



Code of Conduct for Business Partners

We recognize the companies that provide us with products and services as essential business partners. In partnership with these stakeholders, we are committed to enhancing corporate value while contributing to the realization of a sustainable society. To this end, we promote business activities that prioritize compliance with applicable laws and regulations, respect for human rights, fair labor practices, and environmental stewardship.

In order to advance responsible business practices, we have established the SNBL Code of Conduct for Business Partners, which outlines the standards and actions we expect our business partners to uphold.

1. Employment based on freedom of choice: No person may be subject to forced labor.
2. Elimination of child labor and considerations for young workers: Do not illegally employ children. Employment of young workers should be limited to tasks free from hazards within the scope approved by applicable laws.
3. Labor safety and health: Respect international standards and provide officers and employees with a safe, healthy working environment in compliance with local laws.
4. Elimination of discrimination: Do not discriminate based on gender, sexual orientation, gender identity, nationality, race, age, disability, religious faith, or other attributes.
5. Wages, welfare, and work hours based on regulations: Obey applicable laws in paying minimum wages, overtime allowances, social security benefits, and other payments in accordance with the law. Work hours shall not exceed the limit specified by applicable laws.
6. Freedom of association: Respect the rights of every employee with regard to freedom of association, participation in a labor union, and appointment of a representative.
7. Prevention of bribery and corruption: Do not accept bribery or corruption. Do not engage in bribery or similar exchanges (including with domestic or international government officials, civil servants, and representatives of domestic or international private companies) either directly or indirectly via a third party for the purpose of gaining inappropriate benefits.
8. Prevention of unfair competition: Base business activities on fair competition and comply with the Act on Prohibition of Private Monopolization and Maintenance of Fair Trade, local competition laws, and other related laws.
9. Environmental considerations: Obey applicable environment-related laws and regulations. Encourage initiatives for curbing climate change, including the reduction of greenhouse gas emissions. Consider the impact of business activities on biodiversity.

We require that all partners review and fully understand the purpose and contents of this Code and that they communicate confirmation of their agreement to us. We expect all partners to ensure that the provisions of this Code are communicated to their relevant business partners.

To assess compliance, SNBL or a designated third party may request our partners to complete a questionnaire. In such cases, we request that our partners respond within a reasonable period. We thank you for your cooperation in committing to ethical business practices.

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