

Classification	ESG Policy	ESG Policy for Subsidiaries	Rev. Date	08.2022
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SK Biopharmaceuticals sets annual ESG management goals and discloses ESG information to guide SK Life Science, Inc. (hereafter SKLSI), a subsidiary, in practicing ESG management and improving performance.

Below are the stepwise goals for raising the level of SKLSI’s ESG management system.

- 2023: Form an ESG organization within SKLSI and establish an ESG status reporting system
- 2024: Open an ESG menu on the SKLSI website and establish and execute an ESG policy
- 2025: Enhance the sophistication of ESG performance for internal ESG management

ESG performance of SKLSI is disclosed through the Sustainability Report of SK Biopharmaceuticals. ESG data of SKLSI that are disclosed currently include the following. SK Biopharmaceuticals will further expand the scope of disclosure for improved results.

ESG	Area	Disclosure
E	Environment	• Greenhouse gas emissions (Scope 2)
S	HR	• Policies and programs to strengthen HR diversity, strategic HR planning • Employee status, diversity status, recruitment status, and turnover status
	SCM	• Policies, processes, and activities related to management of the supply chain
	QA	• Quality control processes to ensure product safety
	Sales & Marketing	• Responsible marketing practices, social contribution activities
	Market Access	• Policies, activities, and outcomes related to increased accessibility of pharmaceuticals
	IT	• Information security certification system and related policies
	Clinical Operations	• Policies to secure product quality and safety during clinical studies
	Regulatory Affairs	• Activities to respond to measures/changes adopted by industrial regulatory authorities
	Medical Affairs	• Current status of disclosures related to clinical study information
G	Compliance	• Code of Ethics and accompanying activities
	Legal	• Legal disputes in the ESG area (anti-corruption, anti-competition)
	Tax	• Tax payment status
	Controlling	• Political activities and lobbying
	Medical Hotline	• Hotline reporting process and customer compensation body