

Hanmi Pharm recognizes that one of the essential conditions of sustainable management and growth is labor-management relations that are based on human rights management and the development of human talents, as well as trust and respect. Hanmi Pharm runs various talent development programs designed to enable individual employees to display their capabilities freely and creatively. We conduct periodic human rights impact assessments to uncover and improve negative human rights risks. In addition, we are strengthening labor-management relations based on mutual respect through various channels. Hanmi Pharm will improve the value of respect for humans by striking a sound balance between work and everyday life and various welfare systems.

## Hanmi Pharm's Human Rights Policy Statement

Human Rights Policy

**Hanmi Pharm aims to identify, prevent, ease, and respond to actual and potential human rights risks throughout its management activities, including the supply chain, based on this human rights policy statement.**

Hanmi Pharm complies with international and domestic human rights norms such as the Universal Declaration of Human Rights, the International Bill of Rights, the UN Guiding Principles on Business and Human Rights, the International Labor Organization Fundamental Conventions, the OECD Guidelines for Multinational Enterprises, and the Convention on the Rights of the Child, etc.

We identify and monitor human rights risks according to the human rights policy statement, correct instances of noncompliance, provide aid and support damages due to noncompliance in a timely manner, and report the progress made transparently. Furthermore, if the measures thus taken cannot be viewed as sufficient for solving a human rights issue despite having had recourse to the internal grievance settlement and relief process, or if a petitioner (victim) so desires, we promise to inform the person concerned of the judicial and/or extrajudicial means of relief and will cooperate actively.

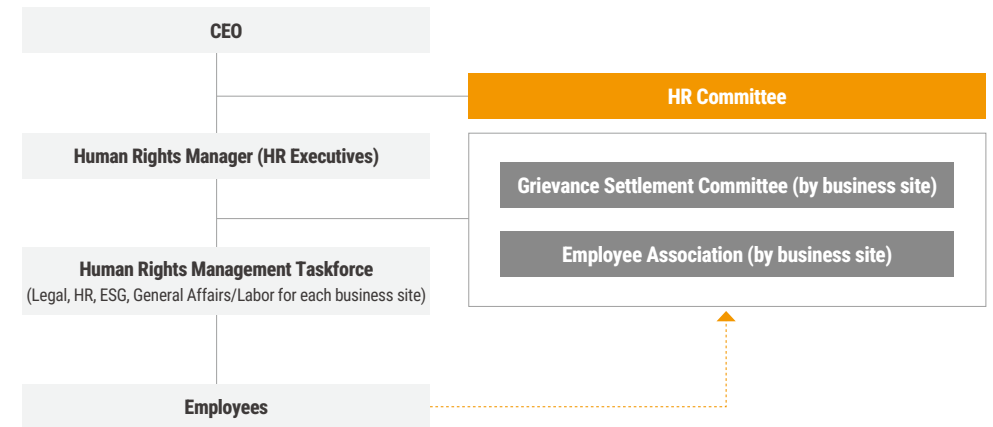
If the international human rights norms and standards presented in the human rights policy statement conflict with the regulations of the host country of each business site, Hanmi Pharm will apply the stricter standard. In addition, we will actively respond so as to not cause a negative impact on human rights or be involved in or aid human rights violations, and we will support and comply with domestic and overseas human rights principles.

This human rights policy statement covers the entire staff of Hanmi Pharm, the employees of our domestic and overseas production and sales corporations, and our subsidiaries. Furthermore, Hanmi Pharm's employees will follow this human rights policy statement even when dealing with suppliers and sales service organizations, and recommends that all stakeholders in a business relationship with our company should respect this human rights policy statement. Moreover, this applies comprehensively to the entirety of our business operations and investment activities, including customers who use our products and services, employees in the supply chain having various business relations, and the residents of the local communities in which Hanmi Pharm conducts its business activities. Except in cases where there is a special clause in the laws and regulations or in an organization's articles of association or company regulations, all the executives and employees of Hanmi Pharm perform their work in accordance with this human rights policy statement.

