Hanmi Science

HANMI SUSTAINABILITY

# 2025-26 Hanmi Science ESG Report

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# 01
# Our Company


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Our Company

CEO Message

# CEO Message

## Again, with creation and innovation...

We extend our deepest gratitude to all stakeholders who support the Hanmi Group.

Hanmi Science is publishing its ESG report for the first time this year. Throughout this time, Hanmi Science has recognized the importance of sustainable management and has continuously strived to practice it.

For the past 50 years, Hanmi Group has led the Korean pharmaceutical and bio-industry as an icon of 'creation, challenge, and innovation'. It has always turned crises into opportunities and is a leading pharmaceutical company in Korea that has demonstrated the possibility of global new drug development in a barren land for new drugs, the Republic of Korea. Hanmi Group believes that innovative new drug development is a social responsibility and mission for pharmaceutical companies that are responsible for human health. Through this inaugural ESG report, we will demonstrate our efforts to stakeholders including shareholders and customers.

Hanmi Group currently stands at a critical turning point for a new leap forward. We intend to shed all the difficulties of the past and embark on the journey of 'New Hanmi'. Hanmi Group will introduce an advanced professional management system, unseen in the Korean corporate management environment, and the major shareholders, as board members, will focus on their inherent role of providing full support, management, and oversight. We promise that the solid support of the board of directors and the free exercise of capabilities by professional managers will create harmony, allowing us to soar as a global enterprise.

Hanmi Science, the group's holding company, will become the captain leading this journey and will surely achieve the soaring growth of each affiliate, including Hanmi Pharm. We believe that the difficult times of the past were a strenuous period of preparation to fly higher. We will engrave Hanmi Group's management philosophies of 'Respect for Humanity' and 'Value Creation' in our hearts, and once again strive towards the Hanmi spirit of 'creation, innovation, and challenge' championed by our founder, Chairman Lim Sung Ki.

Once again, we humbly express our gratitude to the stakeholders who have shown deep interest in Hanmi Science even during the difficult times. We kindly ask for your continued warm interest and support so that Hanmi Science's efforts to create a hopeful future as a leading pharmaceutical nation can bear much fruit.

All executives and employees of Hanmi Group will strive to earn the consistent trust of our stakeholders by diligently continuing creation and innovation.

Thank you.

**CEO and Vice Chairman Kim Jae-gyo**

# Company Overview

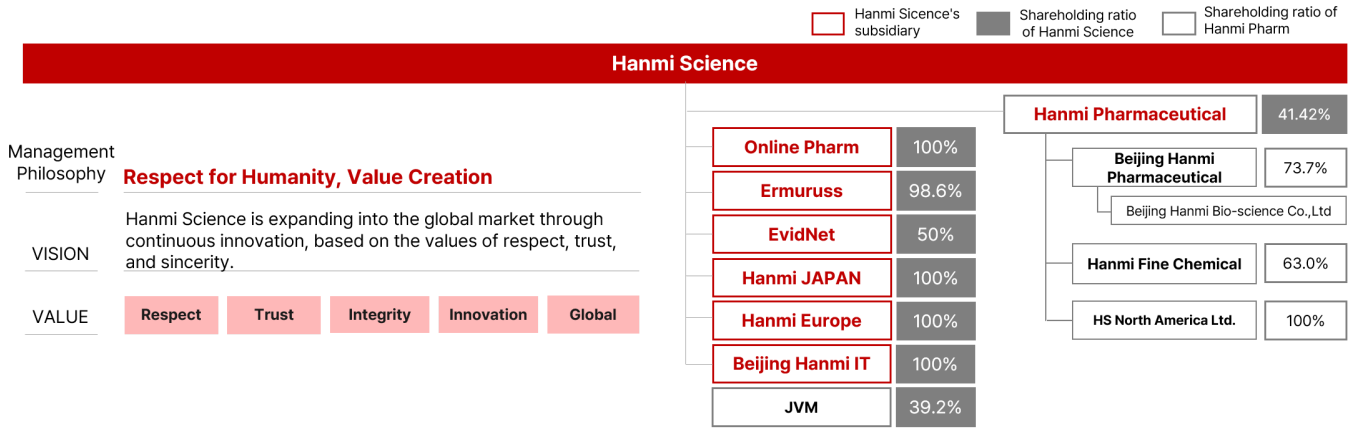
## Hanmi Science

### A global leading healthcare company devoted to a healthy life for humanity

Hanmi Science is the operating holding company of Hanmi Group, presenting integrated strategies and visions that maximize synergy among key group companies and subsidiaries, including Hanmi Pharm, Online Pharm, and JVM. Beyond its holding business, it is expanding its business scope by simultaneously targeting general consumers and corporate clients through various independent ventures such as food, cosmetics, medical devices, and IT solutions. Furthermore, by distributing Hanmi Pharm's specialized pharmaceuticals and Hanmi Science's healthcare products, it creates value across the entire healthcare ecosystem and serves as the group's central hub based on strategic links among group companies and its own business capabilities. Based on the management philosophies of 'Respect for Humanity' and 'Value Creation', it is striving to drive the group's sustainable innovation and growth and to leap forward as a first mover in the Korean healthcare industry.

| | |
|---|---|
| Company Name | Hanmi Science |
| CEO | Kim Jae-gyo |
| Date of Establishment | June 15, 1973 |
| Date of Spin-off | July 1, 2010, the launch of Hanmi Holdings (currently Hanmi Science) as a holding company. |
| Business Site Address | Head Office: 14 Wiryeseong-daero, Songpa-gu, Seoul<br>Hanmi C&C Square: 5 Wiryeseong-daero 2-gil, Songpa-gu, Seoul<br>Songtan Plant: 106 Sandan-ro, Pyeongtaek-si, Gyeonggi-do<br>Pyeongtaek Logistics Center: 48 Masan 6-ro, Jinwi-myeon, Pyeongtaek-si, Gyeonggi-do<br>Songpa Logistics Center: 5th Floor, Building B, Seoul Complex Logistics, 55 Songpa-daero, Songpa-gu, Seoul |
| Key Businesses | Primary Business Objectives: Holding company business, healthcare business, pharmaceutical wholesale<br>Key Products: Whole Soy Milk, Calmade, Hanmi Tenten Multi Vitamin, Pro-Calm, Guardix, etc.<br>Service Scale: Food (35 types), Health Functional Food (11 types), Medical Devices (32 types), IT Solutions (11 types), Cosmetics & Others (30 types) |

### Status of Major Shareholders and Subsidiaries (Including Affiliates)



### Open Square for Tomorrow, Hanmi C&C Square

In November 2025, Hanmi C&C Square, a new office and welfare complex for Hanmi Group, was completed. It spans five basement floors and thirteen above-ground floors, with a total floor area of 7,305.9m². The 'C&C' in Hanmi C&C Square stands for Creation and Challenge, Connect and Communicate, which are Hanmi Group's top priorities.

Beyond a simple workspace, Hanmi C&C Square will be utilized as a complex space that encompasses employees' family, health, and cultural needs. Currently, in addition to office spaces, it operates an in-house daycare center, an employee fitness center, and an exclusive employee café (Equal Garden).

Hanmi Group will foster a work culture where employees can simultaneously enhance work efficiency and quality of life in the optimal environment, thereby driving sustainable innovation.

### Key Certifications Status

| Certification | Content | Period |
|---|---|---|
| ISO 45001 | Occupational Health and Safety Management System | 2024.10.29 ~ 2027.10.28 |
| ISO 9001 | Quality Management System | 2024.08.26 ~ 2027.08.25 |

## Production Facility | Songtan Plant

Hanmi Science's Songtan Plant, located in Pyeongtaek-si, Gyeonggi-do, produces Whole Soy Milk and other beverages, as well as OEM/ODM products. It has a total of four paper-pack production lines from SIG, a global aseptic paper-pack brand, capable of producing up to 321.41 million packs of beverages annually. Equipped with state-of-the-art facilities for peeling, roasting, blending, and sterilization, it swiftly carries out all necessary processes for beverage manufacturing, from raw material pretreatment to blending and mass production.

**"Hanmi Science's beverage production hub, equipped with state-of-the-art facilities and an annual production capacity of 321.41 million packs"**

- **Production of Hanmi Science's flagship products—soy milk and other beverages—as well as OEM/ODM products**
- **Possesses the capability for rapid and precise large-scale production across all processes, including roasting, blending, sterilization, and packaging**

### Key Certifications Status

| Certification Name | Content | Period |
|---|---|---|
| ISO 45001 | Occupational Health and Safety Management System | 2024.10.29 ~ 2027.10.28 |
| HACCP Processed Soy Milk | Food Safety Management Certification Standard - Processed Soy Milk | 2024.05.15 ~ 2027.05.14 |
| HACCP Fruit and Vegetable Drinks | Food Safety Management Certification Standard - Fruit and Vegetable Drinks | 2024.05.15 ~ 2027.05.14 |
| HACCP Fruit and Vegetable Juices | Food Safety Management Certification Standard - Fruit and Vegetable Juices | 2024.05.15 ~ 2027.05.14 |
| HACCP Nutritional Prepared Foods for Diabetics | Food Safety Management Certification Standard - Nutritional Prepared Foods for Diabetics | 2024.05.15 ~ 2027.05.14 |
| HACCP Concentrated Soy Milk | Food Safety Management Certification Standard - Concentrated Soy Milk | 2024.05.15 ~ 2027.05.14 |
| HACCP Balanced Nutritional Prepared Foods for General Patients | Food Safety Management Certification Standard - Balanced Nutritional Prepared Foods for General Patients | 2024.05.15 ~ 2027.05.14 |
| HACCP Mixed Drinks | Food Safety Management Certification Standard - Mixed Drinks | 2024.05.15 ~ 2027.05.14 |
| KVC | Vegan Certification Standard | 2022.10.04 ~ 2026.05.19 |

## Logistics Center | Pyeongtaek Logistics Center

Located in Pyeongtaek-si, Gyeonggi-do, the Pyeongtaek Logistics Center of Hanmi Science is a key logistics hub, newly built in 2021 with a total floor area of 24,224 m² (7,328 pyeong), warehousing, inbound, and outbound operations for soy milk and healthcare products. By establishing a real-time logistics management system based on SAP and WMS (Warehouse Management System) integration, it processes approximately 214 million soy milk packs annually produced at the Songtan factory and systematically manages the inventory of various healthcare products, including cosmetics and health functional foods. Through logistics concentration and system-based operations, it minimizes unnecessary transportation and resource waste, contributing to the reduction of indirect carbon emissions, and strengthens internal control and responsible management through safe supply chain management and transparent logistics history management of food and healthcare products.

**"A large-scale logistics center handling 214 million units annually, spanning 260,800 sq ft"**

- **A logistics center built in 2021 that handles the storage, receiving, and shipping of soy milk and healthcare products**
- **Establishment of a real-time logistics management system integrated with SAP and WMS (Warehouse Management System)**

## Logistics Center | Songpa Logistics Center

Located in Songpa-gu, Seoul, Hanmi Science 's Songpa Logistics Center leverages years of healthcare distribution know-how to provide customers with the best service, going beyond mere inbound/outbound and storage to include quality management and customer-centric services based on GSP (Good Supply Practices for Medical Devices). It handles 100 medical devices, human tissues, diagnostic reagents, etc., including Guardix, Acticlot, and MONOFIX, processing 1.2 million units of cargo annually.

**"A logistics center that handles 1.2 million units annually and maximizes logistics efficiency"**

- **Handling logistics for approximately 100 healthcare-related products, including medical devices and diagnostic reagents**
- **Providing rigorous quality control in compliance with medical device distribution standards and customer-centric service**

# Key Subsidiary | Online Pharm

**"A leading domestic healthcare distribution company driving innovation in pharmaceutical logistics"**

- **Revolutionizing pharmaceutical inventory management through the industry's first implementation of an RFID system**
- **Implementing an advanced distribution system utilizing cutting-edge logistics technologies such as WBS, APS, and DPS**

Online Pharm is a specialized healthcare distribution company. Leading with the synergy between its professional pharmaceutical distribution platform 'HMP Mall' and a strong offline pharmacy sales network, it comprehensively provides products and services necessary for pharmacy and hospital management. It operates IT-based solutions such as 'On-Kiosk' for pharmacies and 'On-Connect' for smart pharmaceutical transaction management, and distributes OTC products and cosmetics from various pharmaceutical companies, including Hanmi Pharmaceutical, as well as JVM's automated drug dispensing solutions.

| | |
|---|---|
| Company Name | Online Pharm |
| CEO | Woo Ki Seok |
| Date of Establishment | April 1, 2012 |
| Business Site Address | Headquarters: Hanmi C&C Square, 5 Wiryeseong-daero 2-gil, Songpa-gu, Seoul<br>Smart Logistics Center: 214 Muharo, Paltan-myeon, Hwaseong-si, Gyeonggi-do |
| Key Businesses | Main Business Purpose: Pharmaceutical Wholesale/Retail |
| Shareholder Composition Status | Hanmi Science (100%) |

## Online Pharm Board of Directors

Online Pharm's Board of Directors is composed of professional executives with rich experience and expert knowledge in various fields, handling the company's critical decision-making matters, proactively preventing various potential risks, and conducting self-assessments of the management's performance.

| | |
|---|---|
| Composition | 1 Executive Director, 2 Non-Executive Directors, 1 Auditor |
| Director Diversity | 3 Male / 1 Female |
| Director Term | 3 years |
| Prevention of Conflicts of Interest | Online Pharm adheres to the rules concerning Board of Directors ethics under the same conditions as Hanmi Science 's Board of Directors Regulations. Therefore, directors are required to notify the Board of all situations where conflicts of interest may arise and to submit them for deliberation. Currently, the Board has not identified any conflicts of interest. |
| Regarding Key Sustainability Topics, Decision Making | Online Pharm strives to overcome potential risks and create economic, social, and environmental value through communication with stakeholders in the pharmaceutical distribution process. The company monitors various risks arising in the relevant industry and conducts periodic reviews and preventive activities to address key risks. To ensure a rapid response to risk occurrences, the entire company is making efforts to check and improve crisis response capabilities by conducting simulations for each major risk. |
| Board Performance Evaluation and Compensation | Compensation for the Online Pharm Board of Directors is calculated based on the same short-term incentive operating standards as Hanmi Science, and after the final amount is determined through CEO adjustment, it is paid within the scope approved by the general meeting of shareholders. |

## Key Certifications Status

| Certification Name | Content | Period |
|---|---|---|
| ISO 14001 | Environmental Management System | 2023.10.26 ~ 2026.10.27 |
| ISO 9001 | Quality Management System | 2023.10.26 ~ 2026.10.27 |
| ISMS | Information Security Management System | 2023.05.03 ~ 2026.05.02 |

# Key Group Company | Hanmi Pharmaceutical

Hanmi Pharmaceutical, established in 1973, is a leading R&D-focused pharmaceutical and biotech company in Korea. It has demonstrated its R&D capabil ities through accelerating clinical development of innovative new drug pipelines, securing First-in-Class drugs, and initiating numerous next-generation o ncology projects based on novel modalities. Furthermore, with clinical progress in key obesity/metabolic disease treatments and a track record of acade mic achievements, the company is moving towards innovation based on continuous R&D and a challenging spirit. By 2030, the company aims to expand beyond oncology, obesity, and metabolic disease research to include anti-aging and rejuvenation research, making it a new period of leap.

| | |
|---|---|
| Company Name | Hanmi Pharmaceutical |
| CEO | Hwang Sangyoun |
| Date of Establishment | June 15, 1973 (Date of spin-off: July 1, 2010) |
| Business Site Address | Head Office : 14 Wiryeseong-daero, Songpa-gu, Seoul<br>Hanmi C&C Square : 5 Wiryeseong-daero 2-gil, Songpa-gu, Seoul<br>Paltan Smart Plant : 214 Muharo, Paltan-myeon, Hwaseong-si, Gyeonggi-do<br>Pyeongtaek Bioplant : 114 Chupalsandan-ro, Paengseong-eup, Pyeongtaek-si, Gyeonggi-do<br>R&D Center : 550 Dongtangiheung-ro, Hwaseong-si, Gyeonggi-do |
| Key Businesses | Business Objectives : Pharmaceutical manufacturing and sales, global innovative new drug development<br>Key Products : Amosartan, Rosuzet, Esomezol, Hanmi Tams, PalPal, etc.<br>Service Scope : Prescription Drugs (239 types), Over-the-Counter Drugs (54 types) |

## Key Infrastructure

### Paltan Smart Plant

**"Global smart plant introduced with process automation from raw material warehousing to shipping."**

- **The largest GMP production complex in Korea with an annual capacity of 6 billion tablets.**
- **Production and supply of finished pharmaceuticals such as solid contents and eye drops.**
- **ODM partnerships with global companies such as European GMP, MSD and Sanofi.**

### Pyeongtaek Bioplant

**"Global GMP certified bio-pharmaceuticals production complex."**

- **Equipped with US FDA-approved quality systems and the capacity to manufacture and manage biologics.**
- **Utilizes superior human resources and the latest facilities, securing flexibility.**

## Key Subsidiaries

### Beijing Hanmi Pharmaceutical

**"China-GMP-certified production complex."**

- **Finished products of probiotics, general pharmaceuticals and prescription-based pharmaceuticals.**
- **Expansion of comprehensive production base (to be completed for 1st 3Q in 2026)**

Hanmi Fine Chemical

**"Global GMP certified pharmaceutical ingredient production complex."**

- **Production of the best high value-added Active Pharmaceutical Ingredients(API) and Drug Substances such as cepha antibiotics and general raw material drugs, PEG, Peptide, and mRNA capping-related Active Pharmaceutical Ingredients(API) and Drug Substances**

## Key Group Company | JVM

Established in 1977 and integrated into Hanmi Group in 2016, JVM is a specialized company in pharmaceutical automation systems. It supports the innovation of work environments in hospitals and pharmacies worldwide through cutting-edge drug dispensing and management automation solutions. JVM has accumulated hardware and software technologies capabilities for pharmaceutical management automation for over 40 years. It has established itself as a leading company in pharmaceutical management automation systems, pioneering global pouch-type automated dispensing solutions and pharmacy automation.

| | |
|---|---|
| Company Name | JVM |
| CEO | Kim Sang Wook |
| Date of Establishment | June 20, 1977 (Integrated into Hanmi Science in July 2016) |
| Business Site Address | Headquarters (Factory 1): 121 Hosandong-ro, Dalseo-gu, Daegu<br>Factory 2: 335 Seongseo-ro, Dalseo-gu, Daegu<br>Seoul Branch: 7-19 Gangnam-daero 27-gil, Seocho-gu, Seoul |
| Key Businesses | Primary Business: Development and sales of hospital/pharmacy automation solutions<br>Main Products: ATDPS, MENITH, VIZEN, INTIPharm, etc. |

### Key Infrastructure

**"JVM Plant 1 / Plant 2"**

- **Development of automated solutions for medication dispensing & packaging automation that integrate cutting-edge technology**
- **A production base for innovative products aligned with global dispensing trends**

# Hanmi Science Business Model

Hanmi Science, as the operating holding company of Hanmi Group, generates stable profits based on three business models: the holding division, health care business division, and pharmaceutical wholesale division.

