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Code of Ethics

Enactment and Revision

11	Revision (Integrated operation of SKI)	December 1, 2025
10	Partial revision	September 01, 2023
9	Partial revision (Improper Solicitation And Graft Act reflected)	December 14, 2016
8	Partial revision	November 15, 2015
7	Partial revision	May 01, 2013
6	Partial revision	September 01, 2011
5	Partial revision	May 01, 2011
4	Complete revision	June 01, 2009
3	Partial revision (whistleblower protection added)	November 28, 2008
2	Partial revision	March 08, 2007
1	Partial revision	July 14, 2004
0	Enactment	August 30, 1999
Revision number	Revised pages and contents	Date of revision

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SK innovation E&S Company (hereinafter “the Company”), basing on SKMS as the foundation for their business management, shall create value for the Company’ s members, customers, shareholders, business partners, the society, and other various interested parties, thereby playing a major role in the social and economic development and, furthermore, contributing to the well-being of all humans.

To this end, the Code of Ethics (hereinafter this “Code”) has been established to serve as the criteria for all decision-making and actions in business management.

BASIC ETHICAL STANDARDS OF MEMBERS


“As Members of the Company, we take pride in ourselves and diligently perform our duties in our position with an understanding that we are representing the Company.”

- We perform our duties in a fair and transparent manner by drawing a sharp line between public and private matters.
- We ensure that all members of the Company have respect for one another and develop with a sense of achievement in their work.

ATTITUDE TOWARDS CUSTOMERS

“We gain our customers’ trust by ensuring consistent customer satisfaction, and ultimately achieve development along with our customers.”

- We make continuous effort to provide our customers with the necessary products and services.
- We respect our customers’ various opinions, and apply their opinion to the Company’ s business management.

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- We protect our customers’ information and property in accordance with the relevant laws/regulations and the Company regulations.

RESPONSIBILITY FOR SHAREHOLDERS

“We increase our corporate value so as to create shareholder value, while enhancing the level of both transparency and efficient management toward this end.”

- We maximize our corporate value through efficient management basing on continuous innovation and share the results with our shareholders.
- We practice independent, transparent and responsible management centered on our board of directors and respect righteous demands and suggestions from our shareholders.
- We draw up the management documents according to the various laws/regulations and standards and make a public announcement on them to protect shareholders’ interests in accordance with the laws/regulations.


RELATIONSHIP WITH BUSINESS PARTNERS

“We build a fair and competitive business ecosystem with our business partners, and achieve mutual development through cooperation based on this ecosystem.”

- We give fair trading opportunities to partner companies, do not engage in unfair practices based on superior bargaining position, and seek mutual benefits and common development.
- We will not conduct unfair common actions such as determining the price, Terms and Condition of goods and services through agreements with rival companies. We also compete in good faith based on mutual respect.

OUR ROLE IN THE COMMUNITY

“We not only contribute to the economic development but also grow together with

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our society by engaging in social activities to create social values.”

- We strive for the happiness of society as a whole by actively pursuing social values.
- We build trust in our community, and develop and grow together with our community through the pursuit of disaster-free and eco-friendly management.
- We comply with the local laws and respect the traditions and cultures of the communities in which we engage in business.

SCOPE OF APPLCAITION

This Code applies to all Members (including contract worker and dispatched worker) of the Company and its affiliates (foreign or domestic).

For those affiliates whose shares are partially owned by the Company and for those business partners who are in business or contractual relationship with the Company, we recommend that they comply with this Code of the Company.

Addenda

A Separate “Code of Ethics Guidelines” has been established so that members of the Company may properly interpret this Code and act upon it.

【End】