

[SK Gas Partner Code of Conduct]

SK Gas is striving to grow together with our partners. All business partners that working with SK Gas must comply with the following requirements and strive for satisfaction of the company and its customers. In addition, when contracting with SK Gas, it is mandatory to comply with the Supplier Code of Conduct.

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Labor

1. Anti-Discrimination Partners do not discriminate based on political, economic, or social status, such as race, age, gender, body, religion, etc., that are irrelevant to the job performance, in their employment practices such as recruitment, promotion, compensation, and education.
2. Prohibition of Child Labor Partners shall not employ child labor (employees below the minimum age of employment in the relevant country). In addition, young workers (based on local laws) do not engage in hazardous work in terms of safety and health.
3. Voluntary Work Partners shall not unreasonably restrict their employees' mental or physical freedoms or require them to work against their will, and guarantee that the conditions of employment are voluntary.
4. Compliance with Working Hours Partners shall not demand work more than the maximum working hours per week stipulated by respective country's law.
5. Humane Treatment Partners strive to create a working environment free from harassment. No inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, of any worker shall be tolerated.

Safety and Health

6. Occupational Safety and Health Partners prevent all employees from being exposed to risk factors for industrial safety, provide workers with appropriate personal protective equipment, and provide a safe

working environment through continuous safety education. In addition, partners strive to establish a safe and healthy working environment to minimize work-related injuries and diseases, retain workers and increase morale.

7. Emergency Preparation Partners shall identify possible emergency situations and apply emergency response plans and procedures to minimize damage caused by emergencies.

Environmental

8. Compliance with Environmental Laws and Pollution Prevention Partners shall comply with environmental laws, reporting requirements, and SK Gas's environmental/quality management standards. In addition, to prevent environmental pollution, efforts should be made to manage air, rainwater, and waste, identify chemicals and other substances that may pollute the environment when discharged, and ensure safe handling, use, and disposal of these substances.
9. Regulation of Substances Contained in Products Partners shall comply with all laws and regulations related to product-containing substances, product labeling (labeling) laws, and customer requirements.

Ethics

10. Anti-Corruption Partners strive to promote ethical and transparent management. Workers of partner companies perform all duties with integrity and do not take any form of personal benefit from stakeholders by using the authority entrusted to them.
11. Fair Competition Partners comply with fair competition laws and conduct all procedures such as pricing, bidding, and transactions in a fair and reasonable manner. Partners do not engage in any unfair actions by abusing dominant market position.
12. Responsible Mineral Procurement Partners shall not use raw materials obtained through illegal and unethical methods (minerals mined from mines occupied by armed groups, timber harvested from forest conservation and logging prohibited areas, etc.). Minerals such as tantalum, tin, tungsten, gold, etc. contained in raw materials, parts and products mined by armed groups from Democratic Republic of Congo directly or indirectly provide financial resources or benefits to

them, and as they seriously violate human rights in the Democratic Republic of the Congo or neighboring countries, use of their minerals is prohibited.

13. Privacy Protection Partners respect individual privacy and do their best to take necessary measures in the collection, storage, processing, transmission and sharing of personal information to protect personal information.

Management System

Partners shall adopt or build a management system that encompasses the contents of this code, and shall comply with relevant laws and customer requirements, and design so that operational risks related to this code can be identified, mitigated, and constantly improved.