

Practical Guideline for Ethical Management

Chapter 1 General Provisions

1.1 Purpose

The purpose of this Practical Guideline for Ethical Management (hereinafter referred to as “Guideline”) is to set forth the necessary requirements and standards of conduct that all directors and employees (hereinafter referred to as “Directors and Employees”) of Samyang Group (hereinafter referred to as the “Company”) must understand and comply with, in order to faithfully implement the Ethical Management Policy.

1.2 Scope of Application

These Guideline shall apply to all stakeholders involved with the Company, including customers, shareholders, business partners, Directors and Employees, as well as the government and society at large.

1.3 Compliance Obligations

Directors and Employees shall understand their roles in performing their duties and shall implement ethical management by fully understanding and complying with the Company’s Ethical Management Policy and this Guideline.

1.4 Reporting Violations

- 1) Any Director or Employee who becomes aware of a violation of this Guideline shall report it without delay to the Management Diagnosis Team, and the Management Diagnosis Team shall conduct an investigation and verify the facts.
- 2) The identity of the whistleblower and the details of the report shall be kept strictly confidential. Furthermore, whistleblowers shall not suffer any disadvantage as a result of such report.

1.5 Establishment of Separate Regulations

Matters not specified in this Guideline may be separately prescribed.

1.6 Principles for Ethical Decision-Making and Conduct

- 1) In situations where ethical dilemmas or conflicts of interest with the Company arise during the performance of duties, Directors and Employees shall make decisions based on the Ethical Management Policy and this Guideline, while prioritizing the best interests of the Company.
- 2) For matters not explicitly covered by the Ethical Management Policy or this Guideline, decisions shall be made in accordance with the core ethical decision-making principles of legality, transparency, and fairness.

- Legality: Does it comply with applicable laws and Company policies?
- Transparency: Are the content and procedures free from concealment and deceit? Can they be disclosed without hesitation or concern?
- Fairness: Is the decision one that all stakeholders can reasonably accept or agree with?

Chapter 2 Commitment to Customers

2.1 Provision of the Best Products and Services

- 1) The Company shall create differentiated value that meets customer needs through innovation and a spirit of challenge.
- 2) The Company shall provide the highest quality products and services through technological advancement and quality improvement.
- 3) The Company shall listen to customer suggestions and complaints in earnest, and promptly address legitimate requests for exchanges, returns, or other product-related matters.

2.2 Protection of Customers and Respect for Right to Information

- 1) The Company shall respect and protect the customers' reputation and personal information, and shall not use or disclose such information without prior consent.
- 2) The Company shall disclose, in good faith, any information that customers should be aware of or are rightfully entitled to be informed of.

Chapter 3 Responsibilities and Duties to Shareholders

3.1 Respect for Shareholders' Rights

- 1) The Company shall enhance shareholder value by generating sound profits through transparent and efficient management.
- 2) The Company shall respect legitimate demands and proposals from shareholders and duly consider them in its management practices.
- 3) The Company shall make every effort to maximize corporate value through continuous cost reduction, identification of new business opportunities, and the pursuit of innovation and growth strategies.

3.2 Transparency in Accounting and Disclosure of Corporate Information

- 1) The Company shall record and maintain accounting information accurately in accordance with generally accepted accounting principles, relevant laws, and internal policies.
- 2) All management information of the Company, including financial data, shall accurately reflect relevant facts and transaction details to support sound decision-making by the management and the board of directors.

- 3) The Company shall ensure transparent and fair disclosure of management information to shareholders and external stakeholders in accordance with relevant laws and internal policies.

Chapter 4 Fair Transactions with Business Partners

4.1 Fair Selection and Dealings with Business Partners

- 1) Business partners shall be selected objectively and fairly based on evaluation criteria. Any form of solicitation or undue pressure shall be strictly rejected.
- 2) All transactions must be conducted on an equal footing, without engaging in unfair practices by abusing any superior position.
- 3) All relevant laws, including the Fair Trade Act and the Subcontracting Act, shall be strictly observed, and any form of unfair trade practice is strictly prohibited.

