

# **Prohibition of Gifts and Entertainment for Employees**



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In accordance with Article 2, Section 4 of the company's Code of Ethics and Conduct, SK Chemicals employees must not offer gifts or entertainment to stakeholders with the intention of gaining improper and unfair benefits related to their work. Additionally, employees must not accept gifts, entertainment, or other personal conveniences from stakeholders, including partner companies.

The detailed standards are as follows:

- ✓ Expenditures for business purposes involving external stakeholders, including public officials, can only be executed with the approval of the authorized personnel.
- ✓ Meals and gifts exceeding KRW 50,000, and congratulatory or condolence payments exceeding KRW 100,000 (KRW 50,000 for congratulatory/condolence payments, KRW 100,000 including wreaths) provided to public officials for smooth job performance or for social and ceremonial purposes are prohibited under the Improper Solicitation and Graft Act (Kim Young-ran Act).
- ✓ Entertainment refers to various activities conducted for social gatherings due to business reasons, such as meals, drinking, golf, and recreation. Employees must not receive or request entertainment from stakeholders.
- ✓ Employees must not inform external stakeholders of their own or colleagues' personal events or receive contributions for such events.
- ✓ If employees receive gifts exceeding the usual level or unavoidable entertainment against their will, or witness such circumstances, they must immediately return them or report to the Ethics Management Department.