

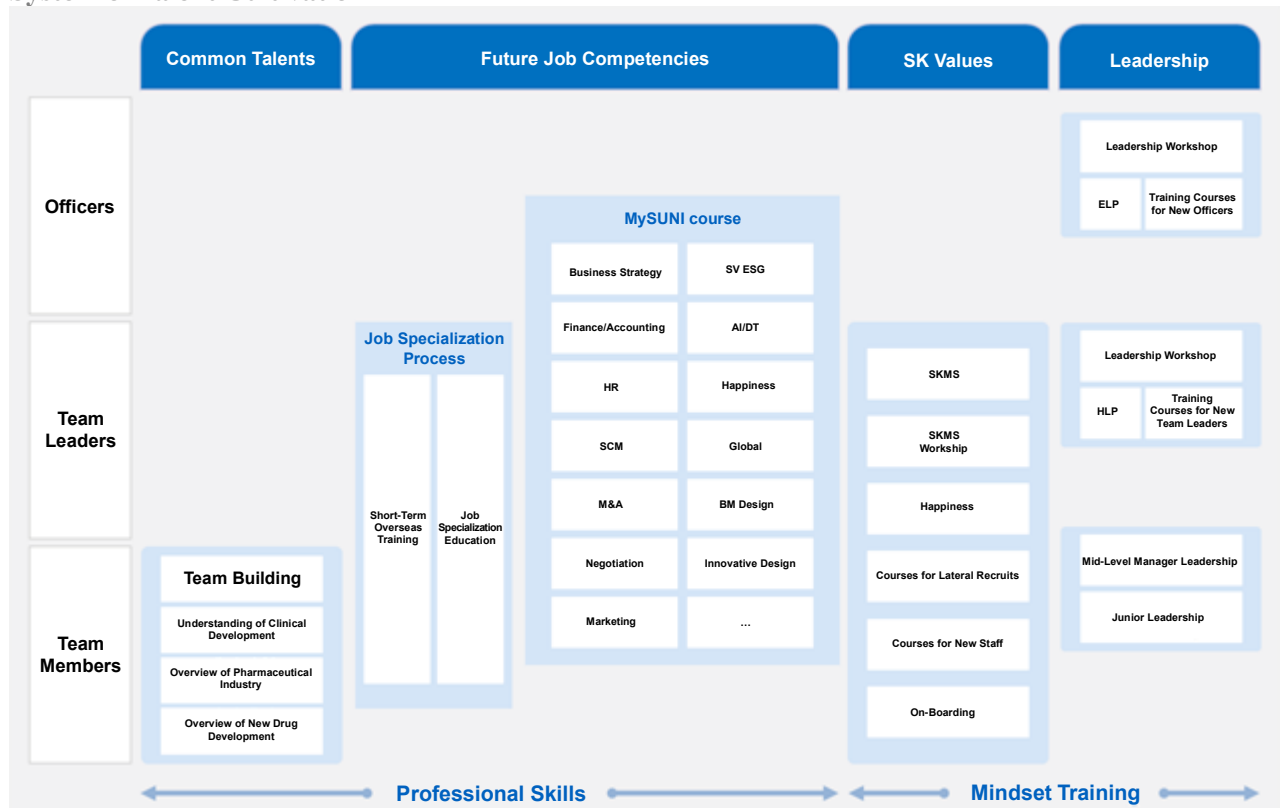
Category	Employee Education	Employee Talent Cultivation Policy	Date Enacted	2023.09
			Revision No.	0.2

SK Biopharmaceuticals is actively working toward cultivating talents and creating a learning environment in order to remain competitive and achieve sustainable growth as a global pharmaceutical company. The Company seeks to create an infrastructure that allows members of its corporate community to draw and execute their own learning plans so that they will be able to develop the needed talents and abilities, in step with the Company's vision of training leading professionals guided by SK Values.

Employee Talent Cultivation Policy

SK Biopharmaceuticals operates a systematic training program including instructions provided by outside groups for all members of its corporate community, with a view toward cultivating and improving talents and abilities. Members of the SK Biopharmaceuticals community are able to take advantage of a wide variety of learning opportunities. MySUNI, the education platform of the SK Group, provides both online and offline educational contents, and the Company is also actively engaged in the creation of a learning-friendly environment where members of its community are free to engage in various learning programs.

System of Talent Cultivation



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Members of the SK Biopharmaceuticals corporate community formulate and execute their own annual learning plans. The Company ensures that all members of its community invest at least 50 hours per year in learning, and plans to increase that number by 10 hours every year until 2025, guaranteeing a minimum of 80 hours per year for learning.

Education Time and Expenses per Person

Category	Unit	2021	2022 ¹⁾
Annual average number of learning hours per person	Hours	50.4	23.4
Amount invested in learning per person	In ten thousand Korean won	454	486

1) As of August 31, 2022

SK Biopharmaceuticals currently operates a wide range of education and training programs on leadership, SK Values and duty-related skills and plans to continuously expand its educational infrastructure so that members of its community will participate and benefit from an even wider range of educational programs.

Current State of Major Educational Programs

Common Talents	SKBP Introductory Program	Team building, improving understanding of SKBP, stronger sense of community, etc.
	Understanding of Pharmaceutical Industry	Overview of Pharmaceutical Industry Overview of New Drug Development Understanding of Clinical Development
Future Job Competencies	MySUNI (for the entire SK Group)	SV·ESG, AI/DT, marketing, financial accounting, strategy, etc. Provision of educational contents on various areas
	Job training	Skills training specific to operational units
	Support for acquiring qualifications, certifications, etc.	Support for staff who need to acquire qualifications, certifications, etc.
	Short-Term Overseas Training	Overseas training program for acquiring latest information and knowledge
SK Values	Training for new officers and team leaders	Leadership and managerial skills training
	Training for lateral recruits	Strengthening sense of SK identity and community
	SKMS Workshop	Improving understanding of SKMS and action capacity therefor
Leadership	Leadership Program	ELP (Executive Leadership Program) FLP (Future Leadership Program) HLP (High-Potential Team Leader Program)

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	Workshop	Officers' workshop Team leaders' workshop Team building program
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SK Biopharmaceuticals conducts educational satisfaction surveys to ensure the effective operation of its educational programs. The outcomes of the surveys will be carefully considered and reflected upon the programs, with the aim of achieving a satisfaction score of 4.0 within 3 years. Furthermore, the Company will diagnose and improve its organizational culture so that all members of its community will be satisfied and able to grow together, while certifications from outside agencies will be sought as well.

Educational Program Satisfaction Surveys and Outside Certification

Category	Year	Results
Educational program satisfaction survey	2022	3.63/5.00 (scores)
Outside certifications		<i>Certified as a Great Place to Work</i>