

SK Biopharmaceuticals Co., Ltd. Partner Code of Ethics

SK Biopharmaceuticals Co., Ltd. (hereinafter “SKBP”) aims to apply and comply with the highest level of ethics, social and environmental standards based on SKMS's management philosophy. In addition, SKBP recognizes the important role of corporations (including its employees) or individuals (collectively, “Partners”) working for or with SKBP in achieving these goals.

To this end, SKBP not only sets its own ethical standards at the highest level, but also expects its Partners to work at the same level, and through this code of ethics, SKBP recommends building a safe working environment for its partners, respecting the human rights of its members, taking responsibility for the environment, and operating the company ethically. SKBP's partners must not only endeavor to comply with this code of ethics, but also require all subcontractors to comply with it.

SKBP or specialized institutions designated by SKBP may visit the Partners to assess whether the Partners are complying with the code, and may require the deadline and the level of improvement in the event of any violation of the code.

This Code has been prepared based on the Pharmaceutical Supply Chain Initiative (PSCI)'s pharmaceutical industry principles, the United Nations Global Compact (UNGC), and the values and norms of SKBP. This Code can be changed reasonably as necessary, and the changes are pre-announced to the Partners through the SKBP website.

1. Labor & Human Rights

- Voluntary Work

The Partners shall not use forced labor (such as slavery, human trafficking, etc.) against the will of the workers. At the time of employment, one copy must be provided to the worker after signing a labor contract in a language that the worker can understand. When a foreign worker is hired, the worker himself/herself must keep the original documents such as passports and work permits. The Partners shall not unreasonably restrict the movement of workers, and workers shall be free to leave the company according to their will.

- Prohibition of Child Employment and Management of Youth Workers

The Partners shall not employ children. 'Child' means a person under the age of 18 or below the minimum age available for employment as prescribed by domestic/local laws. Children and young workers under the age of 18 should not be put into dangerous processes or extension/night work for safety and health. Students in training shall be separately managed/supported according to the training program, separated from ordinary workers.

- No Discrimination

The Partners shall not discriminate on the basis of race, skin color, age, sex, sexual orientation, gender identity, ethnic origin, disability, pregnancy, religion, political orientation, union membership, nationality, or marital status in employment practices, such as employment, wages, promotion, compensation, provision of educational and training opportunities, etc.. Workers or job seekers cannot be asked

for medical checkups on items (pregnancy or not, etc.) that can be used as grounds for discrimination.

- Observance of Working Hours

The Partners shall pay workers in accordance with the relevant laws and regulations, including the Labor Standards Act, such as the minimum wage, overtime work, and compulsory welfare, and the weekly working hours of workers shall not exceed the maximum working hours prescribed by law. Furthermore, except for emergency or special situations, the weekly working hours for workers shall not exceed the working hours provided by relevant laws, including extended working hours.

- Wages and Benefits

The remuneration paid by the Partners to the workers shall comply with all applicable wage-related laws, including the minimum wage, overtime pay, etc., as prescribed by the laws.

- Humanitarian Treatment

The Partners shall respect the human rights of all workers, and shall not give harsh or inhumane treatment, such as sexual harassment, sexual abuse, corporal punishment, mental/physical coercion, verbal abuse, and unreasonable restrictions. To this end, the Partners must clearly define and implement reasonable disciplinary procedures and notify the workers.

2. Safety & Health

- Industrial Safety

The Partners shall create a safe and healthy working environment, and risk assessments shall be conducted regularly to identify the possibility of the workers' exposure to risk factors. The Partners shall provide the design of safe processes, technical/administrative control, preventive maintenance, safety regulations, and continuous training and education according to the risk assessment results, supply necessary personal protective equipment to the workers, and manage/supervise appropriate wearing.

- Process Safety

The Partners shall establish control procedures to identify risks arising from chemical and biological processes, and to prevent and respond to large-scale releases of chemical or biological substances.

- Emergency Preparedness

The Partners shall identify and evaluate potential emergencies and accidents in advance. The Partners shall also prepare workers' notice and evacuation procedures in the event of an emergency, and establish emergency response procedures to prevent emergencies to minimize damage caused by the emergency.

- Industrial Accidents and Disease Prevention

To prevent industrial accidents and occupational diseases and to prevent a recurrence, the Partners shall establish and observe accident management procedures. The Partners shall identify physically demanding work such as repetitive work and handling heavy objects by workers, and

take appropriate measures, such as process improvement, to prevent musculoskeletal disorders in workers.

- Management of Harmful Factors in the Working Environment

The Partners shall regularly measure the working environment of hazardous chemicals, noise, dust, etc. to which workers may be exposed to determine their impact, and implement technical measures and management/supervision to ensure that the workers are not exposed to more than the standard level.

- Safety of Equipment

The Partners shall classify hazardous facilities and conduct regular safety inspections. For the safety of workers, physical protection devices/walls and control devices shall be provided, and preventive maintenance for the facility shall be carried out.