## Decision-making Structure for Human Rights Management

Hanmi Pharm has established various channels of communication in order to listen to the opinions of its employees and to receive and resolve their grievances.

We have formed an employees' association and a grievance settlement committee for each business site to listen to employees' grievances and suggestions related to various human rights issues. In addition, through the Human Rights Management Taskforce consisting of legal affairs, HR, ESG, and general affairs/labor departments at each workplace, we are trying to spread Hanmi Pharm's human rights management policies to employees.



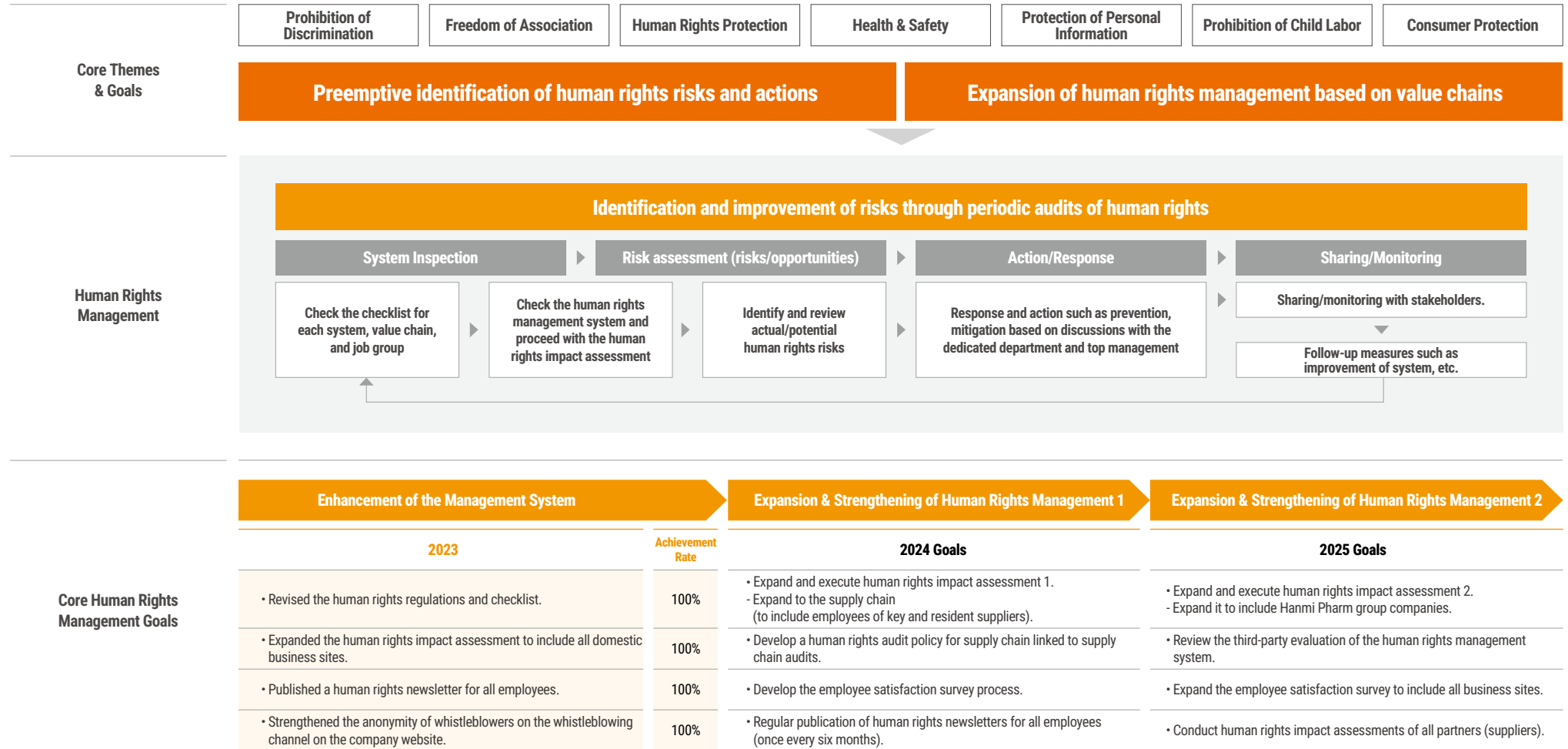
## Human Rights Training

Hanmi Pharm provides training for all employees (including the CEO) on workplace bullying and sexual harassment, awareness of the disabled, and the protection of customer service workers.

Classification	2021	2022	2023
No. of employees subject to human rights training (completion rate)	2,277 (100%)	2,302 (100%)	2,344 (100%)
No. of hours of training per employee (hrs)	5h	5h	4h

### Human Rights Management Strategy & Direction

Hanmi Pharm complies with human rights norms at home and abroad for responsible human rights management. Accordingly, Hanmi Pharm has selected 7 core themes including prohibition of discrimination, freedom of association, human rights protection and applies them throughout the company, and furthermore, strives to apply them to all stakeholders with whom we are in business relations.



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- SPECIAL TOPIC +
- ESG MANAGEMENT +
- ENVIRONMENT +
- SOCIAL -

▶ Human Rights Management

- Human Capital Management
- Welfare & Culture
- Health & Safety
- Sustainable Supply Chain Management
- Pharmaceutical Safety and Responsible Marketing
- Personal Information Protection & Security
- Social Contributions

- GOVERNANCE +