## Business Areas

| Holding Company Division | Healthcare Business Division | Pharmaceutical Wholesale Division |
|---|---|---|
| It independently generates revenue through equity gains from subsidiaries, patent and trademark royal ties, and affiliate management. Based on this, it ide ntifies new growth engines at the group level, share s the risks of new drug development, and is dedicat ed to establishing mid-to-long-term visions. | Divided into the Medical Device Division, Consumer Health Division, and IT Solution Business Division, we are leading the way in continuous innovative pro duct development and market expansion across va rious sectors, including medical device business, fo od manufacturing and distribution, beauty care, an d pharmaceutical-specialized IT solutions. | Through HMP Mall, our B2B e-commerce platform centered on pharmacies and hospitals, and a nation -wide sales network, we specialize in distributing p harmaceuticals, quasi-drugs, health functional food s, automated dispensing & packaging system (JV M), beverages, and cosmetics. By establishing an in tegrated online and offline business model, we hav e positioned ourselves as a comprehensive pharma cy management partner, supplying all necessary ite ms for efficient pharmacy operations. |

## Value Chain

**Input**

| Financial Capital | Human Capital | Natural Capital | Social / Relationship Capital |
|---|---|---|---|
| ·Total Assets: KRW 824.3 billion<br>·Total Equity: KRW 548.9 billion<br>·Total Liabilities: KRW 275.3 billion | ·No. of employees: 499<br>·New recruits: 125<br>·Investment in training : KRW 300 million<br>·Average amount of human rights education per person: 5 hours | ·Energy consumption: 219,670 GJ<br>·Water intake: 232,317 ton<br>·Amount of chemical substances used : 259 ton<br>·Environmental investment: KRW 54 million<br>·No. of hours of environmental training: 258 hours | ·Donations + Social Contribution cost: KRW 160 million |

**Hanmi Science Value Chain**

- **Holding Company Division**: Affiliate Management → Provision of Patent and Trademark Rights → Operating activities based on equity method income from subsidiaries
- **Pharmaceutical Wholesale Division**: New Product Discovery and Planning → Sale of pharmaceuticals → Pharmaceutical Marketing, Sales, and CSO Operations
- **Healthcare Division**:

| Medical devices | Food | Cosmetics | IT |
|---|---|---|---|
| Medical Device Planning and Development | Planning for General Foods, Health Functional Foods, and Special Nutritional Foods | Skincare-Body Care-Beauty Devices Planning | Solution Planning and Development |
| Certification and Licensing | Production | Production | Solution Implementation/Operation |
| Distribution and Sales | Branding and Distribution | Branding and Distribution | Solution Optimization and Stabilization |
| Maintenance and Service | Sales, Service, and Customer Service | Sales, Service, and Customer Service | Maintenance and Customer Support |

**Output**

| Financial Capital | Employment | Environment | Social / Relationship |
|---|---|---|---|
| ·Sales: KRW 231.4 billion<br>·Operating profit: KRW 56.4 billion<br>·Net profit: KRW 40.4 billion | ·Average number of years in service: 7 years<br>·Percentage of female executives/employees: 35.9%<br>·Industrial accident rate: 1.4% | ·GHG emissions: 10,806t$CO_2$eq<br>·Scope 1: 4,648 t$CO_2$eq<br>·Scope 2: 6,189 t$CO_2$eq<br>·Amount of wastewater discharged: 139,333 ton<br>·Air/water pollutant emissions & discharge: 2.530/6.629ton<br>·Amount of waste generated/recycled: 730/707ton | ·No. of volunteers: 152<br>·No. of volunteer hours: 358 |

* Standard : Hanmi Science separate basis

# Healthcare

Hanmi Science generates its own revenue in four core business areas—food, cosmetics, medical devices, and IT—through healthcare technology innovation, differentiated product development, and proactive market penetration. The healthcare business has established itself as a core foundation that helps Hanmi Science achieve sustainable growth by accumulating unique technological capabilities and business competitiveness, in addition to revenue generated from its group companies, as a business-oriented holding company.

## Food

We provide highly reliable products that support consumers' systematic health management, covering the entire process from the planning, development, production, and distribution of general foods, health functional foods, and special nutritional foods. Leveraging our packed beverage production capabilities, with a focus on plant-based beverages and care foods, we are expanding our OEM and ODM businesses and supplying diverse products to the market, thereby contributing to the promotion of healthy dietary habits.

**Main Products**

Whole Soy Milk, Hanmi TenTen Multi Vitamin, Careme, Live Lactobacillus Probiotics+, etc.

**Core Competitiveness**

**Whole Soy Milk Patented Method (Patent No. 10-1409967, Method for manufacturing whole soy milk with improved storage stability)**
· It is an eco-friendly manufacturing technology that preserves 100% of nutritional components by grinding Korea-grown whole soybeans without adding any processing enzymes. This is a sustainable method that minimizes resource consumption and carbon emissions, and it draws on more than 20 years of technical expertise.

**Key Achievements**

· Achieved 250 million packs in soymilk and beverage sales by 2025
  - Achieved cumulative sales of 2.27 billion packs (Jan 2009~Jul 2024)
· Awarded by the International Taste Institute (International Taste Institute, ITI) in 2026 with the Superior Taste Award.
  - Careme, Whole Soy Milk Korean Soybean Extra-Rich No Sugar, Whole Soy Milk Black Soybean 17 Grains High Calcium

## Cosmetics

Based on the probiotics research and development capabilities and know-how accumulated since Hanmi Pharm launched its lactobacillus products in 1987, we offer high-quality pharmacy-exclusive cosmetics. Led by the derma cosmetic brand 'Pro-Calm', we help everyone easily experience skin soothing solutions through high-functional bio-cosmetics that aid in fundamentally resolving problematic skin issues.

**Main Products**

EGF ACTIVE VITAL CREAM, FUSIMEDI REPAIR CREAM S, RED X CREAM S, MELA WHITENING MOISTURE SERUM, etc.

**Core Competitiveness**

**Proprietary Ingredient Complex '3 PROBIOTIC COMPLEX'**
· 3 PROBIOTIC COMPLEX combines three lactobacillus strains, including strains identical to those found in Hanmi Pharm's live-culture probiotic supplements like Jangyongrak and Mamiai. This provides approximately twice the skin moisturizing substance (HAS3) synthesis effect compared to retinol, and three times superior skin barrier strengthening substance production effect compared to a single strain of Lactobacillus acidophilus.

**Key Achievements**

· EGF ACTIVE VITAL CREAM, sold out 470,000 units annually by 2025
· Cumulative annual sales of 3 killer products (EGF ACTIVE VITAL CREAM, RED X CREAM S, EGF · PDRN ACTIVE SYNERGY MASK) exceeded 910,000 units by 2025

## Medical Devices

We sell various types of medical devices, including anti-adhesives, hemostats, skin bonds, bone substitutes, and diagnostic products. We lead the domestic medical device market, spearheaded by 'Guardix', an anti-adhesive that prevents organs or nerves from sticking together during surgery. We are actively discovering and introducing innovative surgical treatment materials, expanding our product lineup. Currently, we have established a lineup of 32 types of medical devices, achieving continuous growth.

### Main Products

Guardix, Acticlot, SurgiGuard, LIQUIBAND, MONOFIX, etc.

### Core Competitiveness

**Strong Partnership**

· Based on strategic partnerships with over 10 leading domestic and international companies, we are pursuing close collaboration across all processes, including planning, research, production, and distribution, to provide innovative medical devices. This strong cooperation network simultaneously enhances technological capabilities and market responsiveness, contributing to the stable supply of high-quality medical devices and the sustainable growth of the healthcare industry.

### Key Achievements

· Anti-adhesive 'Guardix' achieved sales of approximately KRW 23.1 billion in 2025, leading domestic market share
· Hemostat 'Acticlot' achieved sales of approximately KRW 8.1 billion in 2025

## IT

We provide IT solutions that help companies innovate their business and build efficient work systems. We assist with laboratory quality control, smart process management, medication adherence monitoring and management for clinical trial participants, and distribution traceability management, thereby innovating all business processes, including not only general office environments but also clinical trials, manufacturing, quality control, and logistics.

### Main Products

KEIDAS, QUANTUM, RFID, etc.

### Core Competitiveness

**Compliance with Data Integrity and Completeness Guidelines**

· We provide solutions that meet 'data integrity' by preserving data without alteration or destruction of the original. We comply with completeness guidelines presented by international organizations such as WHO (World Health Organization), FDA (U.S. Food and Drug Administration), and ICH (International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use), responding to various regulations related to manufacturing and quality, and minimizing data errors.

**Providing Client-Optimized Solutions**

· We provide customized systems by analyzing not only domestic and international business environments but also clients' implementation backgrounds, industry-specific characteristics, SOPs, and workflows. Through organic integration with existing legacy systems, we enhance convenience and conduct training for rapid system stabilization and capability internalization.

### Key Achievements

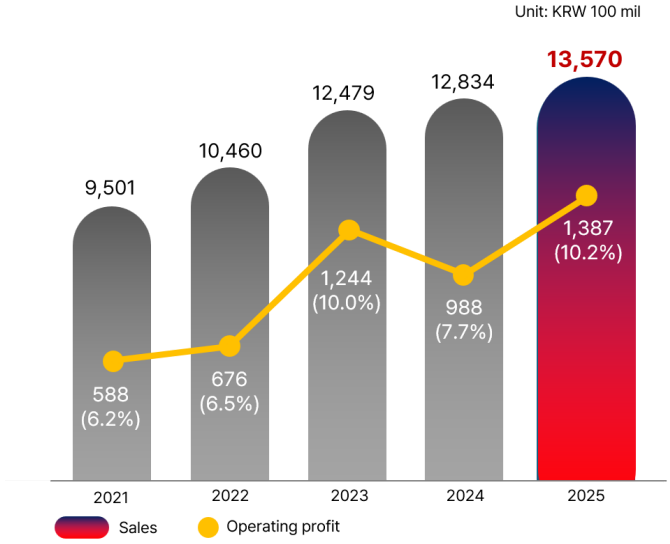
· Establishment of IT systems for clients in various industries such as manufacturing, pharmaceutical bio, and automated logistics
· Obtained ISO 9001 Quality Management System certification

# 2025 Performance

## Business Highlight

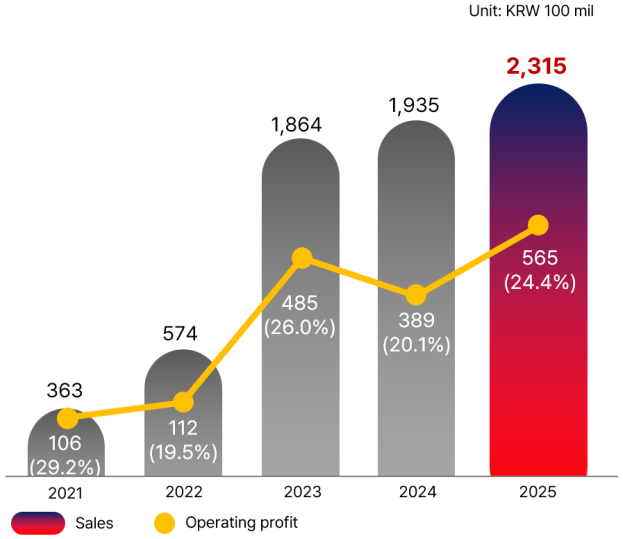
### Annual Performance Trend for the Last 5 Years
- Consolidated Basis

**KRW 1,357 billion** (2025 Sales) / **KRW 138.7 billion** (2025 Operating Profit)

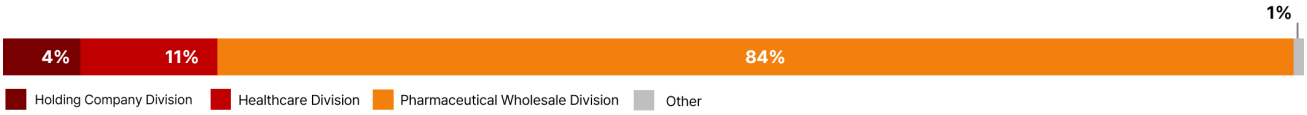



### Annual Performance Trend for the Last 5 Years
- Separate Basis

**KRW 231.5 billion** (2025 Sales) / **KRW 56.5 billion** (2025 Operating Profit)




### 2025 Annual Performance Details - Consolidated Basis




| Category | Unit | Holding Company | Healthcare | Pharmaceutical Wholesale | Other | Total |
|---|---|---|---|---|---|---|
| Technology Export Revenue | KRW 1M | 23,062 | - | - | - | 23,062 |
| Rental Income | | 2,345 | 1,103 | - | - | 3,448 |
| Commission Income | | 17,229 | 2,957 | 53,339 | 3 | 73,528 |
| Patent Royalties | | 9,272 | - | - | - | 9,272 |
| Trademark Royalties | | 3,415 | - | - | - | 3,415 |
| Product Sales | | - | 45,911 | - | 2,145 | 48,056 |
| Merchandise Sales | | - | 74,849 | 1,083,252 | 624 | 1,158,725 |
| Service Revenue | | - | 21,194 | - | 16,258 | 37,452 |
| **Total** | | **55,323** | **146,014** | **1,136,591** | **19,030** | **1,356,958** |

## Hanmi Group's Innovation Hub 'Hanmi Science', Reaches Record-High Sales

Revenue of KRW 1.3568 trillion and operating profit of KRW 138.6 billion in 2025...
Up 5.7% and 40.2% year-over-year, respectively
Net profit rose 104.2% to KRW 115.8 billion...

Strong performance in core businesses such as medical devices and B2C also draws attention

## Hanmi Science, Pharmacy-exclusive 'EGF Cream' Remains a Huge Hit

Just four months after its launch in November 2024, the product has been stocked at 11,000 pharmacies nationwide and sold out 270,000 unitsHalf of the pharmacies that placed the initial order have placed additional orders...

A 50% reorder rate proves its high popularity

## Hanmi Science Expands Medical Device Business...Targeting Overseas Markets with Surgical Hemostatic Agents

Hanmi Science Seeks Overseas Distribution Partnerships for Three Surgical Hemostatic Agents at 'MEDICA 2025'

Incorporating new plant-derived hemostatic technology...Full-scale overseas exports to Europe, the Middle East, and Asia

## "Sells Over 1.4 Million Cans in Just Three Months" Hanmi's 'S·P·R', Taking the Pharmacy Beverage Market by Storm

Since its launch in January 2025, it has sold 1.4 million cans...

Popular across all age groups, from teens to those in their 60s

Aiming to expand to 10,000 pharmacy distribution channels...

Pursuing mutual growth by continuously identifying products that benefit pharmacies

Our Company

Business Growth & Innovation

# Business Growth & Innovation

As the holding company of Hanmi Group, Hanmi Science announced a mid-to-long-term growth roadmap in December 2025, with 'Re-creation and Innovat ion' as its catchphrase, to ensure the group's sustainable growth. By 2030, Hanmi Group will focus its company-wide efforts on sustainable growth based on a 'Dual Momentum' strategy, combining 'Fundamental' with 'Innovative,' to achieve a combined revenue of 5 trillion KRW across its affiliates.

## Hanmi Group Growth Drivers and Promotion Strategies

**"Once again, through creation and innovation..." Driving Innovative Growth in conjunction with Fundamental Growth**

### Fundamental Growth

- R&D, new product development
- Expanding market share of core products
- Strengthening synergy across the group
- Improving operational efficiency

2030 Target Investment

**KRW 500 billion**

CAPEX investment

### Innovative Growth

- Open Innovation / Technology Incubation
- Expanding the value chain and strengthening global hubs

2030 Target Investment

**KRW 1.5 trillion**

R&D investment | License in | Strategic Investment

### Dual Momentum Strategy

**Pharmaceutical Business**
Pursuing the development of FIC/BIC new drugs

Hanmi Pharmaceutical

In-house Development: Fundamental Growth

+

**Hanmi Science**

Innovative Growth Strategy

**Meditech & Healthcare Business Expanding**
Business Areas and the Value Chain

JVM | Online Pharm | Medical devices | Consumer Health

Strengthening our business and exploring opportunities in related fields

+

**Hanmi Science**

Collaborative Investment and Acquisition Strategy

**2030 Target Revenue**

**Approximately KRW 2 trillion** in 2025 → **KRW 5 trillion** by 2030

| | 2025 | | 2030 | CAGR |
|---|---|---|---|---|
| Hanmi Science | KRW 0.23 trillion | | KRW 0.8 trillion | 25% ↑ |
| JVM | KRW 0.17 trillion | | KRW 0.5 trillion | 20% ↑ |
| Hanmi Pharmaceutical | KRW 1.1 trillion | + KRW 3 trillion | KRW 2.9 trillion | 20% ↑ |
| Hanmi Fine Chemical | KRW 0.1 trillion | | KRW 0.2 trillion | |
| Beijing Hanmi Pharmaceutical | KRW 0.4 trillion | | KRW 0.6 trillion | |

*Hanmi Science, Hanmi Pharmaceutical, Hanmi Fine Chemicals, Beijing Hanmi Pharmaceutical: on a standalone basis
*JVM : on a consolidated basis

# Lim Sung Ki Foundation

임성기재단

## The Lim Sung Ki Foundation contributes to the advancement of biotechnology and medical science technology to improve the quality of life for the nation.

The Lim Sung Ki Foundation is a public interest corporation established to inherit the management philosophy of the late Chairman Lim Sung Ki, who left a significant mark on Korea's pharmaceutical and bio-industry with his spirit of 'Creation, Innovation, and Challenge.' The Foundation aims to promote the development of medical science and biotechnology fields, and furthermore, to contribute to the enhancement of human health.

| | |
|---|---|
| Mission | Improving the quality of life for the nation through contributions to the advancement of biotechnology and medical science technology |
| Vision | Contributing to the realization of a healthy and prosperous society through research support in innovative new drug fields, including intractable diseases |
| Key Businesses | · Awards program for outstanding researchers in biotechnology and medical science<br>· Research support program in biotechnology and medical science<br>· Support for research on identifying novel targets and elucidating causes related to intractable diseases |

# Lim Sung Ki Researcher Award

Established in 2021, the Foundation's first initiative was to establish the 'Lim Sung Ki Researcher Award,' recognizing and honoring researchers who have c ontributed to new drug development through innovative research achievements in the fields of medical science and biotechnology. This award has now be come the most prestigious award in the field of new drug research and development. Following the call for nominations, recommendations, and evaluation for the 5th Lim Sung Ki Researcher Award in 2025, Prof. Kim Hyongbum (Yonsei University College of Medicine) was selected as the final recipient of the G rand Research Award, and Prof. Han Yong-Hyun (Kangwon National University College of Pharmacy) was selected for the Young Researcher Award.

