

# Code of Ethics

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# Code of Ethics

## Preamble

As employees of SK networks, we uphold the SK Management System (SKMS) as the guiding principle of our corporate management. This applies to all employees, including contract workers and temporary workers, as well as headquarters and domestic and foreign investment companies with management rights.

We aim to achieve harmony and balance of happiness among various stakeholders, such as customers, employees, shareholders, business partners, and society. We also consider the happiness of both the present and the future generations, so that we can ensure long-term sustainability. We play a key role in social and economic development and further contribute to the happiness of mankind.

To this end, we establish a Code of Ethics and use it as a standard for making decisions and taking actions in all management activities.

### Article 1 (Attitude toward Customers)

We deliver various values to our customers and continuously strive to meet their expectations, earn their trust, and grow together with them.

- ① We always think and act from the customer's perspective, putting customer value first.
- ② We provide products and services that customers can be satisfied and confident with.
- ③ We respect the diverse opinions of our customers and actively incorporate them into the company's management activities.
- ④ We safeguard the property and information of our customers in compliance with relevant laws and regulations.

### Article 2 (Fundamental Ethics of Employees)

Employees take pride in themselves and perform their duties faithfully with a sense of responsibility as representatives of the company.

- ① Employees clearly separate public and private matters and conduct business fairly and transparently.

- ② Employees create an organizational culture that respects each other and works voluntarily and willingly.

### **Article 3 (Responsibility to Shareholders)**

We continuously create shareholder value to enhance corporate value, and for this purpose, we improve transparency and pursue efficient management.

- ① We maximize corporate value through efficient management based on continuous innovation and share the outcomes with shareholders.
- ② We implement transparent management led by the Board of Directors and respect the legitimate requests and suggestions of shareholders.
- ③ Management data shall be prepared in compliance with all laws and standards and shall be accurately and faithfully disclosed in accordance with relevant laws and regulations to safeguard the interests of shareholders.

### **Article 4 (Relations with Business Partners)**

We create a fair and competitive ecosystem with our business partners and foster mutual development through a virtuous cycle of cooperation.

- ① We provide fair opportunities for business partners, refrain from engaging in unfair acts using our superior position, and pursue mutual interests and joint development.
- ② We compete in good faith based on the spirit of mutual respect with competitors.

### **Article 5 (Social Responsibility)**

We grow together with society by performing various roles, such as environmental protection, job creation, quality of life enhancement, and contribution to the local community.

- ① We comply with the laws and regulations of the regions in which we operate our business and respect local culture.
- ② We actively participate in eco-friendly management and social contribution activities to ensure the happiness of the whole society.
- ③ We do not discriminate against any stakeholders in the business area and do not engage in political activities, such as using the company's assets for political purposes.

### **Article 6 (Code of Ethics Practice Guidelines)**

To ensure that employees can correctly interpret and apply this Code of Ethics, the accompanying “Code of Ethics Practice Guidelines” are established and enforced, and it has the same effect as this Code of Ethics.

## Supplementary Provisions

1. This Code of Ethics will take effect from February 1, 2007.
2. This amended Code of Ethics will come into force from October 1, 2009.
3. This amended Code of Ethics will come into force from April 1, 2016.
4. This amended Code of Ethics will come into force from October 1, 2016.
5. This amended Code of Ethics will come into force from September 1, 2017.
6. This amended Code of Ethics will come into force from September 1, 2018.
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