

Classification	Code of ethics	<b>Employees' Anti-Corruption Education Policy</b>	Date of Revision	2022.08
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SK Biopharmaceuticals practices ethical management to prevent unethical conduct of the company and its employees, focusing on raising the standard of ethics 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 actively implements various education programs to foster ethical management and increased awareness around anti-corruption.

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

- Every year, SK Biopharmaceuticals conduct online education for all employees to raise ethical awareness and internalize anti-corruption practices. In June 2021, education was provided to help understand the latest trends such as solicitation, hospitality, corrupt relationship, and power tripping, and all employees completed the program.

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

- SK Biopharmaceuticals conducts discussion training in a workshop format every year on possible ethical issues. Facilitating the exchange of opinions among employees, the training program helps and supports employees to internalize the code of ethics of SK Biopharmaceuticals.

#### **3. Professional Training on Anti-Corruption Risks**

- SK Biopharmaceuticals plans to provide professional training to increase understanding of compliance and application of anti-corruption principles specific to professional areas. This training aims to raise employees' awareness of anti-corruption and prevent relevant risks in advance.

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SK Biopharmaceuticals will endeavor to ensure all of its employees, including international employees, maintain a high level of ethical awareness through being responsive to the changes in the relevant regulations and providing proper training programs and guidelines.