lead in developing the company into a transparent company by immediately reporting any unfair trade proposals or perceived irregularities in the course of performing my duties.
4. I am faithful to the basics and principles and will not act in violation of the company's vision and interests as an aviation worker.

As a member of the Korea Aerospace Industries (KAI) I sign the above, vowing to comply thoroughly with the above and bear any penalties or disadvantages in case of violation.

Year. Month. Date : 2019. . .

Affiliation : _____

Name : _____

A Pledge on Ethics & Compliance for the Business Partner

The following partner company (hereinafter refer to the Company) of Korea Aerospace Industries (hereinafter refer to KAI) pledge to conduct the following in accordance with their good faith under this pledge.

1. In the course of all business with KAI, the Company observes national laws related to corporate management, such as the Anti-Corruption and Civil Rights Act, which bans corruptions at local and abroad, including all employees, executives, agents etc., working for the company.
2. In the course of all business, the Company will not provide inappropriate money, entertainment or other promises to all employees of the KAI, agents and employees of the company, and make efforts to secure a sound transaction by reporting unfair act through KAI homepage or by hot-line(+82-55-851-1140).
3. The Company shall not engage in any unfair acts during the course of its business, such as negotiating with other companies and acts that impede free competition in order to maintain and obtain the transaction qualifications.
4. The Company shall not make any promises to any State Official, Party, Party Candidate or Party counterpart in any way.
5. The Company does not conduct unethical business management such as human rights abuses, accounting violations, document forgery/modification, unfair subcontracting, etc. during the various business processes.
6. If the above items are violated or suspected, the Company shall actively cooperate with investigation of KAI, and if the violation is found to be true, the Company is responsible for limitation of the transaction qualification, contract termination and damage repairs.

A Pledge on Ethics & Compliance for the Business Partner			
Company Name		Date	
Name of CEO		Signature	

*Signature should be made by CEO or business-related Executives