

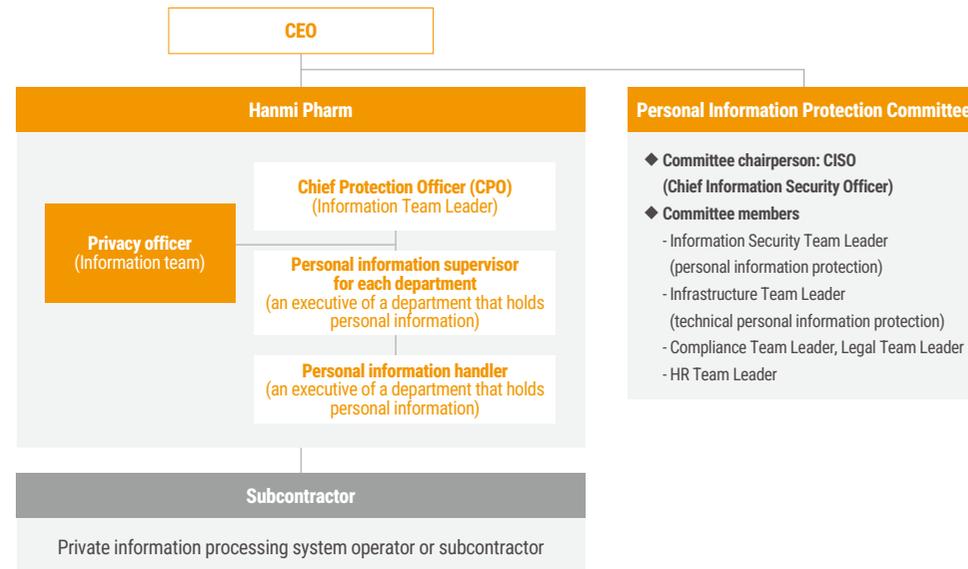
Customer Personal Information Protection

Hanmi Pharm has invested continuously in establishing a safe information protection system based on top management's firm commitment to make all information created by the company in connection with new drug development and all clinical data the very foundation of the company's future growth engines. To prevent leaks of customers' personal information and other types of confidential information, we are doing our best to take measures to secure technical, managerial, and physical safety, and we operate various security solutions such as firewalls, intrusion prevention systems (IPS), web firewalls, DRM, etc. These systems are controlled remotely, with an external security company providing 24-hour monitoring.

All employees of Hanmi Pharm receive mandatory training on personal information protection and information security upon joining the company. We also require security pledges from our personal information handlers in order to strictly control customers' personal information. Furthermore, Hanmi Pharm periodically updates its personal information processing policy every time there is a revision of the Personal Information Protection Act or a matter requiring changes to the policy occurs.

Hanmi Pharm does not use the personal information that it collects for any purpose other than the purpose described at the time of its collection, and only provides personal information to a third party when such is consented to by the provider or prescribed by separate laws. When we entrust the processing of personal information to a third-party, we disclose the details in our personal information processing policy. Moreover, we transparently disclose information on Hanmi Pharm's investments in information protection and the management of manpower so that customers can check it through our comprehensive portal for information security disclosure. Hanmi Pharm will continue making the aforementioned efforts to ensure the security of its customers' information, and do its best to become a social enterprise that earns and keeps the trust of all its customers.

Personal Information Protection Operating Organization



Operation of the Information Protection Committee

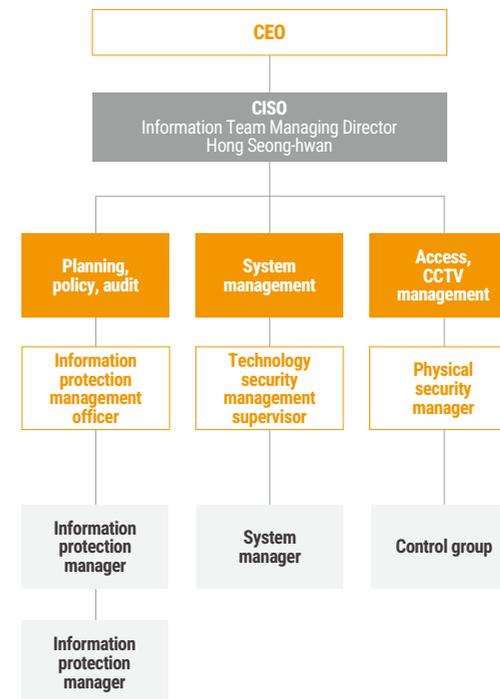
Hanmi Pharm's Information Protection Committee carries out systematic and effective information protection activities. In addition, by designating the CEO as the head of the committee, major items of agenda related to information protection and personal information protection are reviewed and decided by the CEO. Whenever an important item of agenda arises, we hold a meeting of the committee each week.

In preparation for the ever-increasing number of cyber-terror attacks against biopharmaceutical companies and the risk of information leaks, the Information Protection Committee has implemented a systematic and independent information protection management system for preemptive responses.

Furthermore, to respond promptly to infringements of information security regulations, we have established a reporting system and enacted set punishments for violations.

