F4GE Supplier Code of Conduct

F4GE, Inc. · F4GE Korea Co., Ltd.

Purpose and Scope

F4GE, Inc. and F4GE Korea Co., Ltd. (together, the "Company") have adopted this Supplier Code of Conduct (the "Code") to build a safe, ethical, and sustainable supply chain together with our suppliers. This Code applies to all suppliers that provide raw materials, components, software, or services to the Company, and to their employees and agents. Suppliers must require their own sub-tier suppliers to meet standards equivalent to this Code.

This Code is based on international standards, including the RBA Code of Conduct, the UN Guiding Principles on Business and Human Rights, the ILO fundamental conventions, and the OECD Guidelines for Multinational Enterprises. Where this Code and local law differ, the stricter standard applies. This Code does not replace the terms of any individual contract; applicable law prevails first, then the contract, then this Code.

1. Human Rights and Labor

- **Freely Chosen Employment:** Forced labor, human trafficking, and bonded labor are prohibited. Suppliers must not charge workers recruitment fees or confiscate identity documents or passports, and must provide employment contracts in a language workers understand. Suppliers must also comply with forced labor import restrictions such as the U.S. Uyghur Forced Labor Prevention Act (UFLPA), and must not use raw materials or components produced in regions or by companies associated with forced labor in the Company's supply chain.
- **No Child Labor:** Suppliers must not employ children below the legal minimum working age, and must not assign workers under 18 to night work or hazardous work.
- **Working Hours and Wages:** In accordance with the Korean Labor Standards Act and other applicable labor laws, suppliers must observe legal limits on working hours, provide required rest and leave, and pay at least the minimum wage and all legally mandated allowances on time. Wages must not be deducted as a disciplinary measure.
- **Humane Treatment and Non-Discrimination:** Violence, verbal abuse, sexual harassment, and bullying are prohibited. Suppliers must not discriminate in hiring, pay, or promotion on the basis of gender, age, race, nationality, religion, disability, pregnancy, political views, or similar grounds.
- **Freedom of Association:** Suppliers must respect workers' rights to freedom of association and collective bargaining in accordance with applicable law.

2. Health and Safety

- Comply with health and safety laws, including the Korean Occupational Safety and Health Act and the Serious Accidents Punishment Act, and operate a safety management system that identifies, assesses, and controls workplace hazards.
- Provide machine and equipment safeguards and personal protective equipment, and train workers on health and safety regularly.
- Maintain emergency response plans, evacuation routes, and fire protection equipment for fires, disasters, and other emergencies.
- Record and investigate occupational injuries and illnesses, and take corrective action to prevent recurrence.
- Keep worker facilities such as cafeterias, restrooms, and dormitories clean and safe.

3. Environment

- Obtain and maintain all required environmental permits and comply with environmental laws.
- Measure, manage, and minimize air emissions, wastewater, and waste.
- Store, use, and dispose of hazardous chemicals safely, and comply with regulations on restricted and prohibited substances in products.
- Track energy use and greenhouse gas emissions and work to reduce them.

4. Ethics and Compliance

- **Anti-Corruption:** Comply with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA) and the Korean Improper Solicitation and Graft Act. Do not offer or accept money, gifts, entertainment, or other benefits to or from Company employees, public officials, customers, or others to gain an improper advantage. Facilitation payments are also prohibited.

- **Conflicts of Interest:** Promptly notify the Company of any actual or potential conflict of interest in dealings with the Company.
- **Fair Competition:** Comply with competition laws, including the Korean Monopoly Regulation and Fair Trade Act, the Korean Fair Transactions in Subcontracting Act, and U.S. antitrust laws. Do not engage in price fixing, bid rigging, exchanging pricing information with competitors, or any other conduct that restricts competition.
- **Accurate Records:** Record all transactions accurately in books and records, and promptly correct any false or missing information once discovered.

