posco
포스코퓨처엠

세무관리 정책
(Tax Management Policy)

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Rev.	**2**	**Document No.**	**-**
Managed by	**Tax Section**		
Reviewed by	**Head of Accounting Tax Group**		
Approved by	**CEO (Chairman of BOD)**		

Purpose

This policy provides the tax policies that POSCO FUTURE M shall comply with so that it can faithfully fulfill tax obligations and comply with tax laws in the Republic of Korea and other countries in which it operates its business.

Scope of Application

This policy applies to POSCO FUTURE M and its employees. POSCO FUTURE M recommends that its workplaces, investment corporations, their employees, cooperative companies and contractors who transact with POSCO FUTURE M comply with this policy or a policy of a similar level to this policy.

Code of Conduct

1. **Compliance with Tax Laws**

   POSCO FUTURE M is committed to fulfilling its social responsibility by understanding and complying with the tax laws of the Republic of Korea and the countries where it operates, and accurately calculating and timely paying the taxes due as required by each country's tax obligations.

2. **Building a Transparent Relationship with Tax Authorities**

   POSCO FUTURE M strives to build transparent relationships with tax authorities in each country, fulfill tax obligations based on the principle of good faith as a responsible taxpayer, and contribute to enhancing national competitiveness through the progressive revision of systems and relevant regulations and procedures. We also make every effort to maintain a constructive and cooperative relationship with tax authorities.

3. Compliance with International Trade Obligations

POSCO FUTURE M complies with international tax regulations in trade and fulfills its tax obligations faithfully. It does not engage in tax avoidance transactions such as unjustified tax reduction or income shifting to low-tax countries without commercial substance and does not use tax havens. In addition, We shall also determine transaction prices in accordance with the 'Arm's length principle' and the 'OECD Transfer Pricing Guidelines' "normal pricing method" to prevent transfer pricing issues with domestic and foreign related parties and applies them.

4. Local Community Development

POSCO FUTURE M complies with tax laws in a fair and transparent manner and disputes unreasonable taxation through legal procedures such as filing administrative claims and lawsuits. In addition, the company shares its growth profits with society based on legitimate tax-saving measures.

Action Plans

1. Establishment of Tax Risk Management System

POSCO FUTURE M operates an in-house tax department that monitors the domestic and international business environment, business structure, and transactions to review tax risks in advance and make decisions based on risk assessment. They comply with all tax reporting and payment deadlines and document and retain tax-related information.

2. Roles and Responsibilities of the Board of Directors and Taxation Specialist

The Board of Directors is responsible for reviewing and approving this policy, and the tax personnel of POSCO FUTURE M conform to the tax regulations of each country in accordance with the company's tax policy, maintaining transparent relationships with tax authorities, and performing their duties.

3. Use of External Specialized Agencies

We shall receive an objective review by an independent agency on major tax-related issues and minimize tax risk with the help of an external professional agency when making important decisions, if necessary.

4. Transparent Information Disclosure

We shall transparently disclose the amount of tax we pay in the Republic of Korea and other countries in which we operate our business.