

CMIC Co., Ltd. Management of Conflict of Interest Policy

CMIC Co., Ltd. and its consolidated subsidiaries (hereinafter “We”) will comply with laws and regulations relating to Conflict of Interest, or various rules relating to the business, applicable to the countries and regions in which our businesses are being operated, and establishes a system, and thereby executes our businesses under highly ethical standards properly.

1. Conflict of Interest Management

“Conflict of Interest” means the state in which the personal interests of Executives and Employees exist that damage or pose a risk of damaging the legitimate interests of our business. All of the Executives and Employees understand and recognize these Conflicts of Interest actually arise or could arise, and in cases when such Conflicts of Interest arise, they should appropriately manage and deal with them.

2. Appropriate Reporting, Consultation, and Management

By implementing the following measures, we shall endeavor to understand, manage and deal with Conflicts of Interest:

- (1) Dissemination of the Policy to Executives and Employees, and thorough and periodic review of compliance
- (2) Implementation of education and training on Conflicts of Interest
- (3) Implementation of monitoring
- (4) Proper reports of and responses to Conflicts of Interest

Supplementary Provisions

1. The control, revision and abolishment of this Policy shall be in accordance with the Exhibit of the Regulations on Control of Rules and Regulations.
2. This Policy shall be implemented from May 1, 2025.

