

Category	Human Rights Policy	Human Rights-Based Management	Date Revised	2023.08
			Revision No.	0.3

In step with its vision of ensuring the health and happiness of patients and their guardians through continuous releases of innovative new drugs, SK Biopharmaceuticals (or “Company”) seeks to respect and protect human rights in all areas of its business operations in pursuit of the happiness of its staff and related parties.

SK Biopharmaceuticals supports and pledges to comply with human right and labor standards of international organizations dedicated to the protection of human rights and labor rights, including the UN Guiding Principles on Business and Human Rights, Universal Declaration of Human Rights and the Declaration in Fundamental Principles and Right at Work of the International Labor Organization.

SK Biopharmaceuticals endeavors to comply with standards for the care and talent cultivation of its staff, safety, health, environmental protection and ethics with a view toward becoming a company respected in the areas of human rights, labor, environment and anti-corruption. Furthermore, through continuous improvements in employee welfare and adoption of flexible work practices designed toward enhancing the work satisfaction and work-life balance of its staff, SK Biopharmaceuticals will continue to work toward enhancing the level of happiness of its community. As such, the Company establishes the following human-rights management policies and subordinate operating guidelines and pledges diligent compliance therewith.

[SK Biopharmaceuticals Human Rights Policy]

1. SK Biopharmaceuticals respects the human sanctity and value of all members of its community with a view toward realizing sustainable happiness.
2. SK Biopharmaceuticals shall exert its best effort to maintain a healthy work environment based on the principle of human sanctity, so that all members of its community may pursue happiness.
3. SK Biopharmaceuticals shall exert its best effort to prevent violations of human rights in all areas of its business operation.
4. SK Biopharmaceuticals shall fully engage in corporate social responsibility, and shall endeavor to contribute toward the development of the local community and protection of human rights.

[Detailed Operating Guidelines]

- ① Protection of Human Rights: All members of the corporate community shall be respected as human beings, and the Company shall endeavor to prevent any and all instances of human rights violation.
- ② Prohibition of Forced Labor: Labor against the free will of members of the corporate community by means of mental and or corporeal restraint, including fees or payments in consideration of employment or maintenance of employment, indentured labor, enslavement and human trafficking. The Company shall not demand the surrender of government-issued identifications, passports or labor permits as a condition for employment.
- ③ Prohibition of Child Labor: Children and adolescents under the age of fifteen (or, if a lower age is prescribed in the law of the relevant country prohibiting child labor, such age) shall not be employed.

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- ④ Young Employees: For young employees under the age of eighteen, the applicable labor laws of the relevant country shall be observed, and such employees shall not be assigned to dangerous or hazardous tasks, including nighttime and overtime work.
- ⑤ Work Hours: Work beyond regular work hours and overtime work shall be in compliance with the applicable international standards or applicable labor law of the relevant territory, whichever is stricter. Overtime work shall be compensated by means of overtime pay in accordance with the applicable labor law of the relevant country or territory.
- ⑥ Wage: The wage of the members of the corporate community shall be above the minimum level prescribed in the applicable labor law of the relevant country or territory.
- ⑦ Prohibition of Discrimination: No discrimination in employment and employment conditions, including wage and promotion, shall be made on any grounds, including gender, race, nationality, ethnicity and religion.
- ⑧ Freedom of Association: Freedom of association and the right to engage in collective bargaining shall be guaranteed in accordance with the applicable labor laws of the relevant country or territory, and no disadvantage shall be imposed on the grounds of membership, activity and or formation of a labor union.
- ⑨ Workplace Safety and Environment: The Company shall comply with applicable international standards, laws and internal regulations in the area of work environment and continuously endeavor to create a comfortable working environment and prevent safety-related incidents.
- ⑩ Protection of Personal Information: The personal information of all related parties, including customers, shall be protected in accordance with the applicable laws of the relevant country or territory in order to protect the human rights of such parties.

[Human Rights Goals for SK Biopharmaceuticals Community]

SK Biopharmaceuticals has established the following action plans with a view toward protecting the human rights of members of its community.

Year	Action Plan and Goal
Common Plan	Human rights impact assessment and determination of areas of improvement - once every year. Human rights awareness training and education for members of corporate community Operation of a process for handling human rights complaints
2022	Human rights management information session Human rights impact assessment (positive responses more than 80%) Human rights training (100% completion of training programs on sexual harassment prevention, improvement of disability awareness and

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	prevention of workplace abuse)
2023	Further development of human rights impact assessment
2025	Human rights-based management begins in full scale - Stronger prevention and monitoring of human rights violations - Systematic and professional training for improving human rights awareness

[Details of Execution and Outcome]

Execution/Outcome	2021	2022	2023 (as of August)
Human rights impact assessment (rate of positive responses)	Not carried out	81%	Scheduled for October
Sexual harassment prevention training	100% complete	100% complete	100% complete
Disability awareness training	100% complete	100% complete	100% complete
Workplace harassment prevention training	100% complete	100% complete	100% complete
Number of human rights complaints filed	0 (case)	0 (case)	0 (case)