- ESG FACT BOOK +
- APPENDIX +
- ESG POLICIES +

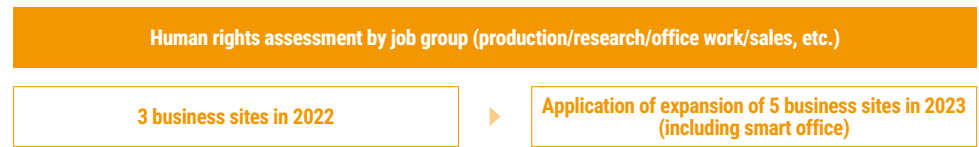


## Human Rights Due Diligence

Hanmi Pharm conducts annual human rights impact assessments according to the human rights management regulations in order to check potential and actual human rights risks. In particular, we included 'Relief for subjects of clinical trials' in the 2023 human rights management regulations, and revised the checklist for inspecting human rights management. We now plan to expand the scope of the human rights due diligence to include various stakeholders in the supply chain, etc.

### Result of Hanmi Pharm's Human Rights Impact Assessment in 2023

In 2023, Hanmi Pharm conducted human rights impact assessments of workers at all its business sites including job groups in the areas of production, research, and sales. The results of the assessment showed that there were no significant risks in seven human rights elements at Hanmi Pharm. However, there were five potential human rights risks, for which remedial measures were implemented immediately in four cases.



Potential Human Rights Risks and Challenges	Actions & Plans
• Clarification of duties of grievance settlement committee members.	• Internalization of the operating organization.
• Lack of a survey and insufficient remedial activities for the grievance settlement procedure.	• Satisfaction survey for all employees to be added (in 2024).
• Lack of an anonymous online reporting channel.	• Function for anonymous reporting to be added to the whistleblowing channel on the company website.
• Lack of a clause on welfare & work conditions for the disabled and part-time employees.	• Revised the rules of employment.
• Lack of a clause on the prohibition of discrimination against female employees.	• Completed the comprehensive application procedures for processing cases of workplace bullying and sexual harassment.