5th Lim Sung Ki Researcher Award Ceremony

## Lim Sung Ki Researcher Award Past Recipients

| No | Category | Name | Affiliation | Research Achievements |
|---|---|---|---|---|
| 5th | Grand Research Award | Prof. Kim Hyongbum | Yonsei University College of M edicine | Succeeded in comprehensive functional analysis of over 27,000 base variatio ns in the ATM gene, a causative gene for hereditary cancer. Contributed to t he realization of precision medicine and accelerated new drug development. |
| | Young Researcher Award | Prof. Han Yong-Hyun | Kangwon National University College of Pharmacy | Identified the mechanism of progression of steatohepatitis. Developed an inn ovative new drug candidate targeting 'IL-18'. Demonstrated therapeutic effects in MASH and liver fibrosis models |
| 4 times | Grand Research Award | Prof. Choi Hyung Jin | Seoul National University, Dep artment of Brain and Cognitiv e Sciences | World's first to identify the appetite-suppressing mechanism of GLP-1 obesit y treatment through its brain action |
| | Young Researcher Award | Prof. Im Se Jin | Sungkyunkwan University Sch ool of Medicine | Discovered a new CD8 T-cell subset and developed an immunotherapy strat egy for graft-versus-host disease |
| | | Prof. Lee Wonhwa | Sungkyunkwan University, De partment of Chemistry | Identified a new pathological role of TOX protein expressed upon infection wi th SARS-CoV-2, the COVID-19-causing virus |
| 3 times | Grand Research Award | Prof. V. Narry Kim | Seoul National University, Dep artment of Biological Sciences | Discovered an RNA sequence that increases viral RNA stability and protein pr oduction |
| | Young Researcher Award | Prof. Bae Sangsu | Seoul National University Coll ege of Medicine | Developed the world's first ex vivo gene-editing cell therapy for tyrosinemia, a hereditary liver disease |
| | | Prof. Lee Joo Myung | Samsung Medical Center, Divi sion of Cardiology | Presented an indicator that can screen for high-risk groups of acute rejection in heart transplant patients |
| 2 times | Grand Research Award | Dr. Yu Kweon | Korea Research Institute of Bi oscience and Biotechnology | Identified INSL3 secreted by cancer cells as a factor causing eating disorder s. Presented development potential as an anticancer adjuvant |
| | Young Researcher Award | Prof. Kang Jeehoon | Seoul National University Hos pital Division of Cardiology | Compared prasugrel de-escalation therapy with standard therapy. A clinical study that revealed a 52% reduction in bleeding-related events, proving it to be a safe regimen |
| | | Prof. Kim Hye-Young | Seoul National University Coll ege of Medicine, Department of Medicine | Identified the immune kinetics of chronic kidney disease and, for the first tim e, Siglec-F–expressing neutrophils. Presented new drug development potenti al for renal fibrosis |
| 1 time | Grand Research Award | Dr. Kim In-San | Korea Institute of Science and Technology | Developed new anticancer immunonanoparticles that activate human immun e cells to attack only cancer cells |
| | Young Researcher Award | Prof. Lee Hyukjin | Ewha Womans University Coll ege of Pharmacy | Developed lipid nanoparticles, the first in Korea, to assist in the in vivo deliver y of RNA therapeutics and mRNA vaccines |
| | | Prof. Ju Young Seok | KAIST Graduate School of Me dical Science and Engineering | Identified the infection mechanism of COVID-19 using human 3D alveolar cul ture technology and established a platform applicable to screening therapeu tic candidates |

# Research Support for Rare and Intractable Diseases

The Lim Sung Ki Foundation selects and supports outstanding research projects in the field of rare and intractable diseases, with an annual budget of 400 million KRW. In 2025, through a call for research proposals on neurological rare and intractable diseases, Prof. Cho Mi-La of Catholic University College of Medicine was selected for her systemic sclerosis research project. With support from the Lim Sung Ki Foundation, Prof. Cho Mi-La plans to investigate the mitochondrial dysfunction caused by Reverse Electron Transport (RET) and the main action mechanism of CD38 protein in T/B cells and fibroblasts, which are target cells causing pathogenesis in systemic sclerosis, and to research methods to regulate inflammatory and fibrotic active responses by normalizing mitochondrial function.

In 2026, the foundation plans to issue an additional call for basic and clinical research projects on musculoskeletal and connective tissue rare diseases, and it will offer various forms of support, from basic research to stable and sustainable funding, to enable the achievement of innovative results in rare and intractable disease research projects.

2025 Rare and Intractable Disease Research Support Program Agreement Ceremony

## Rare and Intractable Disease Research Support Projects

| Year | Project Title | Researcher | Affiliation | Research Period |
|---|---|---|---|---|
| 2025 | Mitochondria of immune cells and fibroblasts accompanying CD38 overexpression in systemic sclerosis elucidation of pathology and development of combination therapies regulating mitochondria | Prof. Cho Mi-La | Catholic University of Korea College of Medicine | 2025.12~2028.11 |
| 2022 | Lower Limb Spinal Muscular Atrophy (SMA-LED) through Control of Dynein-BICD2 Binding Research on Establishing Treatment Strategies | Prof. Lee In-Gyun | Seoul National University College of Pharmacy | 2022.12~2026.02 |
| | Development of induced pluripotent stem cell-based human disease models for pediatric chromosomal rare diseases and Identification of novel mechanisms through 3D chromosomal structure profiling | Prof. Lee Jae-cheol | Sungkyunkwan University College of Pharmacy | 2022.12~2025.11 |

# 02
# ESG Management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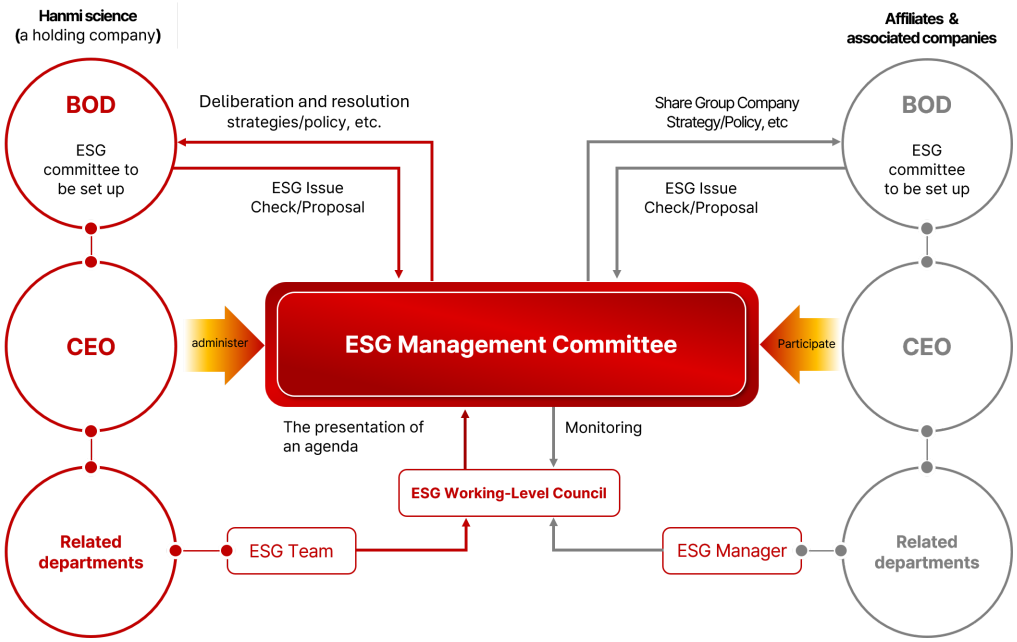
ESG Management

Hanmi Science ESG Management

# Hanmi Science ESG Management

## Hanmi Group ESG Decision-Making Structure

Hanmi Group is confident that ESG management is an essential element for sustainable management. Hanmi Group declares its commitment to sustaina ble management, focusing on climate change response, respect for human rights and strengthening labor rights, establishing safety and health free from serious accidents, win-win cooperation, and ethical management.
In 2025, Hanmi Group established a new ESG decision-making structure for future growth and sustainable management. In particular, the ESG Managem ent Committee, centered around the CEOs of all group companies, will review ESG strategy formulation and ESG initiatives, and monitor performance. M atters discussed by the ESG Management Committee will be deliberated by each company's board of directors, and strategies and policies will be decid ed to focus on expanding and advancing group-wide ESG management.
The ESG Group, a dedicated ESG organization, will comprehensively manage company-wide ESG management including issue response, investment exe cution, disclosure, and evaluation, and plans to report ESG status and performance to the board of directors at least once a year.




### Roles and Responsibilities

| Category | Content |
|---|---|
| **ESG Management Committee** | · Discussion body among CEOs of Hanmi Group affiliates/related companies (once a year)<br>· Deliberation and decision-making on ESG-related agenda items for the board of directors<br>· Setting ESG-related goals (KPIs) for each legal entity |
| **ESG Team** | · Group ESG Control Tower<br>· Monitoring of group company strategy execution/planning, etc. (e.g., managing ESG-related KPIs for related/affiliated companies) |
| **ESG Working Council** | · Regular/continuous operation led by the ESG Team<br>· Selection of agenda items and sharing of performance with the ESG Management Committee |

### Hanmi Group ESG Management Committee Operation Status

| Category | Date | Key Agenda Items and Reporting Content |
|---|---|---|
| **ESG Management Committee** | 2025.09.18 | · Report on the Establishment and Operating Plan of the ESG Management Committee |

## ESG Implementation Strategy

Hanmi Science has established mid-to-long-term strategies and plans from a systematic ESG management perspective and continuously monitors their implementation status. Under the vision of sustainable management and growth based on creativity, challenge, and innovation, we are formulating mid-to-long-term strategies for each ESG area and diligently carrying out detailed strategic tasks according to the plans. Hanmi Science will continue to strive for sustainable growth through ESG management to realize "healthy Life, sustainable Future."

**Hanmi Group ESG VISION**

"healthy **LIFE**, sustainable **FUTURE**"

**ESG Direction & Strategy**

| Environment<br>**Sustainable Earth** | Social<br>**Sustainable Community** | Governance<br>**Sustainable Growth** |
|---|---|---|
| through eco-friendly management<br>Realize sustainability | through respect for human beings<br>Realize sustainability | making sustainable growth |
| **Carbon Neutrality** | **Health & Safety and Human Rights Management** | **Ethical & Compliance Management** |
| Introduction of renewable energy/green facilities. | Strengthen preventive, on-site-focused health & safety activities. | Strengthen anti-bribery management systems. |
| Reduce energy consumption through process efficiency. | Increase human rights impact assessments for all stakeholders. | Operate the compliance program. |
| Expand participation in environmental initiatives. | | Strengthen company-wide risk management. |
| **Minimization of Environmental Impacts** | **Customer Satisfaction Management** | **Strengthening Sustainable Management Systems** |
| Minimize air/water pollutants. | Advance quality management including pharmaceutical safety. | Strengthen responsible management leading from the BOD. |
| Control water resources/waste/harmful chemical substances. | Carry out evidence-based marketing campaigns. | Increase diversity, independence, and expertise of the BOD. |
| Increase biodiversity activities. | **Win-Win Management** | Enhance international management systems |
| | Manage the sustainable supply chain. | |
| | Strengthen global competitiveness by expanding and strengthening supply chain due diligence | |
| | **Strengthen information security** | |
| | Zero Incidents of Personal Information Leakage | |

# 2026 Key ESG Goals

| Area | Key Strategic Goals | 2025 Performance | | 2026 Targets |
|---|---|---|---|---|
| **Carbon Neutrality** | **Greenhouse Gas** | Performance | · GHG Emissions 10,836t$CO_{2eq}$ (10% increase compared to 2023) | · GHG Emissions 9,814t$CO_{2eq}$ (maintain 2023 levels) |
| | **Energy** | Performance | · Energy Consumption 219,670GJ (10% increase compared to 2023) | · Energy Consumption 199,085GJ (maintain 2023 levels) |
| **Environmental Impact Minimization** | **Pollutants** | Performance | · Air/Water Pollutant Legal Emission Limits: 70%/60% or less | · Management of Air/Water Pollutant Legal Emission Limits: 70%/60% or less |
| | **Water Intake** | Performance | · Water Intake (Intensity): 98.8 tons/KRW 100 million | · Water Intake (Intensity) maintain 2023 levels :110.8 tons/KRW 100 million or less |
| | **Waste** | Performance | · Waste Recycling Rate: 97% | · Waste Recycling Rate maintain 2023 levels : 93% or more |
| | **Hazardous Chemicals** | Performance | · Due to negligible generation of designated waste, no separate waste disposal record is expected for 2025. | · Managing incineration rates of hazardous chemicals at 30% or less. |
| **Promoting an eco-friendly corporate culture** | | Performance | · Carbon-neutral social contribution activities, such as using reusable cups: 2.3 tons reduction effect. | · Pursuing a reduction effect of 2.0 tons or more annually through carbon-neutral social contribution activities. |
| **Proactive safety and health activities** | | Goals | · ISO 45001 1st Surveillance Audit<br>· Improvement of high-risk work environments | · ISO 45001 2nd Surveillance Audit<br>· Focused on-site inspections for high-risk workers/ hazardous processes<br>· Introduction of BBS (Behavior-Based Safety Management) |
| | | Performance | · ISO 45001 1st Surveillance Audit completed<br>· Songtan Plant work environment measurement and improvement completed | |
| **Advancement of human rights management** | | Goals | · Survey and satisfaction survey for Hanmi Science employees | · Expansion of human rights newsletter publication frequency (2 times/year → 4 times/year) |
| | | Performance | · Conducting surveys and satisfaction surveys for Hanmi Science employees. | |
| **Compliance** | | Goals | · Derivation of management measures through risk assessment and internal auditor training | · Obtaining ISO 37301 and ISO 37001 certification through an external professional certification body. |
| | | Performance | · Through risk assessment across 13 departments, 105 risks were identified and 289 management measures were derived<br>· 5 internal auditors completed training | |

ESG Management

2025 Materiality Assessment

# 2025 Materiality Assessment

Hanmi Science establishes preventive and strengthening strategies for sustainable corporate operations by identifying material issues from the perspective of risks and opportunities that may arise across the entire healthcare business. Hanmi Science conducts a double materiality assessment, considering not only environmental and social factors (IN-OUT) but also factors that can have a financially material impact on the company (OUT-IN). In 2025, the requirements of global disclosure standards such as IFRS S1 and S2, GRI Standards, and EU ESRS were reflected, and the materiality assessment was conducted, including stakeholders of Online Pharm, a consolidated subsidiary of Hanmi Science, and Hanmi Pharmaceutical, a major group company.

## Hanmi Science Double Materiality Assessment Process

| 1. Formation of ESG Issue Pool | 2. IRO-based Double Materiality Assessment | 3. Determination and Disclosure of Core Topics |
|---|---|---|
| - Media analysis, global standard analysis, peer industry issue analysis to form an issue pool | - Impact Materiality<br>- Financial Materiality considered for double materiality assessment<br>- Identification of topics requiring priority focus | - Through review by the ESG Group and management, final material topics selected |
| - Media analysis [1)]<br>- Peer industry benchmarking<br>- ESG global standards, guideline analysis (GRI, SASB, S&P, ESRS) | - Stakeholder engagement-based assessment[2)]<br>Materiality analysis through online survey<br>- **Impact Materiality** : Measuring impact for general stake holders (employees, customers, partners, local communities, etc.)<br>- **Financial Materiality** : For stakeholders with high interest in financial performance Measuring impact (employees at manager level or above) | - Selection of key material issues after internal review and linkage to report<br>- Key Content Composition |

**1) Media Analysis**

| Collection Period | Analysis Data |
|---|---|
| 2024.01.01 ~ 2025.05.16 | Extraction and analysis from approximately 3,500 news articles |

**2) Details of Stakeholder Engagement-based Assessment**

| | |
|---|---|
| Period | 2025. 06. 19 ~ 06. 27 |
| Evaluation Items | Response on the degree of impact each issue has on external society/environment and on Hanmi Science's financial performance |
| Target Audience | Hanmi Science Stakeholders |

| Survey Stakeholders (Total 236 respondents) | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Category** | **Employees (Managers)** | **Employees (Staff)** | **Partners** | **Customers** | **Shareholders and Investors** | **Government and Policy Institutions** | **Local Community/NPO** | **ESG Experts** | **Other** |
| **Share (%)** | 25% | 58% | 8% | 1% | 2% | 1% | 3% | 3% | 1% |
| **NO. of Respondents (persons)** | 59<br>Hanmi Science-30<br>Online Pharm-15<br>Hanmi Pharm-14 | 136<br>Hanmi Science-89<br>Online Pharm-47 | 18 | 2 | 4 | 3 | 6 | 6 | 2 |

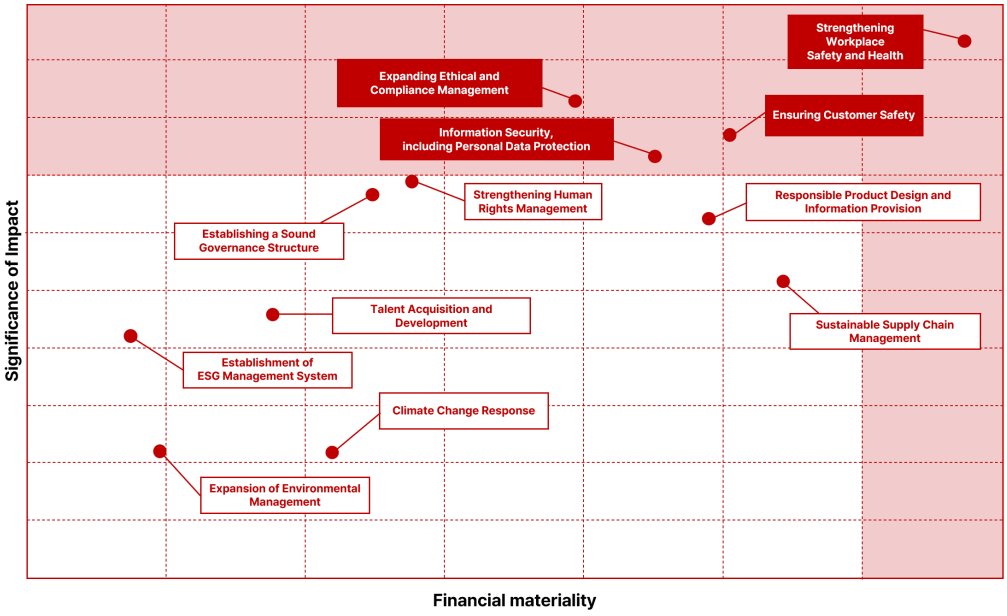
# Hanmi Science Materiality Assessment Results

Hanmi Science derived a total of 12 issue pools through media analysis, industry benchmarking, and global standard analysis. Considering the ESRS double materiality concept, we conducted a materiality assessment based on financial materiality and impact materiality, identifying four key issues as material issues, all of which have high impact materiality and financial materiality. The selected material issues will be transparently disclosed by being covered more intensively in the 2025-26 ESG report and are planned to be actively reflected in future corporate activities.

