

Classification	ESG Policy	<b>Policy and Process for Identifying ESG Needs of Stakeholders</b>	Rev. Date	08.2023
Page	1		Rev. No.	1.0

Revision No.	Revision Date
1.0	August 10, 2023
0.3	October 17, 2022
0.2	August 11, 2022
0.1	August 27, 2021

SK Biopharmaceuticals identifies the ESG needs of various stakeholders and operates diverse communication channels to promote stakeholders' participation and communications.

Through various online channels, SK Biopharmaceuticals operates an online channel to define stakeholders and gather ESG perspectives and opinions from stakeholders. All stakeholders of SK Biopharmaceuticals may present their opinions on various sectors, such as human rights management, environmental management, and community influence. Any issues received are managed by the responsible officer of each department and reported to the management and the ESG/Strategy Committee within the Board of Directors. SK Biopharmaceuticals has created a separate reporting channel on its website for issues related to ethical management while guaranteeing the anonymity of all reports and ensuring that individuals who report issues are not disadvantaged in any way.

Also, SK Biopharmaceuticals devotes to improving the relationships with its core stakeholders, designated as "Stakeholder Account", and measuring economic and environmental-social values considering the stakeholders. The process of Stakeholder Account is regularly reported to our management and discussed with SK Group.

Classification	ESG Policy	<b>Policy and Process for Identifying ESG Needs of Stakeholders</b>	Rev. Date	08.2023
Page	2		Rev. No.	1.0

## Participation and Communication Channels for Stakeholders

Stakeholder	Communication Channels
Shareholders	<ul style="list-style-type: none"> <li>• General meetings of shareholders</li> <li>• Investor meetings</li> <li>• Media press releases</li> <li>• Corporate disclosure channels including the corporate website</li> </ul>
Customers(Patients) / HCP (Health Care Providers)	<ul style="list-style-type: none"> <li>• Customer contact point (Online customer center) of SK Life Science's sales/marketing department</li> <li>• SK Life Science Navigator</li> <li>• Provision of product information through a separate webpage for XCOPRI®</li> <li>• Operation of a channel on the website for gathering stakeholder opinions</li> </ul>
Business Partners	<ul style="list-style-type: none"> <li>• Online communication channel for suppliers</li> <li>• One-on-One meetings (weekly meetings, quarterly business reviews, etc.)</li> <li>• Training programs for CMO and CPO</li> <li>• Ethical management reporting channel</li> <li>• Regular ESG audits and assessments for suppliers</li> </ul>
Employees	<ul style="list-style-type: none"> <li>• Bulletin board for internal communication</li> <li>• In-house grievance channel</li> <li>• Hotline system</li> <li>• Employees' meetings</li> <li>• Management Council</li> <li>• Regular SKMS workshops</li> <li>• Culture Survey</li> <li>• Town hall program (Gonggam-ing program)</li> <li>• CEO one-on-one meetings</li> </ul>

## Materiality Assessment Process

SK Biopharmaceuticals reflected the opinions of its stakeholders by applying the updated GRI (Global Reporting Initiative) framework to the materiality assessment to select our core ESG issues that may impact its stakeholders, environment, and society.

For assessments of the level of environmental and social impacts, SK Biopharmaceuticals conducted an impact assessment surveying internal and external ESG experts to identify our impacts on the environment and society. After this step, we finally selected the main ESG issues which have to be managed first by comprehensively taking into account the scale, scope, irremediableness, and likelihood of impacts of identified ESG issues. The material topics which were drawn through analyzing its

Classification	ESG Policy	<b>Policy and Process for Identifying ESG Needs of Stakeholders</b>	Rev. Date	08.2023
Page	3		Rev. No.	1.0

economic and environmental-social impacts in the view of affecting the stakeholders are reported at the level of the Board of Directors and the ESG/Strategy Committee and annually disclosed in the Sustainability Report.