

# Diversity, Equity & Inclusion (DEI) Policy

## 다양성, 형평성 및 포용성(DEI) 정책

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**Samsung Biologics**

**Purpose**

Samsung Biologics is committed to an inclusive workplace that respects individual differences, viewing this culture as a fundamental driver of the company's sustainable growth.

Aligned with international human rights principles, such as the OECD Guidelines for Multinational Enterprises and International Labor Organization (ILO) core conventions, as well as our own Human Rights Charter and Code of Ethics, this policy aims to ensure diversity, equity, and inclusion (DEI) within the workplace. Our goal is to create working environments where all members feel a sense of belonging and are empowered to fully demonstrate their capabilities.

**Scope**

This policy applies to all executives and employees across all our business sites and domestic/overseas subsidiaries. In the event that any provision of this policy conflicts with local laws and regulations, the local laws shall take precedence. Unless there are specific provisions to the contrary in local laws, the Articles of Incorporation, or internal company rules, this policy shall be strictly observed.

**Basic Principles**

## 1) Anti-Discrimination

Samsung Biologics does not discriminate on the basis of sex, race, ethnicity, nationality, religion, disability, age, political affiliation, family or marital status, gender identity, or sexual orientation. We are placing particular importance on zero tolerance principle of gender or racial discrimination.

## 2) Pay Equality

Samsung Biologics does not discriminate in wages based on sex, race, ethnicity, nationality, religion, disability, age, or political affiliations, and provides equal pay for equal work within the same workplace. We regularly analyze wage gaps, and in the event that any unreasonable disparities are identified, we establish and implement remediation plans.

## 3) Equal Opportunity

Samsung Biologics prohibits any form of discrimination in all relevant processes—including hiring, compensation, promotion, and training—under the same contract types based on sex, race, ethnicity, nationality, religion, disability, age, or political

beliefs. We ensure the provision of equal opportunities to all employees.

#### 4) Prohibition of Harassment and Retaliation

Samsung Biologics strictly prohibits any form of threat, coercion, harassment, or retaliation against employees who raise issues regarding discrimination or unreasonable practices, or who cooperate in related investigations.

#### **Management System**

The ESG Committee holds overall responsibility for this policy and conducts monitoring, while a dedicated department regularly reports activities and performance to the Committee. We conduct regular training on this policy and DEI-related topics for all employees at least once a year. Through diversity education and initiatives, we continuously strive to establish and practice a culture of mutual respect within the organization.