

Human Rights Management Policy

Chapter 1. General Provisions

Article 1 (Purpose)

The purpose of this Policy is to prescribe the human rights management system and operation of SK bioscience Co., Ltd. (hereafter “Company”).

Article 2 (Scope of Application)

- ① With respect to human rights management of the Company, this Human Rights Management Policy (hereafter “Policy”) shall apply unless otherwise specially prescribed by other laws, the Articles of Incorporation, or regulations. In the event that the international human rights norms and standards presented in this Policy conflict with the laws of the country in which each business site is located, the most stringent standards shall apply.
- ② The scope of application of this Policy shall include the members of the Company (including executives, employees, and non-regular workers), including the executives and employees of domestic and overseas production and sales corporations, affiliates, and joint ventures. In addition, members of the Company shall comply with this Policy when dealing with suppliers and sales/service departments, and furthermore shall encourage all stakeholders in business relationships to respect this Policy.
- ③ In cases where there is an actual or potential risk of negative impact on vulnerable groups, consideration may also be given to compliance with other international standards and principles specifying the rights of such individuals or groups, including indigenous peoples, women, national, ethnic, religious, and linguistic minorities, children, persons with disabilities, migrant workers and their families, and human rights defenders.

Article 3 (Definitions)

The terms used in this Policy are defined as follows:

- ① “Human rights” refer to the dignity, values, freedoms, and rights of human beings as guaranteed by the Constitution and laws of the Republic of Korea, and as recognized in the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the core Conventions of the International Labour Organization.

- ② “Human rights management” means the prevention of occurrence of human rights violations and the conduct of human rights-friendly management activities by the Company. This refers to the Company’s declaration of human rights management, implementation of human rights due diligence, and provision of remedial procedures to victims of human rights violations.
- ③ “Stakeholders” refer to persons directly or indirectly affected by the Company’s business activities, including members (including non-regular workers), government entities, business partners, and local communities.

Article 4 (Responsibilities and Duties of Top Management)

The Top Management of SK bioscience shall bear a shared responsibility for fulfilling and managing the Company’s duty to respect human rights across all business activities. The Top Management and the Board of Directors of SK bioscience shall oversee and supervise the implementation of human rights management throughout the value chain, including functional (operational) divisions and business (sales) divisions. In addition, The Top Management may request the opinions of internal and external stakeholders when enacting or revising policies on human rights management.

Chapter 2. General Principles of Human Rights Management

Article 5 (General Principles)

- ① (Prohibition of Child Labor and Protection of Young Workers) Child labor is prohibited. In the case of minors under the age of 19 (including students, interns, trainees, and apprentices), under no circumstances shall they be engaged in work, including night shifts and overtime work, and measures shall be taken to ensure that educational opportunities are not restricted by employment.
- ② (Prohibition of Employment/Workplace Discrimination and Compliance with Working Conditions) The Company shall not discriminate in recruitment, hiring, promotion, training, wages, or benefits on the basis of gender, race, ethnicity, nationality, religion, disability, age, family status, marital status, pregnancy, childbirth, social status, or political views without reasonable grounds. In addition, the Company shall provide equal opportunities for self-development and education based on ability and qualifications and shall evaluate and compensate fairly based on objective standards.
- ③ (Humane Treatment) The Company shall respect the privacy of all members, strictly protect personal information, and take measures to ensure that members’ physical and mental health is not impaired in the workplace, thereby safeguarding human dignity.

- ④ (Prohibition of Forced Labor) The Company shall comply with the standards stipulated in labor-related laws and strive to ensure that no work is performed involuntarily under coercion. Furthermore, the Company shall improve working conditions to maintain a balance between work and life and enable individuals to maximize their capabilities.
- ⑤ (Creating a Safe Working Environment) The Company shall continuously strive to prevent safety accidents among its members, provide an optimal working environment, and establish a safe and clean workplace to protect and maintain health.
- ⑥ (Guarantee of Freedom of Association and Collective Bargaining) The Company shall guarantee freedom of association and collective bargaining and provide members with sufficient opportunities for communication.
- ⑦ (Assurance of Product/Service Safety) The Company shall endeavor to ensure that customers can use the products and services it provides safely and conveniently, respond promptly and accurately to customer demands, and strive to improve customer satisfaction.
- ⑧ (Information Protection) The Company shall protect the personal information of stakeholders, including customers, in accordance with national and regional laws, and shall establish and continuously improve technical and physical measures to protect customer information collected in the course of business.
- ⑨ (Protection of Shareholder Rights) The Company shall provide shareholders and investors with necessary information in a timely, accurate, and fair manner in accordance with relevant laws, ensure management transparency through accurate disclosure of accounting data, and maintain the trust of shareholders and investors. Furthermore, the Company shall strive to enhance the value of shareholders and investors through reasonable decision-making and transparent management activities.
- ⑩ (Responsible Supply Chain Management) The Company shall not engage in unfair or dishonest transactions by abusing its superior position and shall strive to achieve co-growth and coexistence through fair and transparent transactions. The Company shall also communicate and provide support so that business partners in cooperative and transactional relationships adopt and practice human rights and ethical management.
- ⑪ (Protection of Human Rights of Local Residents) The Company shall exercise due care to ensure that human rights of community members are not violated in the course of its business activities and shall protect the rights and freedoms of local residents.
- ⑫ (Guarantee of Environmental Rights) The Company shall comply with environmental laws and regulations, make efforts to protect the environment and prevent pollution, and promote the dissemination and R&D of environmentally friendly technologies to