: Material Issues

| Category | Area | Issue Name | Impact Materiality | Financial Materiality | Contents |
|---|---|---|---|---|---|
| 1 | S | **Strengthening Workplace Safety and Health** | ■■■■□ | ■■■■□ | Strengthening Workplace Safety and Health |
| 2 | S | **Ensuring Customer Safety** | ■■■■□ | ■■■□□ | Ensuring Customer Safety/Food<br>Ensuring Customer Safety/Cosmetics |
| 3 | G | **Expanding Ethical and Compliance Management** | ■■■■□ | ■■■□□ | Expanding Ethical and Compliance Management |
| 4 | S | **Information Security, including Personal Data Protection** | ■■■■□ | ■■■□□ | Information Security, including Personal Data Protection |
| 5 | S | Strengthening Human Rights Management | ■■■□□ | ■■■□□ | Human Rights Management |
| 6 | G | Establishing a Sound Governance Structure | ■■■□□ | ■■■□□ | Corporate Governance |
| 7 | S | Responsible Product Design and Information Provision | ■■■□□ | ■■■□□ | Ensuring Customer Safety/Cosmetics |
| 8 | S | Sustainable Supply Chain Management | ■■■□□ | ■■■□□ | Utilizing Management Systems for Safe and Transparent Dietary Practices |
| 9 | E | Climate Change Response | ■■□□□ | ■■■□□ | Climate Change Response and Environmental Management |
| 10 | S | Talent Acquisition and Development | ■■□□□ | ■■□□□ | Human Capital |
| 11 | G | Establishment of ESG Management System | ■■□□□ | ■■□□□ | Hanmi Science ESG Management |
| 12 | E | Expansion of Environmental Management | ■■□□□ | ■■□□□ | Climate Change Response and Environmental Management |

## Materiality Assessment Matrix



# Stakeholder Communication

Hanmi Science has categorized our key stakeholders into 6 groups, referencing our business model, business activities, and the sustainability management status of global healthcare companies. We communicate with stakeholders from the planning stage for sustainability, sharing their concerns and our response plans. Going forward, Hanmi Science will continue to actively incorporate the opinions of various stakeholders surrounding the company into our management activities, striving to achieve sustainable management and growth.

| 1. Internal Stakeholders, including Employees | | |
|---|---|---|
| **Key Concerns** | **Company's Response** | **Communication Channels** |
| Entities directly performing business activities<br>Expectation of compensation through fair and responsible business operations<br>Expectation of growth through work | · Support for various welfare benefits<br>· Employee health/safety management<br>· Collecting and improving suggestions from employee councils at each workplace<br>· Job-group specific performance evaluation and compensation, rank-specific training | · Internal Intranet<br>· Employee Council<br>· Clean Management Whistleblower System<br>· Grievance Handling System<br>· K-Whistle |
| **2. Suppliers** | | |
| **Key Concerns** | **Company's Response** | **Communication Channels** |
| Entities providing products and services necessary for business activities<br>Expectation of mutual growth through stable collaboration with us | · Fair Trade-based Compliance Program<br>· Supplier support, including cash payments<br>· Establishment of supply chain management system and planned supply chain due diligence | · K-Whistle |
| **3. Customers** | | |
| **Key Concerns** | **Company's Response** | **Communication Channels** |
| **Pharmacists**<br>Entities providing medical services to patients<br>Prompt supply of specialized pharmaceuticals and quasi-drugs<br>**Corporate Customers**<br>Entities receiving B2B healthcare products and services<br>Expectation of healthcare-related products and solutions that can improve corporate business performance<br>**General Consumers**<br>Entities receiving healthcare products and services<br>Expectation of healthcare products and solutions with guaranteed quality and safety | · Operation of product and logistics-related call centers<br>· Ongoing monitoring through various communication channels and response (continuous identification of market conditions and customer needs) | · Inquiry channel within HMP Mall<br>· Various sales/marketing activities<br>· K-Whistle |
| **4. Shareholders and Investors** | | |
| **Key Concerns** | **Company's Response** | **Communication Channels** |
| Expectations for financial and non-financial performance creation through business activities, leading to increased corporate value | · Shareholders' meetings<br>· IR meetings, including investor roadshows & overseas NDRs<br>· Publication of ESG reports/Corporate Governance reports and corporate disclosures<br>· Dividends, Bonus Issue, etc.<br>· Establishment of a carbon neutrality and climate change response system | · Shareholders' meetings<br>· IR meetings (investor roadshows and overseas NDRs, etc.)<br>· ESG reports/Corporate Governance reports<br>· K-Whistle |
| **5. Government and Policy Institutions/Organizations** | | |
| **Key Concerns** | **Company's Response** | **Communication Channels** |
| Promoting sound industrial development through regulations, policies, etc.<br>Supporting and controlling companies to ensure legitimate business activities | · Operation of compliance system<br>· Establishment of compliance monitoring system<br>· Planned adoption and operation of international management systems such as ISO | · Policy consultations with various institutions and organizations<br>· Pharmaceutical & healthcare-related forums, etc.<br>· K-Whistle |
| **6. Local Community, NGOs** | | |
| **Key Concerns** | **Company's Response** | **Communication Channels** |
| Entities sharing social influence with Hanmi Science<br>Expectations for social contribution activities addressing welfare blind spots in the local community | · Participation in local community social contribution projects<br>· Collaboration on social contribution activities with local governments | · VOC collection<br>· Meetings with local governments and experts<br>· Consultations with beneficiaries of social contribution activities, etc.<br>· K-Whistle |

# 03
# Material Issues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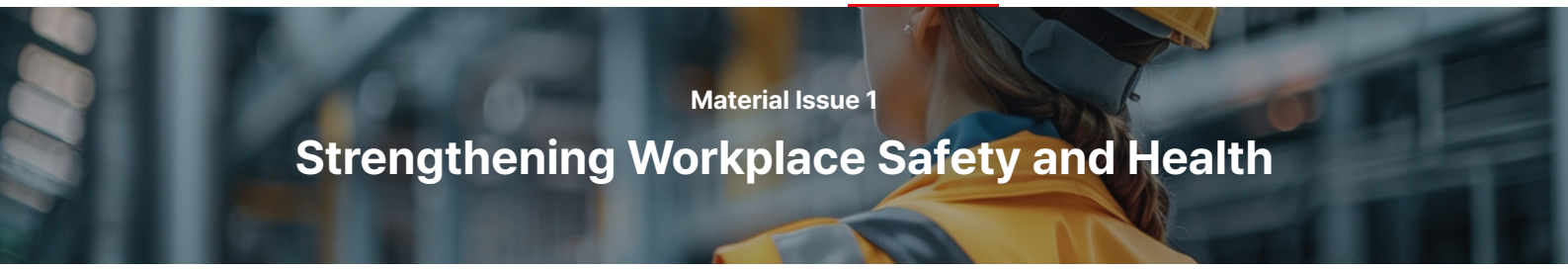
Ensuring Customer Safety/Food 39

Ensuring Customer Safety/Cosmetics 44

Expanding Ethical & Compliance Management 49

Information Security, Including Personal Information Protection 58



Material Issue 1

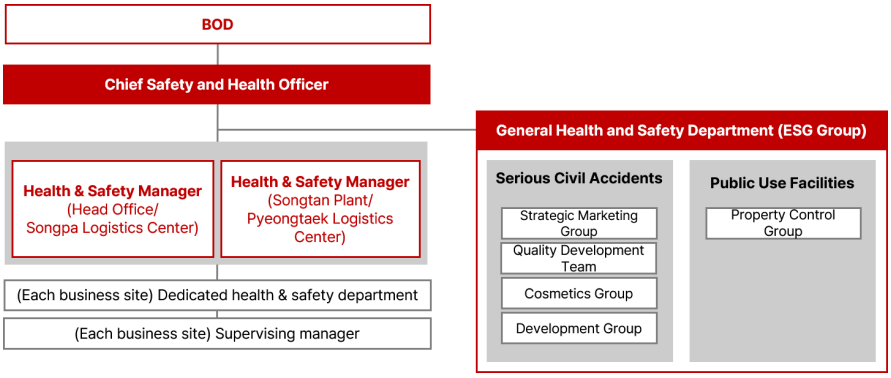
Strengthening Workplace Safety and Health

# Strengthening Workplace Safety and Health

## I. Corporate Governance

### Decision-Making Structure

Hanmi Science supervises key safety and health strategies and plans at the board level to strengthen company-wide safety and health management and protect the health and safety of its workers. The Board of Directors receives reports on safety and health management plans semi-annually, reviews the company-wide safety and health system, and promotes continuous improvement. The Chief Safety Officer (CSO) holds overall responsibility and authority for final decision-making on safety and health management matters, and based on this, enhances the effectiveness of safety and health policies and systematically manages risk factors across all workplaces through prompt decision-making. The Safety and Health Headquarters is responsible for company-wide industrial safety and worker protection policies, and establishes strategies and action plans for serious accident prevention and safety and health risk management. A Chief Safety and Health Officer at each workplace is responsible for safety and health matters in their respective workplace, with dedicated safety and health departments and supervisors operating and supporting these efforts. Hanmi Science sets and operates KPIs related to safety and health to prevent industrial accidents in all workplaces, and plans to introduce a performance-linked compensation system in the future to strive for more practical industrial accident prevention.




### Roles and Responsibilities

| Category | Roles/Authority |
|---|---|
| **Board of Directors** | · Supervision of key safety and health strategies and plans |
| **Chief Safety and Health Officer** | · Final decision-making on safety and health matters<br>· Approval of safety and health management goals and action plans |
| **Overall Safety and Health Department** | · Consolidation, operation, and monitoring of major safety and health matters at business sites<br>· Guidance and advice based on inspections and operations related to safety and health at business sites |
| **Overall Safety and Health Manager** | · Responsibility for safety and health decision-making at each business site<br>· Approval of overall safety and health operations for each business site |
| **Dedicated Safety and Health Department** | · Guidance and advice based on inspections and operations related to safety and health at business sites |
| **Supervisors** | · Safety and health management and guidance for each department |

### Mandatory Professional Training

| Audience | Frequency | Training Content |
|---|---|---|
| **Overall Safety and Health Manager** | **Once every 2 years** | · Establishment of safety and health management systems at business sites and methods for overall safety and health coordination and management |
| **Safety Manager/Health Manager** | **Once every 2 years** | · Regulations related to workplace risk assessment/safety inspection/accident prevention, health management /work environment measurement/hazardous material management and health-related regulations |
| **Supervisors** | **Once a year** | · Industrial safety and accident prevention, occupational disease prevention, establishment of safety culture within the organization, and methods for identifying and managing actual risks within the organization |

## II. Strategy_Risk and Opportunity Identification

Hanmi Science identifies key risks and opportunities that could significantly impact stakeholder engagement and sustainability related to strengthening workplace safety and health, based on IRO analysis results, and continuously strives to develop effective countermeasures.

**RISK**

| Occurrence of industrial accidents due to safety and health incidents among high-risk workers | |
|---|---|
| **Characteristics of Impact** | Potential Impact |
| **Affected Stakeholders** | Employees, Shareholders, and Investors |
| **Severity of Impact on Society and Environment** | Scale ■■■□□ Scope ■■■□□ Recoverability ■■□□□ |
| **Expected Financial Impact** | Likelihood ■■■□□ Scale ■■■□□ |
| **Impact on the Company** | · Human/material damage in case of worker industrial accidents<br>· Risk of corporate loss and decline in trustworthiness due to production suspension and legal liabilities |
| **Company's Response** | · Company-wide Safety and Health System Operating Structure<br>· Introduction of Self-regulatory Prevention System<br>· Conducting Company-wide Safety and Health Diagnostics<br>· Strengthening Proactive Safety Management System<br>· Industrial Safety and Health Committee |

**OPPORTUNITY**

| Strengthening support system for worker safety assurance and health promotion | |
|---|---|
| **Characteristics of Impact** | Actual Impact |
| **Affected Stakeholders** | Employees |
| **Severity of Impact on Society and Environment** | Scale ■■■■□ Scope ■■■■□ |
| **Expected Financial Impact** | Likelihood ■■■■□ Scale ■■■□□ |
| **Impact on the Company** | · Ensuring long-term workforce retention by enhancing corporate trust and work engagement through worker protection<br>· Minimizing compensation risks and increasing productivity by reducing the likelihood of work-related illnesses and overwork |
| **Company's Response** | · Hanmi Science Safety and Health Day<br>· Diversification of safety and health education<br>· Expansion of employee health programs |

# II. Strategy_Risk and Opportunity Response Plan

## Company-wide Safety and Health System Operating Structure

### Operation of Occupational Health and Safety Management System (ISO 45001)

bsi.

Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

...making excellence a habit.™

Hanmi Science maintains ISO 45001 certification for all employees and contractors (100%) across all its business sites, thereby operating an international-standard occupational health and safety management system.

| Category | Headquarters | Songtan Plant | Songpa Logistics Center | Pyeongtaek Logistics Center |
|---|---|---|---|---|
| Validity Period | 2027.09.01 | 2027.09.01 | 2027.09.01 | 2027.09.01 |
| Certification Body | BSI | | | |

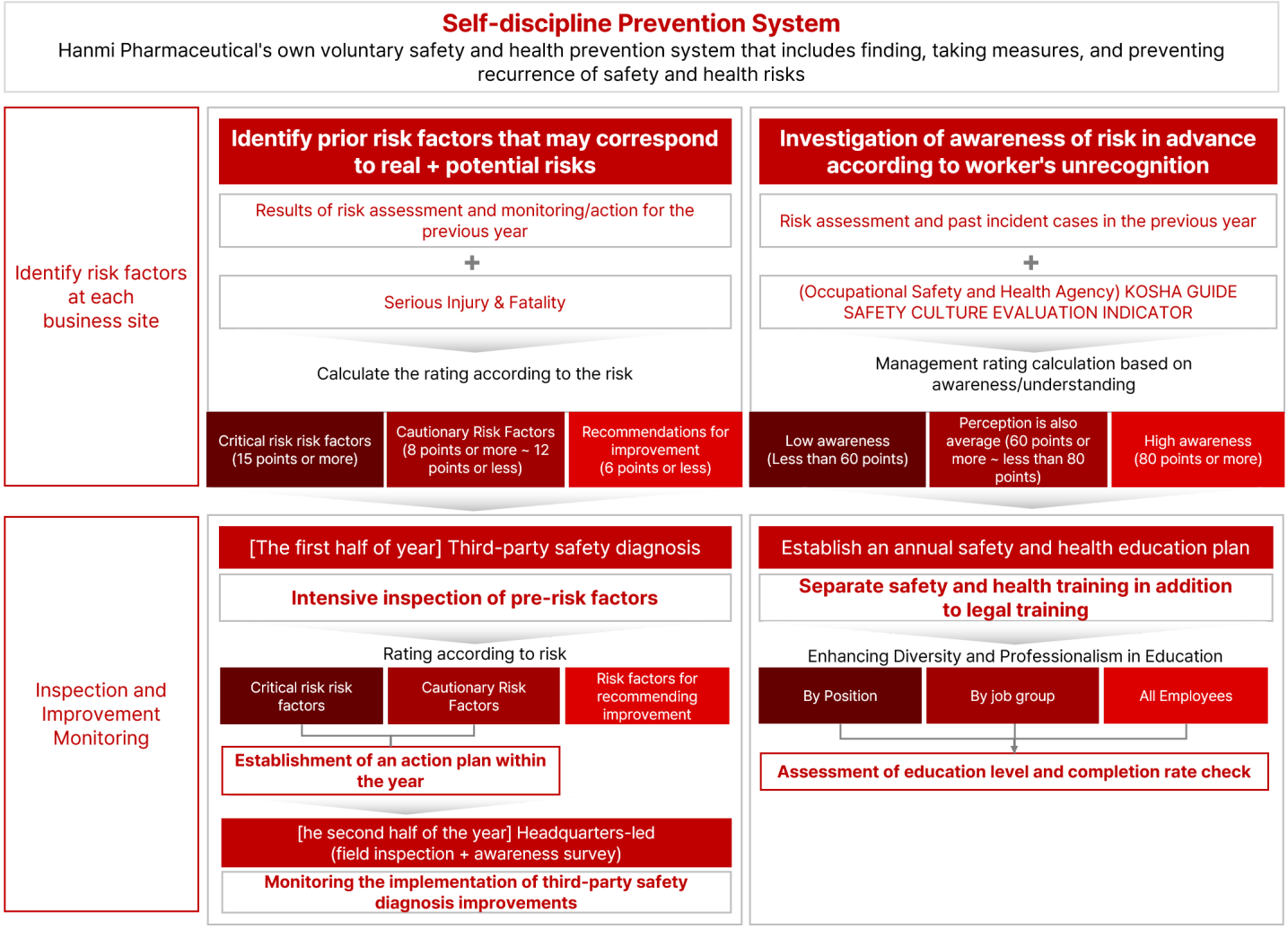
### Operation of Safety and Health Online System

Hanmi Science has been operating a customized safety and health online system since 2025 to enhance the efficiency and on-site applicability of safety and health management. The safety and health online system is designed to manage all aspects of safety and health operations, including safety and health regulations and policies, safety inspections, and risk assessments for each business site. It monitors safety and health activities across all business sites in real-time and significantly improves accessibility for operational departments through mobile integration, thus efficiently and systematically managing company-wide safety and health matters.

Hanmi Science Safety and Health Online System

## Introduction of Self-Regulatory Prevention System

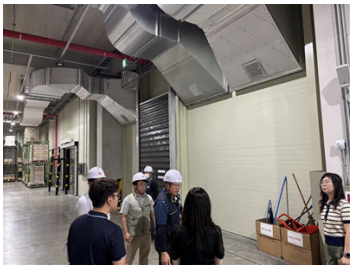
In accordance with the self-regulatory prevention policy of the Ministry of Employment and Labor, Hanmi Science has adopted and operates a self-regulatory prevention system. This system is Hanmi Group's unique safety and health management framework, where each business site proactively identifies, improves, and monitors potential hazard factors that could lead to safety accidents. Hanmi Science conducts an annual pre-identification of hazardous and risk factors for each business site and comprehensively analyzes existing risk assessment results, internal accident cases, and high-risk factors for industrial accidents to determine the scope of management. The identified risk factors are reflected in the biannual regular safety and health diagnostics (diagnoses by external professional organizations and headquarters-led diagnoses) and are subject to focused inspections. Based on inspection results, necessary improvements are prioritized and acted upon. Furthermore, through safety culture awareness surveys targeting employees, potential risks that may arise during work are identified, and follow-up measures such as strengthening education and improving procedures are pursued. Hanmi Science also systematically manages assessment results and improvement implementation status through an integrated risk assessment management system based on its own online platform. Additionally, all employees are guaranteed the right to stop work and report if there is an imminent danger or concern for health impairment. Based on the self-regulatory prevention system, Hanmi Science plans to continuously strengthen its risk factor management capabilities at each business site to create a safe working environment.



## Implementation of Company-wide Safety and Health Diagnostics

In accordance with its self-regulatory prevention system, Hanmi Science conducts third-party safety and health diagnostics by external professional organizations and headquarters-led safety and health diagnostics once every half-year. Risks identified through inspections are categorized into critical risks, warnings, and recommendations for improvement, with actions taken based on the priority of each grade. Furthermore, by sharing best practices and improvement tasks among business sites, the company promotes the upward equalization of safety and health standards. The results of these diagnostics and inspections are reflected in management reports and subsequent improvement plans, playing a crucial role in enhancing the effectiveness of the self-regulatory prevention system.