5. Information Protection and Trade Compliance

- Protect the confidential information, trade secrets, and intellectual property of the Company and its customers, and use them only for purposes permitted by contract.
- Maintain information security and cybersecurity practices consistent with industry standards such as ISO 27001 or NIST.
- Protect the personal data of employees and other stakeholders in accordance with applicable privacy laws, including the Korean Personal Information Protection Act.
- Comply with all applicable export and import control laws, including the U.S. Export Administration Regulations (EAR), the International Traffic in Arms Regulations (ITAR), and the Korean Foreign Trade Act, and obtain any required licenses. Comply with economic sanctions imposed by the U.S. Department of the Treasury's Office of Foreign Assets Control (OFAC), the United Nations, the Korean government, and other authorities, and do not deal directly or indirectly with sanctioned countries, individuals, or entities. Notify the Company immediately of any potential sanctions violation.
- When developing or using artificial intelligence (AI) on the Company's behalf, do so transparently and responsibly, and do not use Company data to train AI without the Company's approval.

6. Quality and Responsible Sourcing

- Supply products and services that meet the Company's quality requirements, and take corrective action when defects are identified.
- Prevent counterfeit parts and materials from entering the supply chain, and notify the Company immediately if counterfeit items are found or suspected.
- Do not use minerals (such as tin, tantalum, tungsten, and gold) that finance armed groups in conflict-affected areas, and provide country-of-origin information upon the Company's request.

7. Management Systems

Suppliers must designate a person responsible for compliance with this Code, review related risks regularly, and train employees on this Code. Suppliers must retain documents and records demonstrating compliance in accordance with applicable law.

8. Grievances and Reporting

Suppliers must maintain a grievance procedure that allows employees to raise violations of law or this Code without fear of retaliation.

Suppliers and their employees may report improper requests by Company employees, violations of this Code, or other concerns directly to the contact below.

- **Contact:** Sungjin Kang, Director, F4GE Korea Co., Ltd.
- **Email:** sjkang@f4ge.ai

The Company keeps the identity of reporters and the content of reports confidential, and will not tolerate any retaliation against anyone who reports in good faith or cooperates with an investigation.

9. Monitoring and Consequences of Violations

The Company may verify compliance with this Code through written assessments or on-site visits, and suppliers must cooperate in good faith. If a violation is identified, the supplier must prepare and implement a corrective action plan. If a serious violation is not corrected within the required period, the Company may suspend business or terminate the contract.

10. The Company's Commitment

The Company will uphold this Code itself and deal with suppliers fairly and transparently. In compliance with the Korean Fair Transactions in Subcontracting Act and the Act on the Promotion of Mutually Beneficial Cooperation

between Large Enterprises and SMEs, the Company will not abuse its bargaining position, will pay suppliers on time in accordance with contract terms, and will strive to grow together with its suppliers.

11. Additional Requirements for U.S. Government and Defense Contracts (Applicable Suppliers Only)

Where products or services provided by a supplier are used to perform a U.S. government contract or a Korean or U.S. defense contract, the supplier must also comply with the following requirements to the extent the Company notifies the supplier through the contract.

- **Government Contract Rules:** Comply with government contracting regulations, including the anti-trafficking clause of the U.S. Federal Acquisition Regulation (FAR 52.222-50), and notify the Company immediately upon learning of any violation.
- **Protection of Controlled Information:** Protect Controlled Unclassified Information (CUI) in accordance with the Defense Federal Acquisition Regulation Supplement (DFARS), and meet applicable cybersecurity requirements such as NIST SP 800-171 and CMMC.
- **Counterfeit Prevention:** Comply with counterfeit electronic part prevention requirements of government contracts, and procure parts only from authorized sources.
- **Procurement Restrictions:** Do not use telecommunications or video surveillance equipment or services from foreign companies restricted under Section 889 of the U.S. National Defense Authorization Act (NDAA) or similar laws in contract performance.
- **Ethics in Government Dealings:** Comply with restrictions on gifts, hospitality, and employment offers to government officials, and ensure the accuracy of cost and pricing data submitted to the government.
- **Protection of Defense Technology:** Protect defense technology and related information in accordance with the Korean Defense Technology Security Act and other applicable laws.

Supplementary Provision

This Code takes effect on December 1, 2026 and may be amended in accordance with changes in applicable laws or Company policy.