

## **Code of Ethics**

**SK Biopharmaceuticals Co., Ltd.** uses the SKMS as the basis for corporate management to create values for various stakeholders, such as customers, partners, shareholders, and business partners, to play a key role in the social and economic development, and furthermore, to practice corporate management that contributes to the happiness of mankind.

To this end, the Code of Ethics is established and used as the standard for decision-making and behavior in all business activities. The Code of Ethics shall apply to all employees (irrespective of types of employment contracts, types of duties performed, hereafter referred to as ‘employees’) of SK Biopharmaceuticals and its affiliated investment companies (including domestic and overseas entities where SK Biopharmaceuticals has management rights).

### **Basic ethics of employees**

**"As an employee of SK Biopharmaceuticals Co., Ltd., we shall perform our duties in good faith in the attitude of representing the company at all times with pride in our position."**

- We shall clearly distinguish between public and private matters and conduct business fairly and transparently.
- We shall create an organizational culture in which employees can work voluntarily and motivatedly, with mutual respect.

### **Responsibility to Shareholders**

**"We shall increase the value of the company to create the value of stockholders, and for this purpose, we shall enhance transparency and conduct efficient management."**

- We shall maximize corporate value through efficient management through endless innovation, and share the outcomes thereof with shareholders.

- We shall practice transparent management centered on the board of directors, and respect legitimate requests and suggestions of shareholders.
- Management data shall be prepared in conformity with all laws and regulations and standards, and relevant information shall be duly disclosed in accordance with the laws and subordinate statutes to protect the interests of shareholders.

### **Relationship with Business Partners**

**"We shall pursue joint development with partner companies and compete fairly with competitors."**

- We shall provide partner companies with opportunities for fair trade, and shall not engage in unfair practices by taking advantage of their dominant position, and shall pursue mutual benefit and joint development.
- We compete in good faith with competitors based on the spirit of mutual respect.

### **Attitude towards Customers**

**"We shall continue to satisfy customers, earning trust from customers, and ultimately developing together with customers."**

- We shall respect various opinions of customers and actively reflect them in the management activities of the company.
- We shall protect customers' property and information safely in accordance with the relevant laws and company regulations.

### **Roles in Society**

**"We shall contribute to society through social and cultural activities, along with our contribution to economic development, and shall endeavor to manage the business in conformity with social norms."**

- We shall endeavor to make the whole society happy by actively participating in social contribution activities.

- We, as a global pharmaceutical company, shall comply with all laws and regulations of the region where we operate, including but not limited to the Korean Pharmaceutical Affairs Act, the Korean Fair Competition Code on Pharmaceutical Trade, the U.S. Federal Food, Drug and Cosmetic Act and the Public Health Service Act, and respect the traditions and culture of the local community. In particular, we shall abide by the PSCI (Pharmaceutical Supply Chain Initiative) Principles for Responsible Supply Chain Management, the Ten Principles of the UN Global Compact, etc.
- We shall comply with all regulations and principles on research ethics set out in the Declaration of Helsinki, the ICH-GCP Guideline, the Korean Bioethics and Safety Act, etc.
- We shall contribute to the development of pharmaceutical industry by actively protecting all intellectual properties invented and/or created in the course of research & development and respecting others' intellectual property rights.
- We shall contribute to the development of society through environment- friendly management.

**Addenda (December 13, 2016)**

1. This Code of Ethics shall enter into force on December 13, 2016.
2. A separate "Practical Guidelines for Code of Ethics" shall be operated so that employees can properly interpret and implement the code of ethics.

**Addenda (July 20, 2023)**

1. This Code of Ethics shall enter into force on July 20, 2023. [END]