Classification	2021	2022	2023
Identified human rights risks	-	7	5
Measures taken (as of Apr. 30, 2024)	-	7	4

## Strengthened Communication on Human Rights Management for All Employees

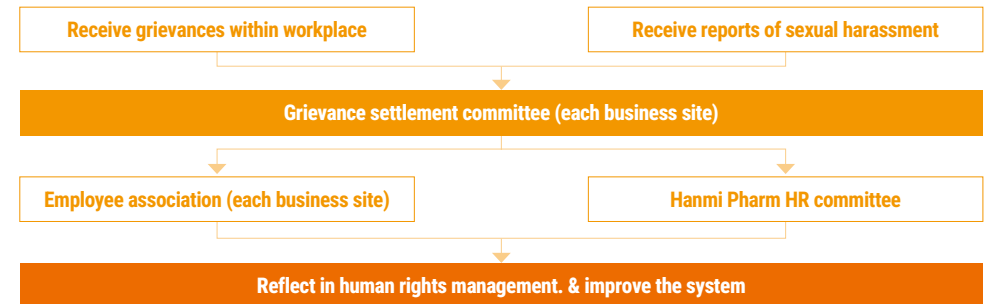
To strengthen communication with our employees on human rights management, Hanmi Pharm launched a human rights e-Newsletter called "Hanmi 家(Ga) Jo-a, Ingwon e Jo-a" ("I like my Hanmi Family, I like human rights") in 2023 and now shares it with all Hanmi Pharm employees by e-mail once every six months. The newsletter contains information on the company's overall human rights management, such as health and safety, as well as welfare and benefits, and guidance on Hanmi Pharm's human rights policies, various reporting systems, etc. In addition, to ensure the anonymity of whistleblowers on the 'whistleblowing and Shinmungo' channels on our company website, we have added an anonymous reporting function to ensure they are properly protected. We will prepare various policies aimed at strengthening communication with our employees so as to spread and enhance human rights management.



Human rights e-Newsletter "Hanmi 家(Ga) Jo-a, Ingwon e Jo-a"

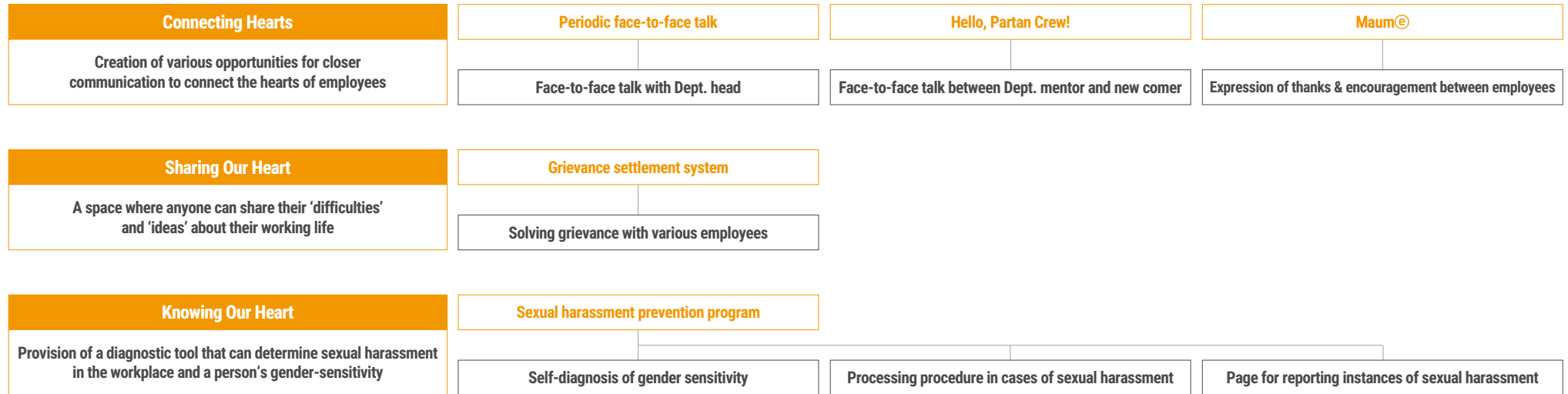
## Grievance Settlement & Sexual Harassment Prevention Process