4.2 Prohibition of Unethical Conduct

Directors and Employees shall not engage in any unethical conduct with stakeholders, including the acceptance of money or valuables, entertainment or hospitality, or arrangements for post-retirement employment or job placement.

1) Acceptance of money or valuables

Category	Principles of Conduct
Acceptance of money or valuables (e.g., cash gifts for congratulations/condolences, goods)	<ul style="list-style-type: none"> • Prohibited (except souvenirs generally provided to all attendees at events hosted by stakeholders) • Separate provisions shall apply to the handling of items received due to unavoidable circumstances.
Monetary transactions, joint investments, etc.	Prohibited
Notification of congratulatory or consolatory events (including promotions or transfers)	Prohibited
Acceptance of business-related conveniences such as support for business trips (e.g., transport, lodging)	Prohibited (If such support is received unavoidably, reasonable expenses must be properly reimbursed.)

2) Acceptance of entertainment/hospitality

Category	Principles of Conduct
Meals	Must be personally paid for by the Director or Employee.
Adult entertainment venues	Prohibited
Speculative entertainment	Prohibited

Golf	Prohibited (However, participation in events hosted by stakeholders may be permitted if pre-approved by the group leader)
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3) Post-retirement employment or job placement

Directors and Employees shall neither request nor accept any promises of benefits from stakeholders, such as post-retirement employment, job placement, or the awarding of contracts.

4.3 Prohibition of Collusion

- 1) Any form of coordination with competitors regarding prices or volumes of merchandise is strictly prohibited.
- 2) If any proposal for such coordination is received from a competitor, it shall be immediately refused and reported to the Ethical Management Department or through the designated whistleblowing channel.

Chapter 5 Prohibition of Improper Solicitation and Offering of Money or Valuables to Public Officials, Etc.

5.1 Institutions Subject to Prohibition of Improper Solicitation and Offering of Money or Valuables

The government, public institutions and their affiliated organizations, local governments and their affiliated organizations, state-owned enterprises and their subsidiaries, all national, public and private educational institutions from kindergarten through university, and all media organizations, including newspapers, broadcasting companies, and online media outlets fall within the scope of this prohibition.

5.2 Prohibition of Improper Solicitation

No individual shall, either directly or through a third party, engage in any act of improper solicitation as defined under the Improper Solicitation and Graft Act, directed toward public officials performing official duties. Prohibited acts include:

- 1) Causing a public official to handle duties in violation of applicable laws and regulations (including ordinances and rules; the same applies hereinafter), such as approvals, permits, licenses, patents, clearances, inspections, verifications, tests, certifications, or confirmations that must be processed subject to applications from relevant parties based on specific legal requirements;
- 2) Requesting unlawful mitigation or exemption of administrative dispositions or penalties such as license or permit revocations, taxes, surcharges, fines, penalty surcharges, enforcement charges, penalty fines or disciplinary actions;

