# Charter for the Sustainable Management Committee

**Article 1. Purpose**

The purpose of this charter is to stipulate matters necessary for the efficient operation of the Sustainable Management Committee (hereinafter referred to as the "Committee") established by the Board of Directors.

**Article 2. Scope of Application**

Matters related to the committee shall be in accordance with the provisions of these regulations, except those provided for in the applicable laws, the articles of incorporation, or the bylaws of the Board of Directors.

**Article 3. Composition**

① Committee members are appointed and removed by the Board of Directors.
② The committee shall be composed of two (2) or more directors, and at least one-half of the members shall be composed of Independent Directors. <Amended June 24, 2026>
③ The term of office of the members shall be that of their directorship.
④ The chairperson is appointed by the Board of Directors of committee.
⑤ The committee may have a secretary who assists the chairperson and handles overall affairs of the committee.
⑥ If, due to resignation or other reasons, the number of members or the ratio of Independent Directors under Paragraph 2 falls below the required standard, the committee shall ensure compliance with the composition requirements at the first meeting of the Board of Directors convened after such cause arises. <Amended June 24, 2026>

**Article 4. Function**

The committee performs the following functions.

① Review company's compliance law related activities, including antitrust, anti-corruption, SHE (Safety, Health, Environment), subcontracting, etc. [Adopted May 27, 2020]
② Deliberation on matters related to the company's social value creation [Adopted June 24, 2026]
③ Deliberation and resolution on the following matters relating to the company's sustainability or SHE(Safety, Health, Environment) [Adopted June 24, 2026]
  (1) Sustainability materiality assessment procedures, criteria, and results
  (2) Mid- to long-term sustainability goals
  (3) Establishment of strategies and monitoring of implementation related to goals determined pursuant to Paragraph 3, Subparagraph 2
  (4) Semi-annual performance and future plans for Safety and Health plans decided by the Board of Directors
  (5) Matters related to SHE that are deemed likely to affect the Company's business conditions, etc.
④ Matters submitted to the Committee because it was deemed necessary to deliberate on compliance management or sustainability by other committees. [Adopted June 24, 2026]
⑤ <Deleted May 7, 2021>

### Article 5. Meeting

① In principle, the committee is held once every quarter, and the chairperson may convene as needed. If there is a request from a member, the chairperson shall convene a meeting.
② The committee decides with the attendance of a majority of the members and the consent of a majority of the members.
③ In accordance with Article 13-2 (5) of the regulations of the Board of Directors, the committee must notify each director of the contents of the deliberation and resolution, and the chairperson reports the results of the contents of the deliberation and resolution at the first convened meeting immediately after the committee.

### Article 6. Meeting Minutes

① Meeting minutes of the committee’s opinions are made.
② In the meeting minutes, the meeting’s agenda, transitional guidelines, and the results are recorded, and must be sealed and signed by the members present.

### Article 7. Attendance, etc. of Related Persons

① The committee may request the management and sustainability management-related executives to attend the meeting if necessary for business performance.
② The committee may request the submission of data from the related company departments if necessary for the performance of its duties.
③ The committee may request advice from experts, etc. at the company’s expense, if necessary for the performance of its duties.

### Article 8. Committee Support

The secretariat of the Board of Directors supports the overall committee work to handle the requirements such as the smooth operation of the committee and the collection of data from members.

## Addendum (Enforced on March 28, 2018)

This regulation is effective from March 28, 2018.

## Addendum (Enforced on May 27, 2020)

This regulation is effective from May 27, 2020.

## Addendum (Enforced on May 7, 2021)

This regulation is effective from May 7, 2021.

## Addendum (June 24, 2026)

### Article 1 (Effective Date)

This Charter shall become effective on June 24, 2026.

**Article 2 (Provisions Regarding Independent Directors)**

The amended provisions of Article 3, Paragraphs 2 and 6, regarding the change of the title of Independent Directors shall take effect on July 23, 2026.