

Classification	ESG Management	ESG-Based Management Performance Evaluation /Compensation Policy	Date of Revision	2021.08
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Led by the Board of Directors, SK Biopharmaceuticals manages the remuneration of directors and executives, evaluation of CEO performance and appropriateness of CEO compensation, and reflection of the achievements of the sustainability management strategy goal as specified in the compensation policy with all aspects, and the results are published in its sustainability, and business report.

Performance Evaluation of Executives

There are ESG management performance indicators in addition to key performance indicators (KPI), in order to promote a sustainable management system, and to enable harmonious and balanced happiness of all stakeholders.

Compensation System for Executives

The remuneration of directors is determined within the limits of director's remuneration approved at the general stockholders' meeting, based on their strategies and management performance (financial performance, contribution to ESG management performance, etc.) that enhance the company's management philosophy, while stock option is provided to promote the contribution to improving corporate values. Independent directors are paid within the limits of director's remuneration, based on their duties, expertise, and management activities. The level of compensation for directors is determined at the general stockholders' meeting through a legitimacy review on the remuneration limit by the board of directors, and the remuneration and calculation methods are disclosed in the business report.