

Classification	Code of Ethics	<b>Anti-Corruption Education Policy for Employees</b>	Date of establishment	Sep. 2022
Page	①		Revision number	0.3

SK Biopharmaceuticals practices ethical management to prevent unethical behavior by the company and its employees, and focuses on raising the ethical level of both the company and its employees. SK Biopharmaceuticals recognizes that a high level of ethics is an important factor for its sustainable growth and development. In addition, SK Biopharmaceuticals shares honesty and fairness with various stakeholders in pursuing mutual growth while abiding by the anti-corruption principle of not offering or accepting bribes in any form, including money, gifts, or entertainment, from stakeholders. SK Biopharmaceuticals will endeavor continuously to improve the overall level of ethics, including ethical management, employees' awareness of the ethical code, and ethical management practices.

### **Ethical Management/Anti-Corruption Education Policy**

SK Biopharmaceuticals is actively conducting various education to foster ethical management/anti-corruption consciousness.

#### **1. Annual, Enterprise-Wide Online Education for Ethical Management and Anti-Corruption**

- Every year, SK Biopharmaceuticals conducts online education for all employees to raise ethical awareness and internalize anti-corruption practices. In June of 2022, education was conducted with contents reflecting the latest trends such as solicitation/entertainment/collusion/abuse of power, and all employees (100%) completed the program.

#### Participation Rate in Ethical Management / Anti-Corruption Education

Education name	Target completion rate (%)		Participation rate ('22)
<b>Ethical management/anti-corruption training for members</b>	Management and Board of Directors	100%	Scheduled to be implemented (Nov. 2022) <sup>1)</sup>
	Employees	90%	100% (234)

1) November 2022. SK Biopharmaceuticals will provide ethical management/anti-corruption education for management and outside directors

#### **2. Annual Participatory Workshop on Ethical Issues**

- SK Biopharmaceuticals aims to conduct workshop-type discussion training at least once a year on ethical issues that may arise within the organization, and SK Biopharmaceuticals implemented the company-wide workshop in July 2022. Through this, SK Biopharmaceuticals is actively supporting employees to increase their understanding through the exchange of opinions and to learn SK Biopharmaceuticals' Code of Ethics.

#### **3. Providing Specialized Training on Anti-Corruption Risks**

- SK Pharmaceuticals plans to provide specialized training in related fields to enhance understanding of compliance and application of anti-corruption principles. Through this, SK Biopharmaceuticals aims to raise the awareness of anti-corruption among employees and prevent risks in advance.

SK Biopharmaceuticals will endeavor to ensure that all employees of SK Biopharmaceuticals, including international employees, maintain a high level of ethical awareness by promptly responding to changes in related laws and regulations in the future and providing education and guidance in accordance with the changes in regulations.