continuously improve environmental performance.

- ⑬ (Guarantee of the Right to Health) The Company shall endeavor to promote the right to health of all stakeholders, including its members.
- ⑭ (Efforts for Remedial Measures) The Company shall take prompt and appropriate remedial measures against human rights violations arising in the course of its business activities.

Chapter 3. Human Rights Management System

Article 6 (Establishment of Human Rights Management System)

The Company shall establish an internal system necessary for implementing human rights management to respect the human rights of its members and address risks. It shall regularly assess and improve human rights risks and sufficiently share the results with stakeholders.

Article 7 (Establishment of Basic Plan for Human Rights Management)

- ① In order to effectively promote human rights management, the Company may establish a basic plan for human rights management that includes the matters in the following subparagraphs:
 - 1. Basic direction and goals of human rights management
 - 2. Key tasks and implementation strategies for human rights management
 - 3. Implementation plan for human rights impact assessments
 - 4. Other matters necessary for the protection and promotion of human rights
- ② When establishing the plan under Paragraph ①, the Company may, if necessary, collect opinions from stakeholders and reflect them in the plan.

Article 8 (Declaration and Practice of Human Rights Management)

- ① The Company shall proclaim a declaration of human rights management to guarantee human dignity and value in all business activities, and endeavor to ensure that all members adopt the declaration of human rights management as a standard of conduct and value judgment in practicing human rights management.

- ② The Company shall establish and regularly manage and supervise plans for promoting human rights management through major management meetings or working-level meetings presided over by decision-makers in charge of the human rights management division.

Article 9 (Human Rights Management Division)

The Company shall establish a Human Rights Management Division responsible for implementing human rights management and performing the following tasks:

1. Matters concerning the enactment and amendment of the declaration of human rights management
2. Matters concerning the establishment and implementation of human rights management action plans
3. Matters concerning the implementation of human rights impact assessments
4. Disclosure and promotion of internal and external matters related to human rights management
5. Other matters deemed necessary by the CEO or executives in charge of the human rights management division

Article 10 (Human Rights Training and Dissemination)

- ① The Company shall provide human rights management training to its members and promote the Company's policies and systems in order to build a culture of respect for human rights and prevent human rights violations. Furthermore, it shall report the plans and results of human rights training to major management meetings.
- ② The Company shall conduct human rights management training aimed at improving members' understanding and awareness of human rights, as well as delivering the internal directions and action plans for human rights management.
- ③ The Company shall share information on the declaration and action plans of human rights management, procedures and results of human rights risk assessments, etc. not only within the Company but also with suppliers, sales and service departments, and other business partners. Methods of sharing shall utilize optimal channels (audio, video, written documents, etc.) and formats (Korean, English, etc.) to ensure convenient access to human rights management-related information by the members of the organization.

Article 11 (Establishment of Human Rights Risk Assessment System)

- ① The Company shall conduct ongoing and regular assessments of actual and potential human rights risks that may cause or have resulted in negative impacts due to its business activities across the Company or focused on specific policies or businesses.
- ② The scope of the human rights risk assessment shall include human rights risks that may arise in connection with the Company's business activities and products/services within its business relationships (such as business partners and supply chains).
- ③ The human rights risk assessment shall be led by the human rights management division, which may request relevant data from each department. If necessary, the Company may entrust the human rights risk assessment to an independent external organization. Detailed procedures and methods for the human rights risk assessment may be established separately depending on the matter.
- ④ In developing and operating monitoring and due diligence indicators for the human rights risk assessment, the Company shall be based on the fundamental principles of the declaration of human rights management and incorporate the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, and the OECD Due Diligence Guidance for Responsible Business Conduct. The Company may consult with stakeholders who may be negatively impacted by the Company's activities.