- 3) Intervening in or influencing personnel decisions such as recruitment, promotion, or transfers of public officials in violation of the law;
- 4) Improperly influencing the selection or exclusion of individuals for decision-making roles in public institutions, such as members of various deliberation, decision-making or mediation committees, examiners or selection panels for exams held by public institutions;
- 5) Unlawfully influencing the outcome of awards, commendations, or selections for outstanding individuals or organizations conducted by public institutions;
- 6) Inducing the disclosure of confidential information related to bidding, auctions, development, testing, patents, military affairs, or taxation in violation of the law;
- 7) Causing the selection or exclusion of specific individuals, groups, or corporations in contract processes in violation of contract-related laws;
- 8) Interfering in or influencing the allocation, offering, investment, deposit, lending, donation, or contribution of subsidies, incentives, grants, investments, funds, or public financing, to benefit specific individuals, groups, or corporations unlawfully;
- 9) Causing specific individuals, groups, or corporations to purchase, use, benefit from, or possess goods and services produced, provided and managed by public institutions at unjust prices or outside normal trade practices;
- 10) Unlawfully manipulating or processing matters related to school admissions, grades, or performance evaluations;
- 11) Illegally influencing military service-related processes, including physical examinations, unit assignments, or duty placements;
- 12) Performing various public institution-led evaluations or assessments in violation of the law or manipulating the outcome thereof;
- 13) Illegally selecting or excluding individuals, groups or corporations from administrative guidance, inspections, audits, or investigations, or manipulating the results thereof or overlooking violations;
- 14) Improperly processing investigations, trials, rulings, decisions, mediations, arbitrations, reconciliations, or any other equivalent procedures related to legal cases in violation of the law;
- 15) Causing a public official to act beyond their legal status or authority regarding any of the matters listed above in Subparagraphs 1 through 14.

5.3 Prohibition of Offering Money or Valuables

No monetary rewards, gifts, or hospitality shall be offered to public officials or other stakeholders beyond specified limits for purposes such as facilitating official duties, social interactions, formalities, or condolences.

- 1) Types of monetary rewards or valuables

Cash, securities, real estate, goods, accommodation vouchers, membership cards, admission tickets, discount coupons, invitations, performance tickets, condominium usage rights, food and beverages, alcoholic beverages, entertainment such as golf, all conveniences including transportation and lodging, debt forgiveness, employment opportunities, business privileges, and any other tangible or intangible economic benefit

2) Principles of Conduct

Category	Principles of Conduct
Meals	Provision exceeding KRW 50,000 per person per occasion is prohibited. (An “occasion” includes all rounds of meals, drinks, snacks, and alcohol.)
Gifts	Provision of gifts exceeding KRW 50,000 per occasion is prohibited. (If both gifts and meals are offered, the combined value must not exceed KRW 50,000.) ※ Exception: Agricultural and marine products, or processed goods containing more than 50% of such ingredients, may be provided up to KRW 150,000.
Congratulatory or consolatory money	Cash exceeding KRW 50,000 per occasion is prohibited. (If offered with gifts or meals, the combined value must not exceed KRW 50,000. However, if agricultural and marine products or related processed goods are included, the total may be up to KRW 150,000.) ※ In cases where wreaths or floral arrangements are offered, the combined value may be up to KRW 100,000.

Chapter 6 Roles and Responsibilities of Directors and Employees

6.1 Behavioral Conduct of Directors and Employees

- 1) Directors and Employees shall carry out their duties with honesty and in good faith, taking pride in being a member of Samyang.
- 2) Directors and Employees shall maintain the honor and dignity of Samyang by dressing accordingly and behaving with courtesy at all times.
- 3) Directors and Employees shall respect one another as independent individuals and help foster an organizational culture in which all members can work with pride and fulfillment.
- 4) Directors and Employees shall strive for self-development to grow into talents who embody Samyang’s core values.

6.2 Fair Business Conduct

- 1) Directors and Employees shall share the Company’s management philosophy and faithfully implement Samyang’s core values of trust, challenge, innovation, talent, customer-orientedness, and focus on performance.
- 2) Directors and Employees shall clearly understand their responsibilities, make every effort to fulfill them, and be accountable for the outcomes.

- 3) Directors and Employees shall reject departmental egoism and superiority, and perform duties efficiently with mutual respect and cooperation.
- 4) Directors and Employees shall comply with all relevant laws and internal regulations, and shall not engage in abuse of authority, falsification, exaggeration, concealment, or unauthorized disclosure.
- 5) Directors and Employees shall not provide money, valuables, or entertainment to stakeholders for the purpose of gaining improper or unfair advantages.