The Information Protection Committee takes measures against infringements by reviewing the circumstances of the incident and deciding on appropriate remedial measures and punishment based on the severity of the violation. So far, there has not been a single leak of personal information or security incident at Hanmi Pharm, and we will continue working hard to prevent security incidents in the future.

Information Protection Committee



Process for reporting/responding to infringements of the personal information protection laws



OUR COMPANY	+
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	+

Personal Information Protection & Security Performance and Plan

2023 Achievements

- (1) Supported overseas business related to information protection.
- (2) Conducted simulation training against external malicious e-mails.
- (3) Diagnosed the vulnerabilities of the group company infrastructure and conducted company-wide simulated hacking.
- (4) Checked online information security (strengthened security awareness).
- (5) Passed the follow-up review for ISO 27001 (International information protection certification).
- (6) Received consulting on the personal information protection management system and the elimination of security risks.
- (7) Publicly announced the status of Hanmi Pharm's information protection.
- (8) Conducted training to raise employees' awareness of personal information protection.
- (9) Conducted training on the revised Personal Information Protection Act for handlers of personal information.
- (10) Took measures to secure the safety of personal information protection and checked vulnerabilities.
- (11) Introduced secure USBs to strengthen OT security.
- (12) Upgraded obsolete information security equipment (IPS, WAF, etc.).
- (13) Conducted a situation check on personal information security

Plans for 2024

- (1) Support overseas business related to information protection.
- (2) Conduct simulation training against external malicious e-mails.
- (3) Diagnose vulnerabilities of group companies and strengthen the response to security incidents.
- (4) Check online information security (strengthen security awareness).
- (5) Hold the Information Security Day campaign (strengthen security awareness).
- (6) Inspect personal information trustees.
- (7) Pass the ISO 27001 (International information protection certification) renewal audit.
- (8) Publicly announce the status of Hanmi Pharm's information protection.
- (9) Conduct training to raise employees' awareness of personal information protection.
- (10) Take measures to secure the safety of personal information protection and check vulnerabilities.
- (11) Upgrade obsolete information security equipment (IPS, WAF, etc.).
- (12) Conduct a situation check on personal information security.

Information Security Management System (ISMS, ISO 27001)

In 2018, Hanmi Pharm became the first company in the domestic pharmaceutical industry to acquire ISO 27001, an international standard certification for information protection management, and was awarded the grand prize, the Minister of Science and ICT Award, at the 2022 Information Security Awards, the most prestigious awards in the area of information security led by government institutions (hosted by the Ministry of Science and ICT, sponsored by the Korea Information Security Industry Association), receiving official recognition for its excellence in information security and its personal information protection management system. Hanmi Pharm plans to establish and develop a much-improved information security management system and protect the foundations for future growth.

Information Security Training

Hanmi Pharm continues to conduct online/offline training to raise new employees' awareness of information security issues. We also conduct group training whenever additional information security training is needed for handlers of personal information due to a revision to the Personal Information Protection Act. In addition, if there is a need for additional information security training for all employees, we conduct information security training on the prevention of document leaks and training for employees who click on spam emails. We are striving to enhance our employees' awareness of information security with periodically updated training.

List of training courses conducted in 2023

- (1) Training on the revised Personal Information Protection Act (Aug. 18, 2023)
- (2) Security training for preventing document leaks (Oct. 23, 2023).
- (3) Legally required training on personal information protection (Aug. 31, 2023).
- (4) Online information security training for new employees (Regularly).
- (5) Training for employees clicking on malicious e-mails (Regularly).

Strengthened Information Security Regulations / Guidelines, Personal Information Processing Policy

To guarantee the confidentiality, integrity, and availability of all data created by the company based on top management's firm commitment to information security, Hanmi Pharm fully enacted and revised five types of information security regulations and eight types of guidelines in 2023. All documents related to information protection, including these regulations and guidelines, our personal information processing policy and our internal personal information management plans, reflect the revision of the Personal Information Protection Act and in-company operating status, and undergo periodic revision.

Furthermore, Hanmi Pharm periodically updates our personal information processing policy whenever there is a revision to the Personal Information Protection Act, or when matters arise that necessitate changes to the personal information processing policy, and discloses the updates on the main company website for viewing convenience. Also, Hanmi Pharm's personal information processing policy and information security declaration, announced with the aim of maintaining stable services by protecting them from security threats, can be viewed at the links below.

[Information Security Declaration](#)

[Personal information processing policy](#)

Participatory Campaign for Improving Employees' Awareness of Information Security

Hanmi Pharm is carrying out various participatory campaigns and events in order to establish a highly advanced information protection management system and to form a safe information security culture directly practiced by our employees. To instill our employees with a positive awareness of information security and raise their awareness of information security issues, we began holding participatory events instead of focusing on punishments, and, in 2023, we held an information security poster contest for all employees. We have awarded three employees who produced outstanding information security posters among 660 entries, and boosted positive awareness of information security by displaying these award-winning posters in the company buildings and groupware.

Hanmi Pharm will exert efforts to achieve a higher level of awareness of information security by holding information security events in which employees can participate, and we also plan to create an information security culture focused on employee participation via two-way - rather than one-way - communication with our employees.



Award-winning posters from the information security poster contest for Hanmi Pharm group companies