### 2025 Third-Party Safety and Health Diagnostic and Headquarters-led Safety and Health Diagnostic Results



Third-Party Safety and Health Audit and Headquarter-Led Safety and Health Audit Sites

| Category | | Headquarters | Songtan Plant | | Songpa Logistics Center | | Pyeongtaek Logistics Center | |
|---|---|---|---|---|---|---|---|---|
| | | Third-Party Audit | Third-Party Audit | Headquarter-Led | Third-Party Audit | Headquarter-Led | Third-Party Audit | Headquarter-Led |
| Findings Risks | Critical Risks | - | - | - | - | | - | - |
| | Cautions | 34 | 23 | 4 | 3 | | 1 | - |
| | Recommendations for Improvement | - | 32 | 5 | - | | 2 | 3 |
| Total | | 34 | 55 | 9 | 3 | | 3 | 3 |
| Action Rate | | 99% | 100% | 100% | 100% | | 100% | 100% |

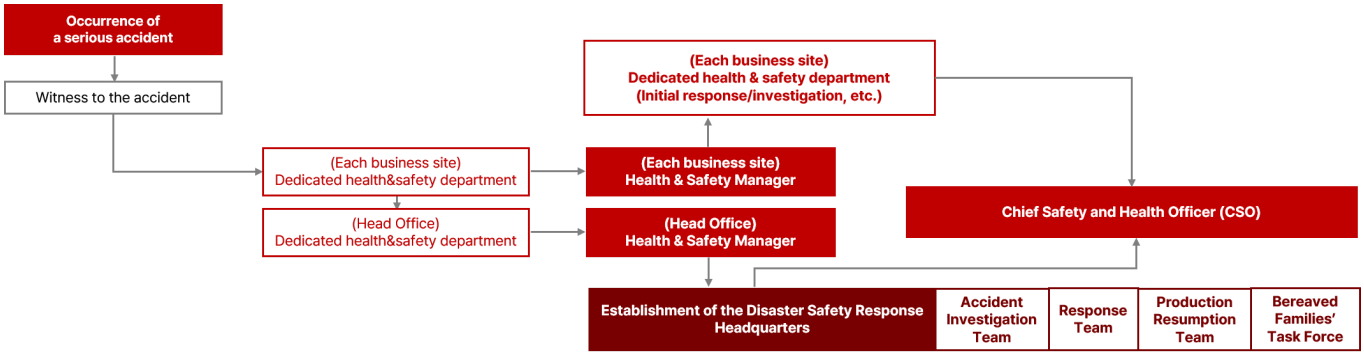
### 2025 Headquarter-Led Safety and Health Audit Excellent Practices (Songtan Plant)

| Transparent Conveyor Guards | Installation of Anti-Collision Pads |
|---|---|
| | |
| Category: Accident Prevention / Target : Production Group<br>Accident prevention through the installation of transparent guards | Category : Accident Prevention / Target : Mixing Group<br>Prevention of pinch-point accidents by implementing transparent guarding measures on conveyor belts |

## Emergency Reporting and Operating System

Our company complies with the regulations related to work suspension under the Industrial Safety and Health Act and prioritizes the creation of a work environment where safety is paramount. In preparation for situations involving imminent danger, the company has established an internal procedure — immediate reporting upon recognition of risk signs, followed by consultation with supervisors and relevant departments, and, if necessary, work adjustment or temporary suspension — and communicates this procedure to employees through regular training. Through this, we go beyond legal compliance to proactively reduce the possibility of accidents and strengthen a strategic risk and opportunity response system that enhances process stability, equipment reliability, and employee trust. In addition, to minimize damage through swift and consistent responses in the event of serious accidents or industrial accidents, we have established and operate an emergency reporting system.

### Serious Accident Emergency Reporting Manual




To check the effectiveness of this system and internalize employees' response capabilities, an emergency reporting drill for serious accidents was conducted in 2025, targeting departments where accidents (including near misses) occurred. This drill was conducted on Production Group 1 at the Songtan Plant without prior notice, by assigning a training scenario in an environment similar to a real situation, to verify response procedures. The key response timeline and results according to the drill scenario are as follows.

| NO. | Situation | Reporting Time |
|---|---|---|
| 1 | Accident Occurrence and Witnessing (Training Scenario Assigned) | February 12, 2026 10:27 |
| 2 | Workplace Safety and Health Task Force (Accident Witness Report) | February 12, 2026 10:37 |
| 3 | Report to Workplace Chief Safety and Health Officer | February 12, 2026 10:43 |
| **Workplace Reporting Time (Approx. 16 minutes)** | | |
| 4 | Share with Headquarters Safety and Health Task Force | February 12, 2026 10:40 |
| 5 | Report to Headquarters Chief Safety and Health Officer | February 12, 2026 10:42 |
| 6 | Report to Chief Safety and Health Officer (Headquarters) | February 12, 2026 10:45 |
| **Headquarters Reporting Time (Approx. 18 minutes)** | | |

## Industrial Safety and Health Committee

Hanmi Science holds quarterly Industrial Safety and Health Committee meetings to discuss the direction and key policies of company-wide safety and health management. Through this, the company deliberates and resolves on safety and health policies, plans, and regulations, and operates a consultative body where employees and management participate together to exchange practical opinions.

## Hanmi Science Safety and Health Day

Hanmi Science designates the week from April 28 to May 2 each year as 'Safety and Health Week' to strengthen the internal safety and health culture, implementing various events and awards with the goal of spreading safety and health culture and improving employee participation and awareness of internal safety and health culture.

**Near-miss reporting and awards**
**(Hazard reporting and improvement performance evaluation)**

| Workplace | Identified (cases) |
|---|---|
| Headquarters | 37 |
| Songtan Plant | 14 |
| **Total** | **51** |

**Awards for excellent safety and health departments**

Hanmi Science Songtan Plant Award Photo of the Maintenance Group, Excellent Safety and Health Department

## Diversification of Safety and Health Education

Hanmi Science continuously conducts industrial safety and health training for all employees. Especially since the enforcement of the Serious Accidents Punishment Act, we have been operating customized professional safety and health training programs that consider the characteristics of each position to further strengthen employees' safety and health capabilities. In addition, we regularly conduct external professional training to enhance the expertise of safety and health managers. In 2026, based on the results of the safety and health perception survey, we plan to implement perception improvement training to minimize even unseen safety gaps.

### Total Safety and Health Education Hours - 2025 Total 18,635h

| Category | | Content | 2025 Training Hours (hours) |
|---|---|---|---|
| **Statutory Mandatory Training** | **Headquarters** | · Regular statutory mandatory training related to industrial safety and health<br>· Regular training for supervisors<br>· Statutory job training for safety managers<br>· Statutory job training for health managers<br>· Training for safety and health management personnel, etc. | 5,338 |
| | **Songtan Plant** | | 5,126 |
| | **Songpa Logistics Center** | | 88 |
| | **Pyeongtaek Logistics Center** | | 320 |
| | **Online Pharm** | | 6,305 |
| **Training other than statutory mandatory training** (Safety/Health) | **Headquarters** | · Safety and health training by position<br>· Safety and health training for sales force<br>· ISO 45001 Safety and Health Training<br>· External professional CPR training<br>· Safety and health symposiums, etc. | 802 |
| | **Songtan Plant** | | 103 |
| | **Songpa Logistics Center** | | 41 |
| | **Pyeongtaek Logistics Center** | | 72 |
| | **Online Pharm** | | 0 |
| **Emergency Scenario Drills** | **Headquarters** | · Lithium battery fire emergency response drill<br>· Confined space emergency evacuation drill<br>· Fire evacuation drill<br>· CPR (Cardiopulmonary Resuscitation) training, etc. | 202 |
| | **Songtan Plant** | | 142 |
| | **Songpa Logistics Center** | | 8 |
| | **Pyeongtaek Logistics Center** | | 36 |
| | **Online Pharm** | | 52 |

### Safety and Health Training by Position

Hanmi Science conducts safety and health training by position to improve the safety and health levels of its employees. This training is categorized by target audience — all employees, new hires, middle managers, and supervisors — to provide effective educational content to workers.

| Q1 | Q2 | Q3 | Q4 |
|---|---|---|---|
| | | | |
| Safety&Health System Education | Self-directed Safety&Health Education for New Hires | Safety & Health Education for Middle Managers | Safety and Health Education for Supervisors |

### Safety and Health Education for Sales Teams

Reflecting the job characteristics of sales teams, which involve frequent face-to-face interactions and travel, we provide customized training focused on risk factors that can frequently occur during sales activities, such as accident prevention during travel, safety rules when visiting client sites, and stress and fatigue management.

## Expansion of Employee Health Programs

| Spring (See) for Your Eyes | Dry, Hanmi Style. | Arrive Healthy, Hanmi Style | Mental Wellness Bus |
|---|---|---|---|
| | | | |
| An eye health management program for employees who experience eye fatigue due to long hours of monitor work. | To reduce sugar intake and foster a healthy beverage culture:<br>a low-sugar campaign. | A metabolic syndrome management program that checks individual health status through 1:1 consultations after a simple check-up, and provides practical advice on improving dietary and lifestyle habits. | A visiting psychological support service provided in collaboration with the Seoul Mental Health Center's Blue Touch program. |

## III. Risk Management

Hanmi Science operates its risk and opportunity management process, related to strengthening workplace safety and health, by integrating it with the E nterprise Risk Management (ERM) system, thereby effectively managing company-wide risks, maximizing potential opportunities, and contributing to su stainable growth.

| Risk and Opportunity Monitoring | | Period | Target Audience | Method | Oversight |
|---|---|---|---|---|---|
| **Self-regulated Prevention System** | **Third-Party Safety & Health Assessment** | Half -yearly | Hanmi Science Workplaces | · Through regular on-site inspections of workplaces by external expert organizations and headquarters' safety and health managers, proactive identification and improvement of risk factors.<br>· Through safety and health awareness surveys and interviews with on-site workers, identification of potential risk factors and elimination of management blind spots.<br>· Establishment of a self-directed safety and health culture through company-wide sharing of inspection results and improvement measures. | ESG Group |
| | **Headquarters-led Inspections** | | | | |
| **On-site Safety & Health Inspections** | **Monthly On-site Inspections** | Monthly | | · Risk identification through monthly on-site inspections and joint roving inspections with resident contractors.<br>· Uploading action items to the online system and conducting continuous monitoring. | By Workplace Safety & Health Managers<br><br>ESG Group |
| | **Resident Contractors Joint Roving Inspections** | Weekly | | | |
| **Serious Accidents Punishment Act**<br><br>**Implementation Status Check** | **Serious Civil Accidents** | Half -yearly | | · Inspection of civil accident prevention activities in the medical device, health functional food, food hygiene, and cosmetics sectors.<br>· Monitoring of inspections for headquarters' public-use facilities.<br>· Annually, after consolidating workplace-specific safety and health activity details, reporting to the Board of Directors, and verifying implementation<br>status and management from headquarters (e.g., legal compliance, budget status). | ESG Group |
| | **Public Facilities** | | | | |
| | **Legal Review and Compliance Assessment** | | | | |
| **Risk Assessment** | Half-yearly | | | · Regular risk assessments are conducted for work processes and facilities at each business site to identify potential risks in advance, improve them, and implement corrective actions.<br>· Objectivity of assessments is ensured through the joint participation of workers, supervisors, and health and safety managers, and improvement plans are established based on the assessment results. | Site-specific Supervisors Health&Safety Managers |
| **TBM**<br>(Tool Box Meeting) | Daily | | | · Daily TBM (Toolbox Meeting) sessions are held before work begins to share the day's main work content, risk factors, and safety rules.<br>· Daily meeting contents are recorded to continuously manage and track the status of risk factor management and improvement history. | Site-specific Supervisors |

## IV. Indicators and Goals

| Key Indicators | 2025 Target | 2025 Performance | Achievement |
|---|---|---|---|
| **For high-risk workers, Minimization of industrial accidents** | · Improvement of high-risk work environments<br>· Identification and improvement of near misses | · Work environment measurements and improvements for 8 hazardous factors at the Songtan plant<br>· 51 near misses identified and improved through the near-miss discovery campaign | Achieved |
| | · Diversification of safety and health training | · Role-specific safety and health education (4 sessions)<br>· Safety and health education for sales positions (4 sessions)<br>· Special safety and health education (12 sessions)<br>· Emergency evacuation drills for confined spaces (2 sessions)<br>· Lithium fire emergency response training (1 session) | Achieved |
| **Establishment of proactive safety and health system** | · ISO 45001 1st Surveillance Audit | · ISO 45001 1st Surveillance Audit completed (BSI KOREA) | Achieved |
| | · Additional risk identification<br>· Implementation of corrective actions within the year | · 95 cases identified in 3rd-party safety and health diagnostics, 99% completed<br>· 9 cases identified in HQ-led site inspections, 100% completed<br>· 47 cases identified in monthly site inspections, 100% completed<br>· 12 cases identified in internal/external risk assessments, 100% completed<br>· 227 cases identified in regular risk assessments, 100% completed for cases requiring attention or higher | Achieved |

| Key Indicators | 2026 Target | Mid-to-Long-Term Plan (2030) |
|---|---|---|
| **For high-risk workers, Minimization of industrial accidents** | · Focused site inspections for high-risk workers and processes<br>· 20% additional identification of near misses and improvement within the year (vs. previous year) | · Advancement of near-miss identification program (Establishment of continuous identification system through online platform utilization)<br>· Establishment of continuous communication channel for high-risk workers |
| | · Specialized safety and health training (7 sessions)<br>· Practical emergency response drills (4 sessions)<br>· Safety and health awareness improvement training (1 session)<br>· Strengthening emergency response training and gathering employee feedback | · Regularization of training curriculum for group companies and partners<br>· Expansion of practical training for high-risk workers using AR/VR<br>· Implementation of a digital-based continuous learning environment<br>· Establishment of a data-driven training performance management system |
| **Establishment of proactive safety and health system** | · ISO 45001 2nd Surveillance Audit<br>· Advancement of internal audit system (auditor competency enhancement training, introduction of departmental self-inspection) | · Continuous ISO 45001 certification audits<br>· Development of roadmap for 3-year renewal audit<br>· Establishment of a safety and health management system monitoring framework |
| | · Introduction of BBS (Behavior-Based Safety Management)<br>· Additional risk assessment in the first half<br>· Improvement of HQ-led site inspection system<br>· Monitoring of monthly site inspection corrective actions | · Establishment/Management of BBS (Behavior-Based Safety Management) system<br>· Continuous improvement of self-regulated prevention system<br>· Continuous advancement of safety and health system |

Material Issue 2-1

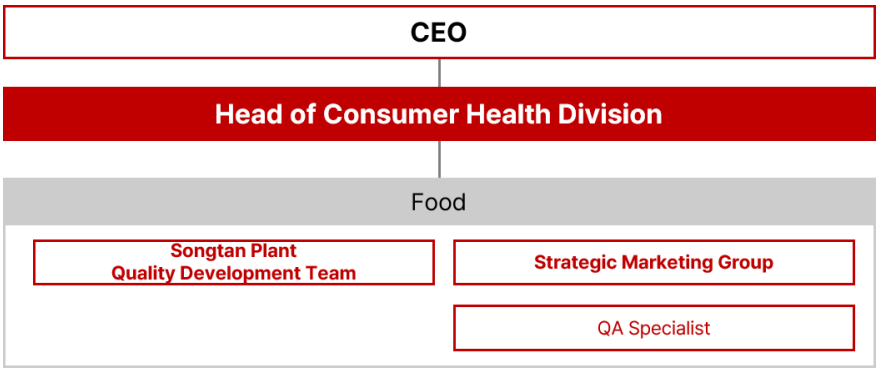
# Ensuring Customer Safety/Food

# Ensuring Customer Safety/Food

## I. Corporate Governance

### Decision-Making Structure

Hanmi Science operates a food safety management system with the CEO as the top decision-maker to systematically manage the safety and quality of food products. The CEO has final approval authority over strategies to ensure customer safety in the food sector. The Head of the Consumer Health Division, who oversees food customer safety, manages and approves food safety objectives, annual action plans, key policies, and directions, and the Songtan Plant's Quality Development Team is responsible for food safety management within the manufacturing plant. They manage key aspects related to food safety during the manufacturing process, identify hazards throughout the entire process, and proactively eliminate them to ensure food safety at the manufacturing stage. Additionally, the QA Manager of the Head Office's Strategic Marketing Group is responsible for food safety management, including that of external manufacturers. Beyond the manufacturing stage, they manage the review and monitoring of food advertisements and various publications to ensure that accurate and reliable food information is provided to consumers. Through this decision-making structure, Hanmi Science systematically manages all processes related to food safety and pursues continuous improvement activities with customer safety as its top priority.




### Roles and Responsibilities

| Category | Key Roles and Responsibilities |
|---|---|
| **CEO** | · Final approval of customer safety assurance strategies |
| **Head of Consumer Health Division** | · Decision-making on food and cosmetic safety-related matters<br>· Approval of goals and action plans related to food and cosmetic safety |
| **Songtan Plant Quality Development Team** | · Collecting, operating, and monitoring key food safety matters within manufacturing plants, identifying and eliminating hazards |
| **Strategic Marketing Group QA Manager** | · Collecting, operating, and monitoring key food safety matters within external manufacturers, identifying and eliminating hazards<br>· Pre-emptive removal of exaggerated or misleading advertisements through review and monitoring of advertisements and publications |

### Mandatory Professional Training

| Target Audience | Frequency | Training Content |
|---|---|---|
| **Quality Development Team Leader** | 1st Time Only | · HACCP Team Leader Training |
| **Quality Development Team Leader** | Once a year | · HACCP Regular Training |

## II. Strategy_Risk and Opportunity Identification

Hanmi Science identifies key risks and opportunities that can significantly impact stakeholders and sustainability related to ensuring customer safety, ba sed on the results of IRO analysis, and continuously strives to establish effective response measures based on this.

**RISK**

| Occurrence of administrative measures due to product quality issues | |
|---|---|
| **Characteristics of Impact** | Potential Impact |
| **Affected Stakeholders** | Customers, Government, and Related Institutions |
| **Severity of Impact on Society and Environment** | Scale ■■■□□ Scope ■■■■□ Recoverability ■■■□□ |
| **Expected Financial Impact** | Likelihood ■■■□□ Scale ■■■■□ |
| **Impact on the Company** | · Increased risk of customer safety incidents<br>· Increased risk of lawsuits and administrative penalties due to product recalls, side effect issues, etc.<br>· Reduced purchases due to decreased consumer trust and damage to corporate image |
| **Company's Response** | · Utilization of a management system to ensure safe and transparent dietary practices<br>· High-level hygiene management through operation of SIG Aceptic facility processes |

**OPPORTUNITY**

| Operating a rapid communication system for customer protection | |
|---|---|
| **Characteristics of Impact** | Actual Impact |
| **Affected Stakeholders** | Customers, Government, and Related Institutions |
| **Severity of Impact on Society and Environment** | Scale ■■■■□ Scope ■■■■□ |
| **Expected Financial Impact** | Likelihood ■■■■□ Scale ■■■■□ |
| **Impact on the Company** | · Securing trust from stakeholders, including customers, and strengthening the company's responsible management capabilities<br>· Reducing direct losses due to post-recall costs, damage compensation, etc., and decreasing the possibility of lawsuits and administrative penalties |
| **Company's Response** | · Data-driven process improvement through VOC and SR management systems |

# II. Strategy_Risk and Opportunity Response Plan

## Utilization of a management system to ensure safe and transparent dietary life

### Food Traceability Management

For health functional foods and foods for special dietary uses among the products operated by the company, food traceability management is implemented. The Food Traceability Management system is provided by the Ministry of Food and Drug Safety, and it is a system that records and manages traceability information at each stage, from food manufacturing and processing to sales. Hanmi Science provides transparent information to consumers through this system and ensures customer safety by implementing swift distribution blocking and recall measures if issues arise concerning the safety of the respective food products.

