



Policy on Political Involvement of SNBL's Officers and Employees and of the Company Itself

The following describes political attitudes among officers and employees of SNBL and in the company as a whole.

1. SNBL respects the freedom of individuals to participate in politics. However, each of SNBL's officers and employees should clearly separate his/her political activities from SNBL's corporate activities so that they will not be confused with each other.
2. SNBL prohibits the use of work hours or the company's assets for an individual's political activities. SNBL also prohibits everyone in the company from abusing his/her position in the workplace to force other employees to give political sympathy, support, objections or suchlike.
3. As a corporate body, SNBL maintains a healthy and normal relationship with politics. SNBL will strictly refrain from any act that may be interpreted as a cozy relationship with politics as we seek to build transparent relationships.

Established in October 2021