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<b>Managed by</b>	Corporate Culture Team

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## **Community, Donation, and Sponsorship Policy**

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**Rev. 0**

SeAH Steel Holdings Corporation (hereinafter referred to as the "Company") engages in social contribution activities in alignment with its corporate value of making the world beautiful. These efforts reflect the Company's commitment to mutual growth, creating positive social value and fulfilling its social responsibilities. Specifically, all donations and sponsorships provided by the Company must be carried out in an ethical manner, aligned with the corporate values and in pursuit of sustainable growth. The Company also aims to grow together with local communities and contribute positively to their development. For this end, this Community, Donation, and Sponsorship Policy (hereinafter referred to as "this Policy") applies to all employees of the Company across all countries and regions, as well as to all donations, sponsorships and community-related activities undertaken by the Company.

## **Chapter 1. Community Policy**

The Company strives to enhance the positive impact of its business activities on local communities by establishing and improving relevant policies based on international standards, including Convention No. 169 of the International Labor Organization (ILO).

### **Article 1. Purpose of the Community Policy**

In promoting this Policy, the Company establishes communication channels with local communities and key stakeholders to gather input and set objectives based on the feedback received.

### **Article 2. Operation of the Community Policy**

- ① The Company establishes programs for community improvement in cooperation with local communities and shall periodically share the results of such programs.
- ② In order to fulfill its responsibilities for community engagement, the Company shall establish a dedicated organization to implement this Policy and shall have the organization perform relevant tasks and periodically review its performance.

## **Chapter 2. Donation and Sponsorship Policy**

### **Article 3. Principles of the Donation and Sponsorship Policy**

The Company may make donation and sponsorship only under the following conditions:

- ① It complies with applicable laws and align with the Company's ethics policy;
- ② It is made through duly established charitable organizations;
- ③ It is made solely for charitable purposes and not for the purpose of obtaining improper business advantages or benefits;
- ④ It is not involved in direct or indirect monetary payments or other forms of contributions which are provided for political purposes to political parties, political officeholders, or

political candidates; or

- ⑤ It is not made or offered in connection with auctions, bids, contract renewals, or future business relations.

#### **Article 4. Operation of the Donation and Sponsorship Policy**

- ① Donation and sponsorship shall not be provided without the approval of a duly authorized decision-maker.
- ② Requests for donation and sponsorship from external organizations are handled according to reasonable procedures, and all processes related to donations and sponsorships shall be managed ethically, ensuring transparent and fair procedures.
- ③ To oversee compliance with the Donation and Sponsorship Policy, the Company shall establish an appropriate performance reporting system, periodically review the effectiveness and implementation of the Policy, and take corrective measures where deficiencies are identified.

#### **Addendum**

This Policy is enacted and takes effect as of June 20, 2025.