Hanmi Pharm complies with all relevant laws, including the Labor Standards Act and the Equal Employment Opportunity Law, and is making concerted efforts to establish human rights management, such as preventing sexual harassment and workplace bullying, etc. We are expanding the grievance settlement process to include both Hanmi Pharm's employees and those stakeholders who have business connections with Hanmi Pharm. Furthermore, we are running the 'Human Rights Violation Shinmungo' on the company website in order to establish a corporate culture in which disputes within the workplace are systematically prevented while labor-management cooperation is promoted.



### Umbrella of My Heart

Developed exclusively for the Paltan Smart Plant, Umbrella of My Heart is an online platform consisting of a face-to-face talk system designed to create a corporate culture of smooth communication between employees (Connecting Hearts); a grievance settlement system based on the Act on the Promotion of Employees' Participation and Cooperation (Sharing Our Hearts); and a sexual harassment prevention system based on the Equal Employment Opportunity And Work-Family Balance Assistance Act (Knowing Our Hearts).



Hanmi Pharm Paltan Smart Plant has systemized a periodic face-to-face talk between departmental heads and the staff they manage through 'Connecting Hearts (periodic face-to-face talk) and established a program where it can be managed through an online platform. The aim is to create a healthy corporate culture by checking performance of the program for one year and making sure that departmental heads can identify employees' difficulties in the department. We hope the 'Connecting Hearts' program will narrow the gap of perception from a difference in position and become a culture where everybody cooperates beyond one's position within the organization.

Meanwhile, the 'Sharing Our Hearts' (grievance settlement) and 'Knowing Our Hearts' (sexual harassment prevention) programs allow reports about 'workplace bullying' and 'sexual harassment in the workplace' to be received online. Furthermore, in conducting training for all employees of the plant, we were not content to simply establish a platform, but made sure we trained our employees to understand the real nature of 'workplace bullying and sexual harassment', and raised their awareness of these issues by actually delving into case studies of instances that had occurred in the plant in the past. We are also striving to establish an organizational culture based on trust and respect whereby employees do not experience unpleasant or offensive behavior.

#### Progress of periodic face-to-face talks

Year	No. of participants
2020	570 persons
2021	511 persons
2022	579 persons
2023	549 persons
Total	2,239 persons

#### Status of Program

Classification	Date of opening	No. of cases
Grievance settlement	Jun. 2021	20 cases
Hot line	Apr. 2022	7 cases
Reports of sexual harassmen	Dec. 2021	2 cases
Maum@	Aug. 2022	98 cases
Face-to-face talks with newcomers	Sept. 2022	102 persons

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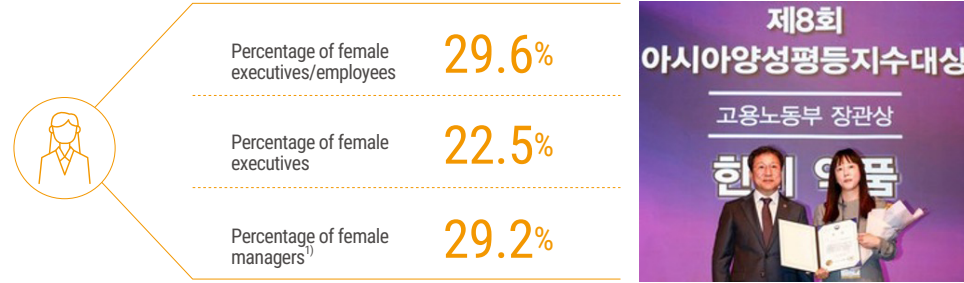
- ESG POLICIES +



## Diversity and Tolerance

### Gender Equality

Hanmi Pharm is actively striving to encourage social participation and improve the status of women by creating a female-friendly work environment. Notably, Hanmi Pharm does not discriminate on the grounds of gender in recruitment or promotion, and provides equal opportunities for women. Women account for 9 out of a total of 40 executives, and are active in the area of R&D, including clinical trials, development, and research. Not only this, female executives are actively displaying their capabilities in production, sales, and marketing, areas hitherto regarded by society as male domains. In addition, we operate a designated women's lounge and a nursing room to provide a female-friendly work environment. In recognition of Hanmi Pharm's efforts made to promote gender equality, we were presented the Minister of Employment and Labor's Award at the 8th Asian Gender Equality Index Awards in 2023.