### Stage-by-stage Quality Management System

To deliver safe food to consumers, we operate an advanced quality management system at the manufacturing and distribution stages. We prevent unintentional food contamination that may occur in the supply chain and proactively identify and address risk factors arising during the distribution process, thus growing into a company trusted by customers.

| | | |
|---|---|---|
| **Manufacturing Stage** | Goals | Securing Safe and Sustainable Raw Materials |
| | Key Activities | · Operation of supplier quality audit process<br>· Implementation of HACCP-based inspections upon receipt of domestic and international raw materials<br>· Regular/irregular audits for pre-emptive blocking of non-conforming raw materials |
| | Management Indicators | · Supplier ratings and evaluation cycle<br>· SR (Service Request) and VOC (Voice of Customer) improvement history |
| | Expected Effects | · Strengthening supply chain transparency<br>· Minimizing unintentional contamination in the production process |
| **Distribution Stage** | Goals | Delivery of Safe Products and Goods |
| | Key Activities | · Strengthening temperature and hygiene standards within the distribution channels<br>· Operation of a labeling verification system to enhance transparency of nutrition, allergy, and origin information<br>· Reducing waste through inventory efficiency |
| | Management Indicators | · Recall occurrence rate, response and disposal indicators<br>· Lead time required to improve SR and VOC operation status |
| | Expected Effects | · Ensuring quality consistency in the distribution process<br>· Minimizing resource waste and securing social trust |

### <Supplier Quality Audit Process>

Once the supplier selection is complete, supplier validity verification is carried out, followed by annual evaluations twice a year after contract completion. Our company evaluates suppliers based on assessment sheets that include standards such as HACCP, GMP, mandated by the Ministry of Food and Drug Safety, and FSC22000, a standard of GFSI (Global Food Safety Initiative). We ensure the manufacturing safety of suppliers through regular inspections (1-2 times a year) and special verifications (in case of urgent risks such as discovery of claims or non-conforming elements). From 2026, we aim to establish a system that allows for more precise evaluation of supplier quality and safety levels and proactive risk management by strengthening audit standards, segmenting the existing 2-tier partner audit grading system into 3 tiers.

### Administrative Sanctions Status in 2025

| Product | Content | Administrative Sanction | Action Taken |
|---|---|---|---|
| 4 items including Miniwell 150mL | Failure to provide 9 cases of product release history information (Food Traceability System) | Corrective Order | Daily inspection conducted by the head of the responsible group |

## High-level Hygiene Management through SIG Aseptic Equipment Process Operation

Hanmi Science maintains the quality consistency of its beverages by utilizing 'SIG Aseptic' equipment, a sterilization system with global competitiveness. To maintain a high level of hygiene management from raw material input to product packaging, the company has obtained 7 HACCP certifications by utilizing HACCP (Hazard Analysis and Critical Control Points) and its own hygiene SOPs (Standard Operating Procedures), thereby establishing a safe production environment. By identifying risks and opportunities that may arise during the process using SIG Aseptic equipment, and by establishing corresponding response plans and utilization strategies, process efficiency and quality safety are achieved.

### Risks, Opportunities, and Response Measures that may arise from SIG Aseptic Equipment Process Operation

| Risks | Response Measures |
|---|---|
| **Potential for process contamination**<br>Equipment malfunction, operator error leading to contamination | · Periodic aseptic filling verification<br>· Equipment automation and sensor-based monitoring<br>· Strengthening hygiene education for workers |
| **Poor equipment cleaning**<br>If CIP (Cleaning in Place) and SIP (Sterilization in Place) are inadequate, microorganisms may remain | · Establishment and verification of cleaning protocols<br>· Introduction of hygiene verification procedures such as post-cleaning swab tests |

| Opportunities | Response Measures |
|---|---|
| **Enhancing product quality reliability**<br>Emphasizing hygiene management based on aseptic processes to build a premium product image | · Package design emphasizing aseptic facilities<br>· Utilization of quality certification in marketing |
| **Introduction of digital quality management system**<br>Ensuring quality consistency through process automation and real-time monitoring | · Quality data-driven improvement activities |

## Data-driven Process Improvement through VOC and SR Management System

We strengthen customer-centric product and service quality through VOC (Voice of Customer) and SR (Service Request) management systems. We collect VOC data through various channels and operate an SR channel to strengthen inter-departmental communication, promptly reflecting and processing customer feedback. Additionally, we enhance process quality by analyzing collected VOC and SR data, and ensure quality stability through process investment and improvement of key facilities.

### VOC·SR Management System

| Category | Key Activities | Management System | Key Achievements | Future Plans |
|---|---|---|---|---|
| **VOC** | · Collection of customer feedback and claims<br>· Analysis of product quality and service improvement requirements | · Operation of a group-integrated call center<br>· Operation of a VOC sharing channel within the internal messenger, MS Teams<br>· Internal analysis conducted after receipt-processing-feedback to reduce identical VOCs | · Products 0.35ppm, Merchandise managed below 15ppm[1)] | · Reflecting VOC improvement results into process investment priorities<br>· Strengthening customer opinion-based quality design through VOC data dashboarding |
| **SR** | · Service requests and quality improvement requirements collection and processing<br>· Result feedback | · Operation of an SR sharing channel within the internal messenger, MS Teams<br>· Post management by receipt-processing-feedback stages<br>· Establishment of a collaboration system for QA, QC, Sales, and Customer Support Groups | · SR monthly average processing rate 100% | · Enhancing SR statistics management features and introducing a repeated request pattern analysis system<br>· Advancement of a prevention-oriented SR operation system |

1) ppm = 1 part per million (1ppm = 1 claim per 1 million products)

**<Group Call Center Operation>**

As part of its VOC collection system, Hanmi Science established a group-wide integrated call center in 2014. By listening to various consumer experiences and opinions related to products sold by Hanmi Science, such as packaging, consumption, and damage, and reflecting these in its process investment priorities, the company practices customer satisfaction.

**<Group Call Center Reception Volume>**

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| **Total Customer Interactions** | Cases | **66,890** | **62,906** | **63,689** |
| Hanmi Science | | 8,790 | 6,716 | 5,887 |
| Online Pharm | | 45,180 | 45,555 | 47,076 |
| Hanmi Pharmaceutical | | 12,920 | 10,635 | 10,726 |

**<2025 Hanmi Science Major Customer Feedback Received and Actions Taken>**

| Claim Type | Product Name | Details | Action Taken |
|---|---|---|---|
| **Packaging Defect** | Chueokui Mini Tenten Matchu | Negative consumer experience due to poor product sealing. | Equipment reassembly and replacement completed for stronger sealing. |
| | Energy Gold Caffeine 100mL | Cap spinning loose and detaching. | Prevention of outer cap detachment completed by reinforcing inner cap coating, and related process investment completed. |
| **Leakage** | Kyungbang Galgeun-tang (Herbal Medicine) 75mL | Leakage of liquid observed internally | Additional tests related to leakage completed |
| **Poor storage conditions** | Premium Recipe 175mL | Outer box damage due to poor storage at the point of sale | Request completed to cool sufficiently before external storage to prevent internal temperature differences during storage |

## III. Risk Management

| Risk and Opportunity Monitoring | Period | Target | Method | Oversight |
|---|---|---|---|---|
| **VOC Handling Process and Policy** | Ongoing | All products | **Receipt**<br>· Customer inquiries received via call center, distribution channel representatives, etc.<br>**Initial Response**<br>· Initial response by Customer Support Group or distribution channel representatives<br>· Second-tier reception for technical inquiries<br>**Secondary Response**<br>· Second-tier response for technical inquiries<br>· Guidance on compensation measures (collection, explanation, root cause identification, countermeasures)<br>**Closure**<br>· Guidance on compensation processing according to our company's compensation policy<br>· Consultation concluded | Strategic Marketing Group |
| **Food Safety Korea Monitoring** | | Violations by external suppliers | Internal DB check of Food Safety Korea and frequent verification via KakaoTalk notifications | Strategic Marketing Group<br>Quality Development Team |

## IV. Indicators and Goals

| Key Indicators | 2025 Target | 2025 Performance | Achievement |
|---|---|---|---|
| **Product quality issues and customer complaints leading to minimization of administrative measures** | Achieve ZERO food traceability omissions | Achieve 100% food traceability | Achieved |
| | Achieve 100% improvement rate for corrective actions issued during inspections | 100% completion of corrective actions for identified issues | Achieved |
| | Achieve 100% inspection of our entrusted/consigned companies | 100% completion of twice-yearly inspections | Achieved |
| | Claim reduction and CS logic establishment | Achieve 20% claim reduction (19.54ppm) and establish CS scripts/compensation plans | Achieved |
| | Head office food traceability automation introduction | Automation introduction completed | Achieved |
| | Establish QMS (Quality Management System) for all products before operation | 100% completion of QMS (Quality Management System) establishment for all products before operation | Achieved |

| Key Indicators | 2026 Target | Mid-to-Long-Term Plan (2030) |
|---|---|---|
| **Product quality issues and customer complaints leading to minimization of administrative measures** | Maintain ZERO food traceability omissions at the head office | Introduction of food traceability management system automation at the Songtan Plant |
| | Reflect global standards in supplier inspection details, achieve 100% improvement rate | Strengthen global competitiveness through continuous global standard updates and application |
| | Achieve 100% entrusted/consigned company inspections and 100% improvement rate for issued corrective actions | Maintain 100% entrusted/consigned company inspections and promote regular supplier meetings |
| | Advance CS logic reflecting consumer feedback | Establish an enhanced CX management system through continuous template sophistication |
| | Advance QMS (Quality Management System) for all products before operation | Stabilize new product quality through the introduction of Q-gate (Quality Gate) |

Material Issue 2-2

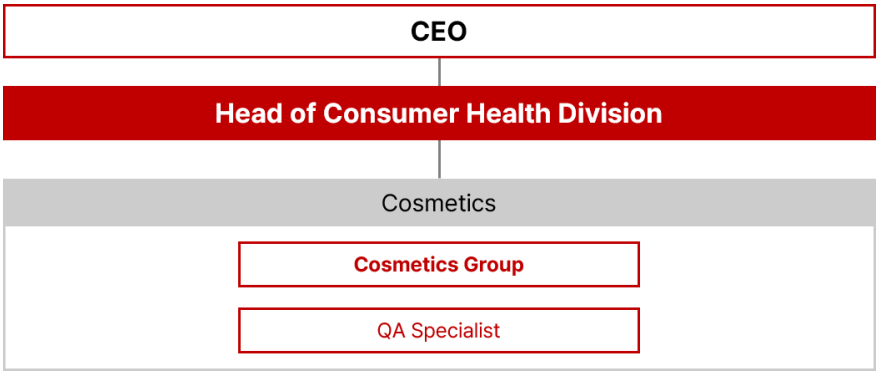
# Ensuring Customer Safety/Cosmetics

# Ensuring Customer Safety/Cosmetics

## I. Corporate Governance

### Decision-Making Structure

Hanmi Science operates a cosmetic safety management system with the CEO as the highest decision-maker to systematically manage the safety and quality of cosmetics. The CEO has final approval authority for strategies to ensure customer safety in the cosmetics sector. The Head of Consumer Health Division, who oversees cosmetic customer safety, manages and approves cosmetic safety objectives, annual action plans, major policies, and directions. The QA manager of the Cosmetics Group verifies product safety and compliance with laws and regulations, and ensures consistent application of domestic and international regulations. Through this, from raw material selection to advertising and labeling, potential risks throughout the entire process are pre-inspected and prevented, thereby striving to provide safe and reliable cosmetics to consumers. Through this decision-making structure, Hanmi Science systematically manages all processes related to cosmetic safety and promotes continuous improvement activities with customer safety as its top priority.




### Roles and Responsibilities

| Category | Key Roles and Responsibilities |
|---|---|
| **CEO** | · Final approval of customer safety assurance strategies |
| **Head of Consumer Health Division** | · Decision-making on food and cosmetic safety-related matters<br>· Approval of goals and action plans related to food and cosmetic safety |
| **Cosmetics Group QA Manager** | · Verification of product safety and regulatory compliance |

### Mandatory Professional Training

| Target Audience | Frequency | Training Content |
|---|---|---|
| **Cosmetics Group QA Manager** | Once a year | Training for Cosmetic Responsible Sales Managers (Ensuring product safety, quality control, cosmetic labeling and advertising regulations, document management, industry status, etc.) |

## II. Strategy_Risk and Opportunity Identification

Hanmi Science identifies key risks and opportunities that can significantly impact stakeholders and sustainability related to ensuring customer safety, ba sed on the results of IRO analysis, and continuously strives to establish effective response measures based on this.

**RISK**

| Potential for consumer misunderstanding caused by misleading advertising and labeling as pharmaceutical products | |
|---|---|
| **Characteristics of Impact** | Potential Impact |
| **Affected Stakeholders** | Customers, Government, and Related Institutions |
| **Severity of Impact on Society and Environment** | Scale ■■■□□ Scope ■■■■□ Recoverability ■■■□□ |
| **Expected Financial Impact** | Likelihood ■■■□□ Impact ■■■■□ |
| **Impact on the Company** | · Increased risk of customer safety incidents such as product use errors, misuse, and side effects<br>· Potential for administrative sanctions due to violations of advertising and labeling regulations |
| **Company's Response** | · System for drafting product advertising and labeling phrases based on domestic and international regulatory standards<br>· System for managing product advertising and labeling phrases to provide accurate and reliable information |

**OPPORTUNITY**

| Proactive global regulatory compliance and stringent quality management system | |
|---|---|
| **Characteristics of Impact** | Actual Impact |
| **Affected Stakeholders** | Customers, Government, and Related Institutions |
| **Severity of Impact on Society and Environment** | Impact ■■■■□ Scope ■■■□□ |
| **Expected Financial Impact** | Likelihood ■■■□□ Impact ■■■■□ |
| **Impact on the Company** | · Enhanced product reliability and global competitiveness<br>· Reduced operating costs by proactively preventing regulatory agency sanctions and fines, product recalls, and compensation for damages |
| **Company's Response** | · Selection of raw materials conforming to international standards<br>· Thorough quality verification through full ingredient safety assessment and skin compatibility clinical trials |

# II. Strategy_Risk and Opportunity Response Plan

## System for drafting product advertising and labeling phrases based on domestic and international regulatory standards

Hanmi Science adheres to the following 4P principles, based on its cosmetic advertising and labeling phrase drafting process established in compliance with domestic and international cosmetic laws. Furthermore, for advertisements or expressions that could mislead consumers, a 'Zero Tolerance' policy is applied. If a violation is confirmed, immediate corrective action will be taken, along with concurrent education and system improvements to prevent recurrence.

### Basic Principles (4P Principles)

**Prevention**

**Pre-screening for regulatory compliance and risk assessment from the advertising planning stage**

- All promotional content, including advertising copy and product labeling, is reviewed in accordance with relevant domestic and international regulatory standards, such as the Fair Trade Act, the Act on Fair Labeling and Advertising, and the Cosmetics Act.
- We regularly monitor labeling and advertising regulations to ensure compliance with the latest laws and guidelines issued by government agencies and industry associations.

**Participation**

**Establishing a multi-tiered review system through cross-departmental collaboration**

- Joint review of advertising copy by representatives from relevant departments, such as marketing and quality control
- Enhancing fairness and transparency by seeking advice from external experts when necessary

**Proof**

**All marketing claims are based on product safety test results and scientific evidence.**

- Copywriting based on objective test data and verified research findings

**Progress**

**Continuously monitor consumer inquiries and complaints in real time to identify potential misunderstandings**

- Any issues identified after a product launch are promptly analyzed, and consumer notifications are issued or the text is immediately revised.

## System for managing product advertising and labeling phrases to provide accurate and reliable information

Hanmi Science manages product advertising and labeling phrases across all stages — proactive prevention, monitoring, and incident response — to provide consumers with accurate and reliable information. Given the nature of the cosmetics industry, where products are applied directly to consumers' skin, proactive management, real-time monitoring, and immediate response in the event of an incident are crucial to minimize consumer misunderstandings and adverse effects from misuse.

| | | |
|---|---|---|
| Proactive Prevention | Advertisement Phrase Pre-screening System | · Operation of an advertisement phrase pre-screening system to provide accurate information to consumers |
| | Joint Review Process with Partners | · Operation of a review process with partners' RA teams in accordance with relevant laws (Cosmetics Act, Act on Fair Labeling and Advertising, etc.) |
| Monitoring | Real-time Monitoring | · Real-time monitoring of consumer inquiries and complaints received through various channels such as call centers, official malls, and social media |
| | Immediate VOC sharing | · Immediately share all received issues with quality control personnel<br>· Thoroughly review product ingredients, manufacturing processes, and distribution stages to identify abnormal signs |
| | VOC data analysis and reflection | · Identify recurring complaint types<br>· Incorporate feedback into quality improvement and new product development stages |
| Incident Response | Activation of 3-step response process | · Activate a 3-step response process: 'Immediate suspension – Cause identification – Consumer notification'<br>· Immediately suspend the relevant advertisement and temporarily halt sales and promotion of related products upon problem discovery |
| | Cause Identification and Notification | · Identify the cause through internal investigation and verification, then provide public notification to consumers |

## Selection of Raw Materials Conforming to International Standards

Hanmi Science thoroughly complies with cosmetic safety regulations in major countries such as the United States and Europe, providing products that global consumers can use with confidence. To achieve this, from the new product planning stage, we review the list of prohibited and restricted ingredients (Negative List) in each country and use internationally verified safe ingredients. This process is part of our efforts to establish a proactive safety management system at a global level, going beyond mere legal compliance.

### Global Regulatory Compliance Status

| Category | | Key Details | Applicable Regions | Remarks |
|---|---|---|---|---|
| **MoCRA (Modernization of Cosmetics Regulation Act)** | Certification | · Raw material safety, manufacturing process, adverse reaction reporting obligations | United States | Certification Completed |
| **EU Cosmetics Regulation** | Regulations | · Labeling compliance<br>· Cosmetic safety assessment<br>· CMR substance restrictions<br>· Allergen labeling requirements<br>· Designation of Responsible Person<br>· GMP compliance | EU | Certification in Progress |
| **EU CPNP (Cosmetic Products Notification Portal)** | Certification | | | |
| **UK Cosmetics Regulation** | Regulations | | United Kingdom | Certification in Progress |
| **UK SCPN (Submit Cosmetic Product Notifications)** | Certification | | | |
| **ASEAN Cosmetic Directive** | Regulations | · Compliance with integrated standard ingredient list | Indonesia, Mongolia | Regulatory compliance completed |

### Global Market Expansion Status

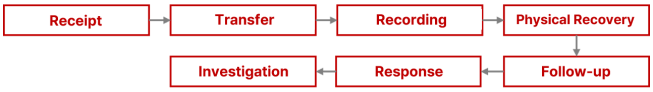
Currently, having completed US MoCRA certification, we have fully entered the US market, and by utilizing ingredients compliant with the ASEAN Cosmetic Directive, we are stably supplying products to emerging markets such as Mongolia, Taiwan, and Indonesia. Additionally, we are in the process of obtaining EU CPNP and UK SCPN certifications for entry into the UK and European (EU) markets.