- Risk Information

The Partners shall educate and train workers and protect them from risks by providing safety information related to hazardous substances (pharmaceutical compounds, pharmaceutical intermediates, etc.).

- Education on Safety and Health

The Partners shall regularly conduct the safety and health education necessary for the workers, and the safety and health information that the workers need to know shall be kept in a conspicuous place.

3. Environment

- Compliance with Environmental Law

The Partners shall acquire and maintain the legally required environmental licenses (e.g., report on the installation/operation/change of emission/prevention facilities) and comply with the reporting obligations. In addition, they shall comply with the laws and regulations on the environment, and continuously identify and comply with the latest amendments to laws and regulations.

- Activities to Prevent Environmental Pollution and the Reduction of the Use of Resources and Energy

The Partners shall endeavor to fundamentally reduce the amount of resources/energy used and waste discharged through process improvement, raw material replacement, preventive preservation, resource conservation, recycling/reuse.

- Greenhouse Gas Management and Information Disclosure

The Partners shall participate in activities to reduce greenhouse gas emissions. The Partners shall establish a technology or management strategy to minimize the amount of greenhouse gas emitted by the Partners and to minimize greenhouse gas and energy consumption, and shall conduct a documented tracking and improvement management of the formulation and achievement of targets for the reduction of greenhouse gases. In addition, the Partners shall make efforts to produce low-carbon products and use renewable energy.

- Chemical Control

The Partners shall identify all chemicals (including designated wastes) that are likely to cause environmental pollution at the time of leakage, make efforts to safely store, transport, use, recycle/reuse, and dispose of the relevant substances, and prepare a scenario for responding to leakage to conduct regular response training.

- Waste Disposal

The Partners shall identify the characteristics of the wastes they generate, dispose of them in accordance with relevant laws and regulations, and endeavor to reduce the amount of wastes.

- Air Pollution Control

The Partners shall identify the characteristics of volatile organic compounds, aerosols, corrosive gases, dust, ozone-depleting substances, and combustion by-products in the process, process them in accordance with relevant laws and regulations, and monitor the discharge status at all times.

- Sustainable Sources and Tracking Capability

The Partners shall conduct due diligence on key raw material sources to promote lawful and sustainable procurement of raw materials.

4. Corporate Ethics Compliance (Ethics)

- Observance of Transparent Management and Prohibition of Unjust Profit

The Partners shall prohibit corruption, such as bribery and embezzlement, including gifts, as a policy, and shall continuously

inspect and monitor them. All transactions must be recorded/managed transparently.

- Information Disclosure

The Partners shall disclose information on labor/safety and health/environment management, management activities, governance, financial status, and performance in accordance with relevant laws and industry best practices.

- Protection of Intellectual Property Rights

The Partners shall respect all intellectual property rights and protect the relevant rights in the transfer of technology/know-how. All information of SKBP affiliates known from the transactions with the SKBP affiliates shall be safely protected.

- Compliance with Fair and Transparent Transactions

The Partners shall comply with the laws and regulations related to fair trade, and shall not engage in acts that impair fair trade, such as unfair trade practices.

- Protection of Identity and Prohibition of Retaliation

The Partners shall operate a reporting system that guarantees anonymity so that workers can participate without fear of retaliation, and shall maintain the relevant confidentiality.

- Privacy

The Partners shall systematically manage and protect the personal information of all interested parties (including suppliers, customers, and executives and employees). In addition, personal information protection/information security laws and regulations shall be complied with when collecting, storing, processing, transmitting and sharing personal information.

5. Management System

The Partners shall establish their own management system to maintain business continuity, promote continuous improvement, and comply with this Code and related laws and regulations.

- Commitment and Responsibility

The Partners shall allocate appropriate resources and appoint senior management to demonstrate that it complies with the concepts specified in this Code.

- Risk Management

The Partners shall prepare a process for evaluating and managing safety, environment, health, labor practices, and ethical risks in relation to the operation of the company.

- Recording and Managing Documents in Accordance with Relevant Laws and Regulations and In-house Document Management Regulations

The Partners shall prepare, record and manage the documents necessary to prove compliance with this Code.

- Operating Member Education/Training Programs

The Partners shall operate an education program to ensure their management and workers with the knowledge, skills and abilities necessary to comply with this Code at an appropriate level.

- Continuous Improvement

The Partners shall establish performance goals and implement the performance plan accordingly to correct deficiencies revealed in internal/external assessments, audits, and management reviews, and to continuously improve them.

- Confirmation of Concerns

The Partners shall encourage all workers to report concerns, torts, or violations of this Code without retaliation, intimidation, bullying or the threats of such misdeeds. If necessary, the Partners shall investigate the situation and take corrective measures.

- Communications

The Partners shall establish an effective system to inform workers, contractors, and suppliers of this Code.

6. ADDENDUM

1. This Code of Ethics shall enter into force on September 16, 2022. [End]