

HYOSUNG



Hyosung Corporation

Nautilus Hyosung America, Inc.

Hyosung TNS

2022

Table of Contents

INTRODUCTION:.....3
POLICY:3
PROCEDURE3
TRAINING.....3
DISCIPLINARY ACTIONS3

INTRODUCTION:

Nautilus Hyosung America Inc. and Hyosung TNS's reputation is determined by the work we do each day and by the employees who represent us. We are proud of those who work for us and employees can be honored in the position of trust they hold and the positive reputations that we can build consistently. Our employees are expected to adhere to the highest level of business principles in their conduct and are required to exhibit personal integrity and demonstrate the highest levels of professionalism at all times. The company has established specific policies and requirements with respect to professional integrity and conduct. Hyosung is committed to conducting business ethically and legally throughout our organizations and requires employees and customers to notify the company if any of our employees or vendors violate our policies.

POLICY:

Hyosung has contracted with an outside agency, Lighthouse Hotline Services, for employees, customers and vendors to report possible incidents involving ethical or conduct issues.

PROCEDURE

To confidentially report a complaint related to employment practices, HR concerns or unethical behavior, employees, vendors and customers may contact our third-party vendor to file a report.

The procedure is intended to be used for sensitive issues. Serious concerns relating to financial reporting, unethical or illegal conduct should be reported in either of the following ways:

- Call: USA and Canada: (844) 990-0002
- Email: reports@lighthouse-services.com – must include Company name with report (Nautilus
- Hyosung America Inc., Hyosung, USA, Hyosung TNS, Hyosung Holdings or HICO).
- Fax: (215) 689-3885 – must include Company name with

Regular business matters may be directed to the employee's manager or Human Resources. The Lighthouse Reporting information is also available on our company website.

TRAINING

The Company provides annual training to all employees regarding our Code of Ethics and Professional Conduct, which also includes our Complaint and unethical Behavior Reporting policy.

DISCIPLINARY ACTIONS

Hyosung will not tolerate retaliation against an employee for reporting a concern in good faith or for cooperating with a compliance investigation, even when no evidence is found to substantiate the report.

Any violation of this policy may be grounds for disciplinary action, up to and including termination. Hyosung and its subsidiaries have the exclusive right to interpret this policy regarding their respective employees.