## Thorough quality verification through full ingredient safety assessment and skin compatibility clinical trials

All cosmetic products sold by Hanmi Science, to ensure consumer safety and skin compatibility, undergo both full ingredient verification and human application tests from the product development stage.

| | | |
|---|---|---|
| **Skin Hypoallergenic Test** | Content | · Conducting human application tests (24–48h patch test / HRIPT) |
| | Purpose and Effects | · Verification of skin irritation response<br>· Securing grounds for skin irritation assessment by patch application<br>· Securing grounds for labeling hypoallergenic products |
| **Cosmetic Efficacy Clinical Trials** | Content | · Instrumental measurement and statistical verification of product-specific functions such as moisturizing, elasticity, and sebum control |
| | Purpose and Effects | · Securing grounds for advertising and labeling claims<br>· Demonstrating consumer perceived effects |
| **Compilation of Safety Data for Infants and Toddlers** | Content | · Skin irritation test (no age restriction)<br>· Analysis of 10 types of ingredients according to cosmetic safety management standards<br>· Preparation of documents such as manufacturing records and product standards |
| | Purpose and Effects | · Ensuring safety for infant, toddler, and children's cosmetics |
| **Paraben 7 types and Phenoxyethanol-free test** | Content | · Verification of preservative residue detection using instrumental analysis equipment (7 types of parabens: Methylparaben, Ethylparaben, Isopropylparaben, Propylparaben, Isobutylparaben, Butylparaben, p-Hydroxybenzoic acid) |
| | Purpose and Effects | · Securing substantiated data for cosmetic labeling and advertising<br>· Enhancing consumer trust |
| **Content Stability Test** | Content | · Evaluation of whether the contents degrade due to the passage of time or environmental changes (temperature, light, humidity, etc.) |
| | Purpose and Effects | · Ensuring consistent quality<br>· Securing scientific evidence for product claims (e.g., spoilage) |

## III. Risk Management

| Risk and Opportunity Monitoring | Period | Target | Method | Oversight |
|---|---|---|---|---|
| **Operating a proactive prevention -monitoring-incident response process** | Ongoing | All products | · Monitoring consumer inquiries and complaints received through various channels such as call centers, official malls, and SNS in real-time<br>· Received issues are immediately transferred to the product quality control manager for response and resolution<br>  | Cosmetics Group |

## IV. Indicators and Goals

| Key Indicators | 2025 Target | 2025 Performance | Achievement |
|---|---|---|---|
| **Strengthening customer safety through thorough quality control** | Achieved 0 product recalls through pre-verification and quality control | Achieved 0 product recalls | Achieved |
| | 100% safety testing performed on all products | 100% safety assessment and skin compatibility testing performed on all products | Achieved |
| | Achieved 100% U.S. FDA MoCRA registration | 100% MoCRA registration completed for items subject to export to the U.S. | Achieved |
| **Minimizing legal risks and potential for consumer misunderstanding due to misleading advertising and labeling as pharmaceuticals** | Maintained 0 violations of labeling and advertising regulations | Maintained 0 violations of relevant regulations | Achieved |

| Key Indicators | 2026 Target | Mid-to-Long-Term Plan (2030) |
|---|---|---|
| **Strengthening customer safety through thorough quality control** | Safety assessment of all ingredients and skin compatibility tests for new and renewed products<br>100% performed | Advanced product safety verification system and data-driven quality management system in compliance with global standards |
| | Establishment of a global certification-based product safety management system and expansion into global markets by enhancing compliance with major global market regulations such as the EU and UK | Enhancing product safety management system and strengthening global brand trustworthiness based on experience in responding to regulations in major global markets |
| **Minimizing legal risks and potential for consumer misunderstanding due to misleading advertising and labeling as pharmaceuticals** | Through the advancement of the pre-review process for advertising and labeling copy, strengthening the system to pre-emptively block expressions that could mislead about pharmaceuticals and maintaining 0 product recalls. | By continuously advancing advertising and labeling management guidelines that reflect global regulatory standards, we establish a management system that minimizes the potential for consumer misunderstanding. |
| | Through enhanced pre-screening and internal education regarding advertising and marketing content, maintaining 0 violations of laws and regulations related to labeling and advertising. | Operating a continuous content management system that responds to global regulatory changes and strengthening internal education. |

Material Issue 3

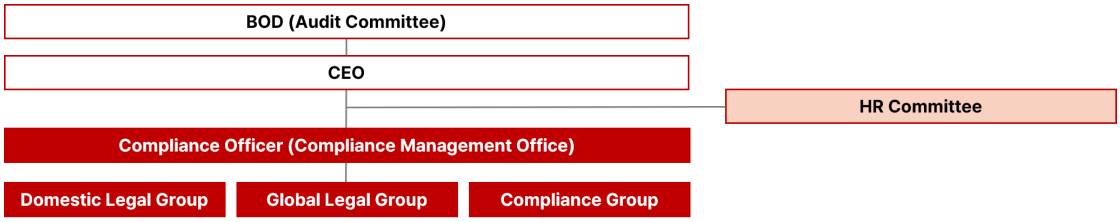
Expanding Ethical and Compliance Management

# Expanding Ethical and Compliance Management

## I. Corporate Governance

### Decision-Making Structure

Hanmi Science operates under a board-centric responsible management system, ensuring independent and transparent decision-making on key management issues by establishing an Audit Committee under the Board of Directors. The Audit Committee specifically receives quarterly reports from the Compliance Management Office on CP activities, risk assessment and improvement status, internal accounting control results, and training performance, and has the authority to demand immediate corrective action and reporting to management when necessary. In addition, the Human Resources Committee is held to investigate and sanction employees in case of violations of laws, regulations, or compliance policies, and to reward employees with outstanding contributions and performance. Crucially, important decisions are submitted to the Board of Directors after preliminary review by relevant departments and risk consultation by the Compliance Management Office. During this process, agenda items that have not undergone legal and ethical suitability review are restricted from being submitted. These continuous monitoring and reporting procedures strengthen the effectiveness of compliance management and establish a structural foundation for management to proactively respond to risks.




### Committee

| Category | Frequency | Roles |
|---|---|---|
| **HR Committee** | Upon Occurrence | · Investigation and sanction of employees in case of violations of laws, regulations, or compliance policies<br>· Reward employees with outstanding contributions and performance |

### Roles and Responsibilities

| Category | Roles |
|---|---|
| **Board of Directors (Audit Committee)** | · Accounting and operational audits<br>· Management of compliance-related tasks<br>· Appointment of a Compliance Officer |
| **Compliance Officer** | · Reporting of major compliance-related status to the CEO and Board of Directors (Audit Committee) (at least once per quarter)<br>· Overall management of domestic and international legal affairs<br>· Overall management of compliance-related tasks<br>· Conduct internal audits and whistleblowing audits |
| **Compliance Management Office** | · Pre-work consultation (CP monitoring)<br>· Review of legal risks related to business and marketing, support for risk reduction measures and strategies<br>· Contract review and legal consultation<br>· Operation of compliance education programs<br>· Identification and sharing of changes and trends in compliance-related laws and regulations |
| **Domestic Legal Group** | · Consultation on domestic business strategy and contract review<br>· Management and response to domestic legal risks for group companies<br>· Litigation execution and disposition, dispute resolution |
| **Global Legal Group** | · Review of overseas and English contracts for affiliates<br>· Monitoring of overseas laws and regulations<br>· Response to overseas disputes |
| **Compliance Group** | · CP monitoring and identification of changes in relevant laws and regulations, policy application<br>· Operation of compliance education programs<br>· Imposition of CP sanctions and incentives<br>· Design and operation of internal accounting control system |

## II. Strategy_Risk and Opportunity Identification

Hanmi Science identifies key risks and opportunities that may significantly impact stakeholders and sustainability related to the expansion of ethical management and compliance management, based on IRO analysis results, and continuously strives to develop effective countermeasures.

**RISK**

| Occurrence of compliance risks such as unfair practices throughout subcontracting transactions | |
|---|---|
| **Characteristics of Impact** | Potential Impact |
| **Affected Stakeholders** | Employees, partners, shareholders, and investors |
| **Severity of Impact on Society and Environment** | Scale ■■■□□ Scope ■■■□□ Recoverability ■■□□□ |
| **Expected Financial Impact** | Likelihood ■■■□□ Scale ■■□□□ |
| **Impact on the Company** | · Occurrence of legal risks due to violations of the Fair Trade Act, etc.<br>· Degradation of corporate trustworthiness due to human rights and ethical violations by external partners |
| **Company's Response** | · Constant monitoring of medical device sales and marketing organizations<br>· For employees compliance training<br>· Reporting and handling of internal and external violations |

**OPPORTUNITY**

| Establishment and advancement of a dedicated organization for responding to compliance issues optimized for healthcare business characteristics and stakeholders | |
|---|---|
| **Characteristics of Impact** | Actual Impact |
| **Affected Stakeholders** | Employees, partners, shareholders, and investors |
| **Severity of Impact on Society and Environment** | Scale ■■■■□ Scope ■■■■□ |
| **Expected Financial Impact** | Likelihood ■■■■□ Scale ■■■□□ |
| **Impact on the Company** | · Enhancement of corporate trustworthiness and establishment of an ethical management foundation<br>· Reduction of potential costs such as disciplinary actions, lawsuits, and sanctions through the establishment of an ethical management system and enhancement of employee ethical awareness<br>· Ensuring continuity of transactions with supply chain and external partners |
| **Company's Response** | · Establishment of risk identification and continuous improvement system through ISO 37301 & ISO 37001 certification<br>· Functional supplementation and new development promotion of the compliance management system<br>· Systematic support for transparent audit committee activities |

# II. Strategy_Risk and Opportunity Response Plan

## Constant monitoring of medical device sales and marketing organizations

Considering the characteristics of its medical device business division, Hanmi Science operates a constant monitoring system for sales and marketing or ganizations to ensure transparent sales activities and compliance with fair trade practices. As the medical device business division involves contact with various stakeholders, including medical professionals and distributors, the practical implementation of ethical management is a crucial area. Accordingly, Hanmi Science has established a risk prevention
-focused internal control system and manages to ensure compliance standards are met throughout the entire sales process.

### 3-stage monitoring process for sales and marketing departments

| | |
|---|---|
| Pre-review | · Proactive risk management through reviewing major sales activities such as promotional activities, academic event support, and transaction contracts for compliance with relevant laws (Medical Device Act, Fair Trade Act, etc.) and internal ethical regulations<br>· Legal group review if necessary |
| ▼ | |
| In Progress | · Register and manage all activities, including economic benefits, academic support, and sample provision, offered during sales activities in the system<br>· Strengthen internal controls to ensure expenses are executed only within approved limits |
| ▼ | |
| Post-verification | · Regular inspection of sales activity records and expenditure details<br>· Identification and correction of potentially violating activities through sample audits and internal monitoring |

### Areas and Results of Ongoing Monitoring

<Monitoring Areas>

| | |
|---|---|
| Expense Report Review | Analysis of economic benefit provision details to confirm compliance with legal regulations |
| Prior Consultation for Healthcare Professional Support Activities | Prior consultation and approval for the appropriateness of healthcare professional support activities through a pre-work consultation system |
| Corporate Card Usage Review | Review of sales activity expenses such as food and beverage provision after product presentations, promotional ma terial purchases, and dealer entertainment |

<2025 Monitoring Results>

| Category | Q1 | Q2 | Q3 | Q4 |
|---|---|---|---|---|
| **Number of Reviews** | 8,618 cases | 10,162 cases | 9,677 cases | 8,539 cases |
| **Number of Corrective Actions for Special Items** | 108 cases | 88 cases | 73 cases | 112 cases |

## Compliance Training for Employees

Hanmi Science operates regular and ongoing compliance training programs for all employees, including those in sales and marketing. Specifically, for the Medical Device Division, which has a high potential for risk, regular training is conducted bi-monthly (6 times a year). This training focuses on risks that may be encountered in sales operations, such as standards for providing economic benefits, medical device laws, monitoring results, and key case studi es. Ongoing training is provided at key times, such as for new hires, employees transitioning roles, and by job function (marketing, development), and is c ase-study-based to help practical workers apply compliance standards in their work situations.
Hanmi Science will continue to regularly reassess risks in the medical device sales and marketing sectors, and include these departments within the sco pe of ISO 37301 and ISO 37001 implementation, thereby completing a company-wide ethical and compliance management system. Furthermore, we will continuously enhance customized ethics and compliance manuals tailored to the specific characteristics of the medical device industry to strengthen fiel d-oriented execution, and support all employees in practicing a voluntary compliance culture.

Hanmi Science Compliance Training Photo

### 2025 Employee Training Status

| Internal Training | | | |
|---|---|---|---|
| Target Audience | | Frequency | Content |
| All Employees | | Twice a year | Internal Accounting Management / Capital Markets Act / Non-public Information Management and Regulations on Specific Securities Transactions |
| Medical Device Division (All) | | 6 times /year | Compliance-related Laws and Regulations / Status of Expenditure Reports / CP Monitoring Results and Key Cases |
| Medical Device Sales | Managers | Twice a year | Expenditure Report Management / Key CP Issues and Trends / Corporate Card Usage Guide |
| | New Hires | 3 times /year | CP Overview and Importance / Compliance-related Laws and Regulations / Internal Whistleblowing |
| Medical Device Planning | Marketing | 4 times annually | Compliance-related laws and regulations / Fair Competition Code Guidelines / Key CP issues and precautions |
| | Development | | |
| CSO companies and representatives | | Twice a year | CSO compliance requirements / Expense Report Guidelines / Key CP issues and trends |
| Medical Devices (CP Test) | | Twice a year | Compliance-related laws and regulations / Internal Process / Awards for excellent performers |

### 2025 Compliance Group training attendance status

| External Training | | |
|---|---|---|
| Organizer | Frequency | Content |
| Korea Medical Devices Industry Association | 7 times | Key issues related to medical devices and Ethics Management Workshop |
| Korea Medical Devices Industry Association / Law firm | 1 time | Medical Device CSO (Promotional Sales Agent) Briefing Session |
| Korea Pharmaceutical and Bio-Pharma Manufacturers Association | 4 times | Pharmaceuticals CSO (Promotional Sales Agent) Training and Ethics Management Workshop |
| Health Insurance Review & Assessment Service | 1 time | Explanation Session for Fact-finding Survey on Expenditure Reports |
| Korea Fair Trade Mediation Agency | 1 time | CP Rating System and Best Practices |
| Korea Compliance Promotion Institute | 2 times | ISO 37301 & ISO 37001 Internal Auditor Training and Integrated Compliance Workshop |
| Korea Compliance Certification Institute | 1 time | Organizational Response Strategy Following ISO 37001 Revision |

## Reporting and Handling of Internal and External Violations

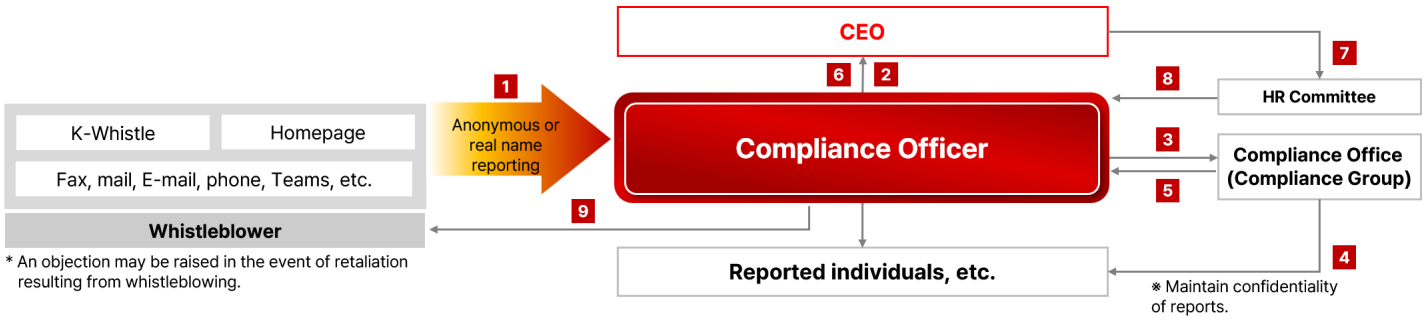
Hanmi Science operates an internal reporting system through K-Whistle, which is accessible without restriction by all stakeholders, including executives and employees. This system enables the early detection of violations of fair competition rules, fair trade laws, and internal CP operating standards. Furth ermore, Hanmi Science, through continuous education and promotional activities, **actively guides reporting channels such as CES (internal intranet) Report (K-Whistle), the K-Whistle website, and QR codes (employee ID cards, posters, quarterly newsletters) among others**, and to protect the co nfidentiality of internal whistleblowers, separate regulations and guidelines have been established, ensuring fair and independent processing of reports.

| Category | 2025 |
|---|---|
| **Reports (cases)** | 2 |
| **Disciplinary actions, etc. (cases)** | 4 |
| **Individuals sanctioned (persons)** | 4 |

### Internal Reporting Channels

| Category | Report (K-Whistle) (CES) | Internal Messenger Teams | Clean Management Newsletter Ethical Management Newsletter | K-Whistle Homepage | Mail/FAX/E-mail |
|---|---|---|---|---|---|
| **Internal/External** | Internal | | Internal·External | | |
| **Target Audience** | Employees | | Employees, suppliers, customers (healthcare professionals), etc. | | |
| **Accessibility at all times** | · Always accessible<br>· Promotion of internal reporting through Clean Management·Ethical Management Newsletter and access to K-Whistle via QR scan<br>· Access to K-Whistle by attaching QR code stickers to employee IDs | | | | |
| **Anonymity** | · Anonymous reporting possible (reporter's choice)<br>· Information related to internal reporting is disclosed only to the Compliance Officer<br>· Reports made through K-Whistle are processed by K-Whistle, a third party; therefore, unless it is a real-name report, the identity of the reporter cannot be verified. | | | | |
| **Reporting Requirements** | · No restrictions | | | | |

### Internal Reporting Process




| Internal Reporting Process Flow | | |
|---|---|---|
| 1. Receiving reports through various channels | 4. Conducting an audit (e.g., reported parties) | 7. Submission to the HR Committee |
| 2. Reporting to the CEO | 5. Reporting investigation results | 8. Decision on sanctions |
| 3. Directing the Compliance Group to investigate | 6. Reporting to the CEO | 9. Issuance of Sanction Notices and Notification of Results |

## Establishing a Risk Identification and Continuous Improvement System through ISO 37301 & ISO 37001 Certification

| Hanmi Science Internal Compliance System - ISO Gap Analysis | Identification of Department-Specific Risk Items |
|---|---|
| **A strategic diagnostic process to systematize the organization's compliance system to international standard levels**<br>· Comparison and analysis of ISO's common structure, including organizational context, leadership, risk-based planning, operational control, performance evaluation,and continuous improvement, with the internal compliance system<br>· Verification of documentation levels and consistency with the actual operating system<br>· Utilization for establishing a priority-based improvement roadmap | **A procedure for identifying legal violations, corruption, conflicts of interest, and internal control deficiencies arising in each department**<br>· Utilization for building a risk map, strengthening control systems focusing on high-risk areas, and establishing an improvement roadmap |

▼

**Acquisition of ISO 37301 and ISO 37001 and establishment of the operating system by 2026**

▼

**Regularization and activation of internal audits, regular training, and risk improvement activities**

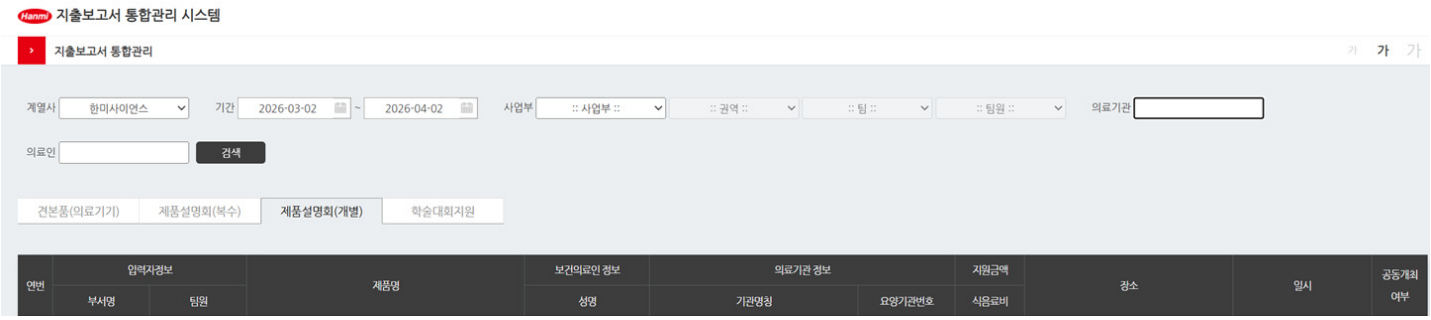
Hanmi Science has established ethical management and compliance management as core management values for the sustainable growth of the company, and is striving to create an environment where all executives and employees can perform their duties based on compliance and transparency. Accordingly, Hanmi Science has selected the introduction of international standards ISO 37301 (Compliance Management System) and ISO 37001 (Anti-Bribery Management System) as key strategic tasks and is gradually expanding systematic risk management and improvement activities. Hanmi Pharmaceutical, a core group company of Hanmi Science, has already obtained and is operating certifications for both standards, thereby playing a leading role in establishing group-wide ethical management and compliance management systems. Management departments such as legal affairs, information strategy, accounting, finance, general affairs, and asset management, which support this, periodically identify and evaluate risks such as potential corruption and legal violations, derive improvement plans, and operate post-verification processes to strengthen internal controls and prevent recurrence. Through these activities, we are strengthening a system that can proactively identify and prevent corruption and compliance risks.