Article 12 (Operation of Human Rights Risk Assessment System)

- ① The Company shall operate an assessment process to identify the status of human rights violation cases and the potential for human rights risks, targeting organizations covered by the scope of the declaration of human rights management.
 1. Selection of assessment scope and entities
 2. Documentation review
 3. Due diligence (third-party audit if necessary)
- ② The Company shall establish improvement plans for identified human rights risks.
- ③ The Company shall provide assessed entities with assessment indicators and guidelines for documentation review through self-assessment. For deficiencies identified in the self-assessment results, the Company shall recommend that the entities establish their own improvement plans.
- ④ Based on the results of the documentation review, the Company may conduct on-site due diligence, specifically verifying the presence of risks through confirmation of internal regulations and systems related to human rights, interviews, and site inspections. Furthermore, to ensure objectivity of documentation review and due diligence, a separate

audit may be conducted by an independent third-party organization. For “high-risk” and “non-compliance” issues identified through documentation review, due diligence, or third-party audits, the Company may require immediate corrective actions or the establishment of improvement plans.

- ⑤ The Company shall regularly review and revise the human rights risk assessment indicators and processes to accurately identify human rights violation cases and efficiently operate the assessment process.

Article 13 (Mitigation and Improvement Measures for Human Rights Risks)

- ① The Company shall establish improvement measures and implementation plans for human rights risks identified through human rights risk assessment. The entities subject to human rights risk assessment, including headquarters, domestic and overseas production and sales subsidiaries, affiliates, suppliers, sales and service providers, and other organizations in transactional relationships, shall derive specific action items to implement the risk mitigation measures.
- ② The Company shall continuously monitor whether the entities subject to human rights risk assessment are faithfully and smoothly implementing the mutually agreed improvement measures. Regular mutual communication shall be maintained to ensure that detailed action items proceed according to schedule and expected deliverables are secured in a timely manner. The Company may take necessary actions if the improvement measures are not expected to be implemented.

Article 14 (Disclosure and Reporting)

- ① The Company shall report significant implications, material risks, and mitigation measures identified through human rights risk assessment to the ESG Committee once a year. Reporting materials approved by the ESG Committee, management meetings, or major decision-makers may be shared with relevant departments to enhance the effectiveness of human rights management initiatives.
- ② The Company shall disclose information regarding human rights violation cases, human rights risk assessment results, and risk mitigation and improvement measures through channels such as the Company’s website, integrated report, sustainability report, or separate human rights white paper. In disclosing this information, the Company shall select channels that allow members and other stakeholders to easily access and clearly understand the information.

Chapter 4. Human Rights Violation Reporting System

Article 15 (Operation of Human Rights Violation Reporting System)

- ① The Company shall operate reporting channels that can receive reports from employees or other individuals or organizations (hereinafter “reporters”) who have suffered human rights violations or have recognized human rights risks.
- ② For objective and professional investigations, the Company may, if necessary, entrust external institutions with the receipt, consultation, investigation, and reporting of human rights violation reports.
- ③ The Company shall provide diverse online and offline reporting mechanisms, such as telephone, email, and face-to-face meetings, to improve accessibility.

Article 16 (Remedial Measures for Human Rights Violations)

- ① If a human rights violation is recognized to have occurred, the Company shall take appropriate remedial measures for the victims. Remedies for human rights violations may take various forms, including apologies, restoration, rehabilitation, non-financial compensation, sanctions, and commitments to prevent recurrence. The remedy procedures shall comply with relevant laws, and, if relevant guidelines exist, they shall be applied. In the absence of relevant standards or guidelines, actual remedies applied in similar cases may be referenced.
- ② In handling human rights violation cases, the Company shall refer to court precedents, regulations of the relevant authorities, past internal practices, and other industry practices, and shall seek the best remedial measures with the support of the relevant departments associated with the report.

Article 17 (Protection Measures for Reporters)

The Company shall not disclose to others, make public, or report the identity of the reporters or any facts from which the identity of the reporters may be inferred. The Company shall keep confidential the information related to the report, receipt, notification, and handling, including the victim, the nature of the violation, the remedial procedures, and the outcome. Furthermore, the Company shall take the following protective measures to ensure that reporters of human rights violation cases or risks do not suffer disadvantages as a result of their reports:

1. Prohibition of retaliatory measures
2. Separation of work and workspace, granting of leave, provision of psychological counseling support, etc.

3. Obligation to prevent secondary damage and protect the victims' labor rights
4. Obligation to maintain confidentiality regarding the identity of the parties involved and the content of the case
5. Other necessary measures to protect reporters

Article 18 (Human Rights Violation Reporting Channels)

The Company shall strictly protect the contents of reports and the identity of reporters so that they can report with confidence, and shall operate the following human rights violation reporting channels:

- Website: <https://ethics.sk.co.kr>
- E-mail: skbioscience.ethics@sk.com
- Telephone: +82-2-2008-2338

SK bioscience Co., Ltd.
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Adoption and Amendment History

May 28, 2025	Adoption	Version 1.0