

## Ethical Management Practice Pledge

Established on October 1, 2020  
Revised on February 1, 2022  
Revised on July 1, 2023  
Revised on August 9, 2023  
Revised on September 13, 2023

In doing business with Alkynes Co., Ltd. (hereinafter "your company"), we wish to actively participate in your company's ethical management practices. We actively practice the 'Business Related Person Code of Conduct' and promote mutual development through transparent and fair transactions. In order to pursue this, I pledge to adhere to the following

1. Do not engage in unfair practices, corruption, or information security leaks when doing business with your company. I won't.
2. Actively practice the following "Business Related Person Code of Conduct" when doing business with your company. I'll do it.

### **A. Management, transaction, ethics**

Compliance with norms, prohibiting unfair transactions, prohibiting unethical behavior, maintaining information security, and managing risks.

### **B. environmental management**

Environmental management, energy and greenhouse gas emissions management, waste management, air pollutant management, Water Resources Management, Responsible Material Purchasing

### **C. Labor/Human Rights**

Compliance with labor standards, prohibition of child labor, prohibition of discrimination, humane treatment, work life balance, worker participation activities

### **D. safety and health**

Safety management activities, safety accident prevention and management, emergency situation response, safety diagnosis, health management

3. When doing business with your company, you are suggested to engage in unfair trade,

unfair or corrupt practices, or information security issues.

If we become aware of a leak, we will immediately report it below.

**Reporting place** : Alkynes Co., Ltd.

Ethical Management Committee (Management Support Team)

**phone** : +82-31-683-8124~6(012, 014, 015)

**E-mail** : [management@alkyn.com](mailto:management@alkyn.com)

4. When there is a request for cooperation in an investigation into unfair acts, corruption, or information security leaks. Matters requested by your company (when investigating unfair trade, corruption, and information security leaks)

We will provide all cooperation in the submission of necessary materials, etc.).

5. Your company's executives and employees directly or indirectly provide money, valuables, and other benefits to our company's executives and employees due to abuse of their position in transactions. If it is discovered that the provision was made in response to a request for economic benefit, theft, fraud, and other illegal acts under criminal law may be committed.

If we cause damage to your company through our actions, we will assume corresponding civil and criminal liability.

6. We confirm that compliance with this pledge is a key aspect of the contract and partnership between us and you.

If this pledge is violated, we will bear any disadvantages, including termination of the contract.

To certify the above facts, two copies of this pledge shall be prepared, one copy shall be kept by our company, and one copy shall be kept by us.

Submit it to your company.

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Company Name :

address :

CEO : (sign)

**Alkynes Co., Ltd. preciousness**