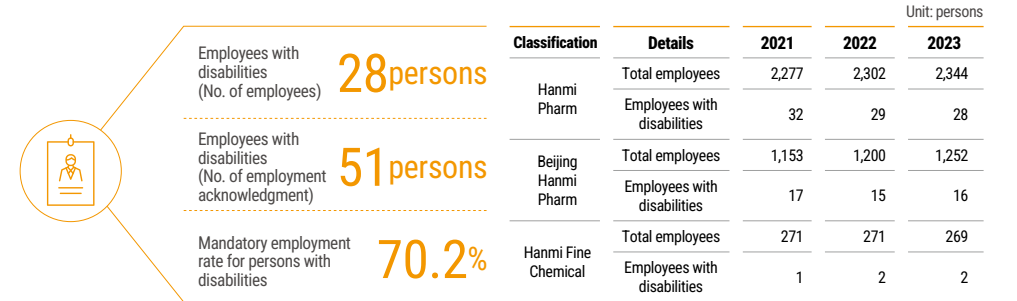
### Female Executives/Employees by Occupational Group

Classification	2021	2022	2023
<b>Total number of women</b>	<b>668</b>	<b>666</b>	<b>694</b>
Total no. of executives	50	45	40
No. of female executives	14	10	9
Production	856	876	891
No. of female production workers	249	255	254
Sales	650	645	655
No. of female sales employee	38	34	34
Research	474	488	508
No. of female researchers	250	246	269
Administration	247	248	250
No. of female office workers	117	121	128

Unit: persons

### Employment of People with Disabilities

Hanmi Pharm is fulfilling its social responsibilities by creating good-quality jobs and providing employment stability for people with disabilities, as well as pursuing diversity. We employ people with disabilities who are suitable for company jobs and continuously identify new jobs they can perform. New recruits with disabilities are now displaying their abilities in diverse positions, including as baristas at the company cafe, and telecommuting jobs such as office assistants, IT developers, web designers, and video editors, and some are showing their abilities as disabled athletes.



### Communication & discussion between labor and management

Hanmi Pharm listens to the voice of its workers in order to improve our corporate culture and establish an organizational culture based on trust and unity. The Employee Association is a representative channel for communication that is convened each quarter at each business site, through which labor and management discuss workers' suggestions and matters to improve upon, as well as HR regulations and the company's welfare system. As of the end of 2023, 100% of employees are participating in the Employee Association. In addition, the labor and employment conditions of all Hanmi Pharm employees are determined according to internal and external environmental conditions, the needs of employees, collective agreements, and business circumstances.

### Major improvements via the Employee Association, 2023

Business Site	Improvement	Business Site	Improvement
Head office	<ul style="list-style-type: none"> <li>Restructured the vacation system (introduction of the half-day leave system).</li> </ul>	Paltan Smart Plant	<ul style="list-style-type: none"> <li>Ran a campaign for reducing disposables.</li> <li>Requested adjustment of commuter bus routes.</li> </ul>
R&D Center	<ul style="list-style-type: none"> <li>Expanded the flexible work system.</li> <li>Operated the in-company suggestions box.</li> <li>Improved the work environment (changed lab coats, provided monitor stands, etc.)</li> </ul>	Pyeongtaek Bio Plant	<ul style="list-style-type: none"> <li>Adjusted the commuter bus stops used by employees to go to/return from work, in order to prevent safety accidents.</li> </ul>