6.3 Protection of Company Assets

- 1) Directors and Employees shall strictly protect the Company's physical assets as well as intellectual property such as business and technical information in accordance with security policies, and shall not use such assets for personal gain. Directors and Employees shall also respect the intellectual property of others and strictly refrain from using illegal software.
- 2) Directors and Employees shall not disclose any information obtained in the course of work to third parties without prior approval from the Company.
- 3) Directors and Employees shall not use Company budgets for personal expenditures and must ensure all expenses are in line with corporate policy and accurately recorded in accounting records.

6.4 Creating a Healthy and Safe Work Environment

- 1) Directors and Employees shall not engage in any acts such as sexual harassment that violate individual rights or cause discomfort to others.
- 2) Directors and Employees shall not engage in improper monetary exchanges, personal lending or borrowing, joint financial guarantees, or undue solicitations with one another.
- 3) Directors and Employees shall maintain a clean and pleasant workplace by practicing organization, cleanliness, and order in their daily work.
- 4) Directors and Employees shall understand and comply with all safety-related laws and standards, strictly follow safety protocols, and take all necessary measures to prevent accidents.

Chapter 7 Contribution to the Nation and Society

7.1 Contribution to National and Social Development

- 1) The Company shall comply with all applicable laws and regulations in the countries and local communities where they operate, and respect local customs, cultures, and social values.
- 2) The Company shall contribute to national development through job creation and faithful tax compliance, and actively participate in volunteer activities and other forms of social contribution.
- 3) The Company shall not discriminate against others based on academic background, gender, place

of origin, disability, or any other personal attribute.

7.2 Fair Competition

- 1) The Company shall comply with relevant laws and regulations, including the Fair Trade Act, and respect fair business practices.
- 2) The Company shall take the initiative in establishing a sound market order through fair and open competition with other companies.

7.3 Environmental Protection and Safety

- 1) The Company shall strictly comply with all laws and regulations related to environmental protection, safety, and health.
- 2) The Company shall make every effort to conduct environmentally responsible operations by preventing pollution and industrial accidents.
- 3) The Company shall strive to use resources efficiently through energy conservation and recycling initiatives.

7.4 Prevention of Money Laundering and Terror Financing

- 1) The Company shall actively work to prevent illegal money laundering and terror financing, thereby enhancing transparency and security in society.
- 2) The Company shall comply with all applicable anti-money laundering and counter-terrorism financing laws and regulations in the Republic of Korea and other countries where the Company operates.

Chapter 8 Management in Respect for Human Rights

8.1 Respect for Human Rights

All members of the Company shall be treated with dignity and respect as individuals. Fair opportunities shall be provided to everyone, and efforts must be made to prevent any inhumane treatment, including physical or psychological coercion, or verbal abuse.

8.2 Prohibition of Forced Labor

No employee shall be forced to work against their free will through means such as violence, threats, or confinement, or by restriction of physical or mental freedom. No employee shall be required to surrender government-issued identification, passports, or work permits as a condition for employment.

8.3 Prohibition of Child Labor

The Company shall comply with the minimum employment age set by each country and region, and strictly prohibit the employment of children under the age of 15. For workers under the age of 18, employment must comply with applicable labor laws and regulations, and they must not be assigned to work that is hazardous or harmful to their health and safety.

Addendum

Addendum (September 1, 2002)

1. (Effective Date) This Guideline shall take effect as of September 1, 2002.

Addendum (December 1, 2006)

1. (Effective Date) This Guideline shall take effect as of December 1, 2006.

Addendum (May 21, 2013)

1. (Effective Date) This Guideline shall take effect as of May 21, 2013.

Addendum (September 1, 2016)

1. (Effective Date) This Guideline shall take effect as of September 1, 2016.

Addendum (August 27, 2024)

1. (Effective Date) This Guideline shall take effect as of August 27, 2024.

Addendum (October 28, 2024)

1. (Effective Date) This Guideline shall take effect as of October 28, 2024.

Addendum (February 9, 2026)

1. (Effective Date) This Guideline shall take effect as of February 9, 2026.