Furthermore, we plan to strengthen ethical management and compliance education programs for all executives and employees, and enhance ethical awareness and responsibility through practical training tailored to job characteristics. By actively promoting the internal reporting process, we will establish a transparent and fair corporate culture.

These efforts will not merely be limited to regulatory responses but will serve as a foundation for Hanmi Science to grow further into a trusted company with international-level compliance and ethical management systems. Hanmi Science will continue to improve its risk management level based on data and experience accumulated through the operation of ISO 37301 & ISO 37001 certification, and by strengthening company-wide governance centered on the ethical and compliance management council within the group, we will establish a sustainable corporate culture that practices transparent and responsible management.

## Compliance Management System

Hanmi Science is establishing a compliance management system by digitizing its operations to strengthen the effectiveness of ethical and compliance m anagement. In particular, we are meticulously improving internal control processes and enhancing data-driven risk identification and pre-emptive prevent ion functions, primarily centered on the integrated expenditure report management system and the pre-work consultation operating system established at the group level.




Hanmi Science Integrated Expenditure Report Management System

| | | |
|---|---|---|
| **Expenditure Report Registration System Advancement** | **Expenditure Details Registration and Verification** | Pre-registration and post-verification of all expenditure details related to economic benefi ts provided by executives and employees (e.g., product presentations, sample provision, a cademic activity support) |
| | **Accumulation and Review of Data by Amount** | Data by vendor, item, and amount is automatically accumulated to check for fraudulent ex penditures, duplicate payments, and exceeding legal limits |
| | **Compliance Group Review** | established a structure where the Compliance Group conducts further review after syste m inspection. |
| | **Law-based continuous improvement** | Continuous system enhancement and improvement in line with revisions to the Medical D evice Act and Fair Competition Code. |
| **Establishment and Operation of Pre-opera tional Consultation System** | **Prior Consultation for Stakeholder Engagement Activities** | Before proceeding with activities such as providing food and beverages after product brief ings, clinical trial support, academic sponsorships, and sample provision, relevant content must be registered in the pre-operational consultation system, followed by mandatory revi ew by the Compliance Group. |
| | **Prior Contract Review** | Prior review and approval by the Legal Group is mandatory for contracts, legal-related agr eements, and consultations. |
| | **Utilization of Supporting Data** | Approval results and history are automatically recorded in the system, to be utilized as sup porting data during future audits and internal inspections. |
| **System data-based strengthening risk management** | **Platform Utilization** | Compliance-related platforms, such as the expense report registration system, will be acti vely utilized in the future operation of ISO 37301 & ISO 37001. |
| | **Real-time risk recognition and response infrastructure establishment** | By minimizing data duplication and visualizing various information such as transactions, ap provals, and expenditures into a single risk monitoring dashboard, a foundation for real-tim e risk recognition and response is established. |
| | **Risk Analysis and Application** | By analyzing risk occurrence patterns based on data accumulated within the system, and continuously supplementing prevention-oriented internal control policies that reflect these patterns. |

## Systematic Committee Support for Transparent Audit Committee Activities

To support the effective supervision of the Audit Committee, the Compliance Group within Hanmi Science's Compliance Management Office reports the status of overall compliance operations to the Audit Committee every quarter. The quarterly report is structured around the following items to enable the Audit Committee to make substantive decisions.

| | | |
|---|---|---|
| 1 | **Summary of CP operating activities performed during the quarter** | · Policy changes implemented during the quarter<br>· Revision of internal regulations<br>· Employee training<br>· Status of whistleblower reports/submissions received and processed |
| 2 | **Key initiatives planned for the next quarter** | · Presentation of priority-based action plans for key management items |
| 3 | **Ongoing monitoring and the results of internal and external audits and the status of improvement measure implementation** | · Detailed information on quarterly compliance and audit activities<br>· Reporting of processing results and future improvement measures, and verification of the appropriateness of improvement measures and the possibility of recurrence |
| 4 | **Status of internal accounting control system operations** | · Results of internal accounting control reviews in the latest quarter<br>· Identified control deficiencies and corrective actions<br>· Reporting on the implementation status of additional controls to ensure accuracy of financial reporting |
| 5 | **Training and competency-building activities for the Audit Committee** | · Enhanced understanding of legal responsibilities and the latest regulatory trends to effectively oversee the company's reliability, internal control, risk management, and compliance systems<br>· Regular training and continuous communication with external auditors for the effective operation of the Audit Committee |

Also, in addition to quarterly reports, if significant risk matters arise, additional reports are provided to the audit committee members. This quarterly reporting system goes beyond simple information delivery; it substantially assists the Audit Committee's oversight role, provides a basis for decision-making that allows management and the Audit Committee to jointly set risk management priorities, and swiftly implement corrective actions. Through this, Hanmi Science will continuously enhance the effectiveness of internal controls and strengthen transparent and responsible corporate governance.

## III. Risk Management

| Risk and Opportunity Monitoring | Period | Target Audience | Method | Oversight |
|---|---|---|---|---|
| **Department-specific risk assessment** | Once a year | Support Departments (e.g., Legal, IT Strategy, General Affairs Group) | · Identification of all potential risks arising from operations and confirmation of management plans<br>· Designated internal auditors conduct interviews with each department | Compliance Group |
| **Prior Business Consultation** | Ongoing | All Departments | · Prior consultation with the Compliance Group regarding illegal risks before performing duties<br>· Wired consultation at sales/marketing sites and review of draft documents<br>· Legal review when proceeding with contracts and consultations (Legal Group - Legal Management System) | |
| **Analysis of internal and external CP environment** | | - | · Monitoring of relevant laws and regulations such as the Medical Device Act, Fair Trade Act, and Fair Competition Rules<br>· Associations such as the Korea Medical Devices Industry Association, Korea Pharmaceutical and Bio-Pharma Manufacturers Association, and Korea Fair Trade Mediation Agency seminar attendance<br>· Disclosure of compliance strategies and activities through ESG reports | |
| **Internal Whistleblower Center K-Whistle<br>Voluntary reporting of receipt of money, gifts, and entertainment** | | Hanmi Group employees | · Linked Hanmi Group intranet (CES) with the reporting channel (K-Whistle)<br>· Protection of whistleblower anonymity and identity<br>· Measures according to internal regulations such as employment rules | |

## IV. Indicators and Goals

| Key Indicators | 2025 Target | 2025 Performance | Achievement | 2026 Target | Mid-to-Long-Term Plan (2030) |
|---|---|---|---|---|---|
| **Global-level compliance and anti-corruption management system introduction and operation** | Developing management measures through risk assessment and training internal auditors | · Identified 105 risks and derived 289 management measures through risk assessment for 13 departments<br>· Completed training for 5 internal auditors | Achieved | · Through external professional certification bodies, ISO 37301 and ISO 37001 certifications were obtained | · Global-level based on ISO compliance and anti-corruption management system through which zero serious violations are achieved |

Material Issue 4

# Information Security, Including Personal Information Protection

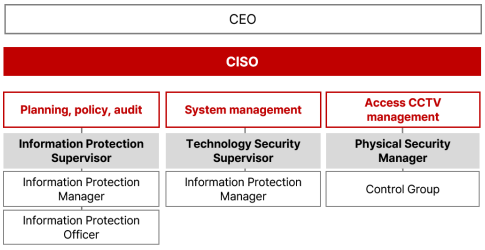
# Information Security, Including Personal Information Protection

## I. Corporate Governance

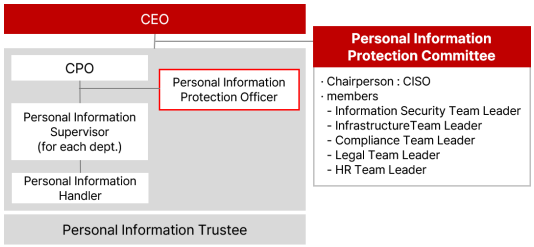
### Decision-Making Structure

Hanmi Science operates an Information Security Committee for systematic and effective information protection activities. The CEO is designated as the Chairperson of the Information Security Committee, reviewing and deciding on major agenda items related to information security and personal information protection. When important issues arise, Information Security Committee meetings are held weekly. As cases of cyber terrorism, personal information leakage, and hacking targeting pharmaceutical and bio-companies have continuously increased recently, the Information Security Committee is actively implementing a systematic and independent information protection management system to proactively respond to these threats. In particular, to respond swiftly to information security breaches, a reporting system and disciplinary regulations for violations have been established. By reviewing and determining response measures and punishment levels according to the severity of the violation, the committee systematically addresses infringement incidents. Furthermore, in preparation for increasing cyber threats, regular simulated hacking and vulnerability assessments are continuously performed, thereby identifying potential security vulnerabilities that may occur during information system and personal information processing in advance and implementing corrective actions. The inspection results are shared with relevant departments to establish recurrence prevention measures and continuously enhance the level of information protection. To date, there have been no personal information leakage incidents or security breaches, and continuous management and improvement efforts will be made to prevent future security incidents. To effectively carry out information security and personal information protection activities, the company maintains close cooperative relationships with external expert groups to secure specialized information and capabilities, including information security threat trends and related control measures. Additionally, an Information Security Steering Committee is operated to review and decide on matters concerning the planning, execution, evaluation, and improvement of (personal) information protection tasks. Members of the Information Security Committee, including the CISO, enhance mutual communication and cooperation through weekly security meetings. Regular training will also be conducted to strengthen the expertise of the responsible executives in the future.

**Information Security Committee**




**Personal Information Protection Operating Organization**




### Operating Method

| Category | Operating Frequency | Roles |
|---|---|---|
| **Information Security Committee** | Weekly | · Review and decision on major agenda items related to information security |
| **Personal Information Protection Committee** | Monthly | · Review of personal information-related matters |

### Roles and Responsibilities

| Category | Roles and Responsibilities |
|---|---|
| **CEO** | · Chairperson of the Information Security Committee |
| **CISO (Chief Information Security Officer)** | · Information security strategy establishment, risk management, cyberattack response, and organizational asset protection |
| **CPO (Chief Privacy Officer)** | · Establishment of personal information protection policies, oversight of regulatory compliance, and ensuring transparency and accountability in data usage |
| **Personal Information Handlers** | · Executives of departments handling personal information |
| **Personal Information Protection Officer** | · Personal information protection |
| **Technical Security Management Officer** | · Technical Personal Information Protection |
| **Physical Security Officers** | · Management of Access, CCTV, etc. |
| **Departmental Personal Information Officers** | · Executives of Personal Information Departments |
| **Personal Information Protection Contractors** | · Operation of Personal Information Processing Systems or Task Outsourcing |

## II. Strategy_Risk and Opportunity Identification

Based on the results of the IRO analysis, Hanmi Science is identifying key risks and opportunities related to information security, including personal information protection, that could significantly impact stakeholders and sustainability, and is continuously striving to develop effective response measures.

**RISK**

| Business operational disruption due to security incidents such as customer information leaks or system unavailability | |
|---|---|
| **Characteristics of Impact** | Potential Impact |
| **Affected Stakeholders** | Customers, employees, shareholders, and investors |
| **Severity of Impact on Society and Environment** | Scale ■■■■□ Scope ■■■■□ Recoverability ■■■□□ |
| **Expected Financial Impact** | Likelihood ■■■□□ Magnitude ■■■□□ |
| **Impact on the Company** | · Imposition of administrative fines or penalties due to violation of the Personal Information Protection Act<br>· Decline in employee work productivity and business loss due to system paralysis<br>· Decline in stakeholder trust |
| **Company's Response** | · Establishment of international standard information security management system<br>· Establishment of an integrated protection system focused on personal information leakage response and prevention<br>· Education to raise awareness of personal information for personal information handlers<br>· Security awareness campaign to prevent personal information leakage and security incidents |

**OPPORTUNITY**

| Enhancing safety through strengthened information security and personal information protection policies and management system certification | |
|---|---|
| **Characteristics of Impact** | Actual Impact |
| **Affected Stakeholders** | Customers |
| **Severity of Impact on Society and Environment** | Magnitude ■■■■□ Scope ■■■□□ |
| **Expected Financial Impact** | Likelihood ■■■□□ Magnitude ■■■□□ |
| **Impact on the Company** | · Improved customer trust through minimizing legal risks<br>· Securing business continuity<br>· Prevention of financial losses due to legal disputes |

# II. Strategy_Risk and Opportunity Response Plan

## Establishment of an international standard information security management system

### Strengthening information protection regulations/guidelines and personal information processing policy

Hanmi Group's Information Security Declaration

Hanmi Science, based on the management's firm commitment to information protection, completely enacted and revised 5 types of information security regulations and 8 types of guidelines in 2025 to ensure the confidentiality, integrity, and availability of all data generated and processed by the company. In particular, as the company-wide work environment transitioned to Microsoft 365 (M365), we reorganized the overall information protection standards, including access control, account management, dat a protection, and log management, to align with the M365 environment, reflecting the characteristics of the cloud environment and collaboration systems. All information protection related documents, including these information protection regulations and guidelines, personal information processing policy, and internal personal information management plan, are established and operated reflecting revisions to the Personal Information Protection Act and internal operational status, and are kept up-to-date thr ough periodic reviews and revisions in accordance with changes in relevant laws and regulations and the environment. In addition, Hanmi Science continuously updates its personal information processing policy whenever there are changes to the Personal Information Protection Act or issues requiring changes within the policy, and makes it public through the main website so that employees and data subjects can easily check it. Hanmi Science's personal information processing policy and the Information Prot ection Declaration, which confirms the management's commitment to information protection, can be found via the link above.

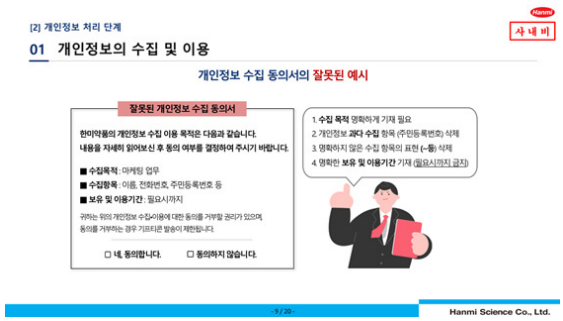
## Establishment of an integrated protection system focused on personal information leakage response and prevention

Hanmi Science carries out various activities, including thorough pre- and post-measures, for personal information protection. In preparation for potential cust omer personal information leaks, we establish relevant regulations and guidelines, set up a system for rapid response in case of an incident, and also subscrib e to personal information protection liability insurance to prepare for additional risks. Furthermore, in the event of a personal information leakage incident, we have prepared a personal information leakage response manual to prevent further damage and ensure rapid recovery. According to this manual, upon an inci dent, we immediately identify the cause, take measures to prevent further leakage, notify affected parties, and report to relevant authorities. In particular, the Personal Information Protection Officer reports the incident to the CEO, forms a rapid response team for personal information leakage to systematically addre ss it, and also prepares relief measures for victims and recurrence prevention strategies. In conjunction, we collaborate with the Personal Information Protecti on Commission to deliberate and determine response measures and punishment levels according to the severity of the incident, and implement regular secur ity training and internal management plans to prevent security breaches. Moreover, major service platforms that process customer personal information and provide payment functions are regularly checked through mock hacking, and any vulnerabilities identified are immediately addressed to improve weak points. Furthermore, all websites publicly launched by Hanmi Science undergo a pre-launch security review process, conduct mock hacking, address 100% of all dis covered vulnerabilities, complete implementation verification, and finally operate under a system approved by the CISO before launch.

### Personal Information Protection Breach Reporting/Response Process

## Education to raise awareness of personal information for personal information handlers

Hanmi Group conducted personal information protection awareness-raising e ducation for all employees, reflecting the revised Personal Information Protec tion Act of 2025. In particular, it was developed with a practical focus to enab le employees who handle personal information to learn more carefully.
The training content was structured around common mistakes during person al information processing and frequent violations during personal information collection, and realistically guided on how to respond quickly and appropriate ly when personal information leakage occurs. Furthermore, to prevent indiscri minate processing when entrusting or sharing personal information, personal information handlers were educated to clearly recognize their legal and ethic al responsibilities and to thoroughly comply with safe processing procedures. This supported employees in establishing a safe personal information manag ement culture and preventing legal risks. Hanmi Pharmaceutical plans to cont inuously expand customized training to strengthen practical capabilities relat ed to personal information protection in the future.




Hanmi Group Personal Information Awareness Training Materials

## Security awareness campaign to prevent personal information leakage and security incidents

Hanmi Science conducts various participatory campaigns to strengthen employees' information protection awareness and create a secure work environment. In particular, in 2025, we conducted a password prevention campaign to prevent Credential Stuffing attacks, guiding employees to practice safe password management habits. Additionally, we operated quiz-format content to allow employees to naturally check personal information and information protection regulations frequently encountered in their work, providing an opportunity for them to directly read and understand the regulations. This campaign was structured around actual security incident cases and prevention methods, raising employees' awareness and supporting them in naturally applying security rules in their daily work. Furthermore, during periods when security incidents are more likely, such as vacation seasons or holidays, we produce and distribute posters containing practical information protection rules, including precautions for external access, device loss prevention, and personal information handling guidelines, to help employees recognize security once again in their daily lives. Hanmi Science plans to continuously develop an employee participation-centered information protection culture in the future.

| 2025 Information Security Campaign | |
|---|---|
| Proactive Blocking of Unauthorized External AI Services Guidance | Personal Information Protection Day Password Change Campaign Conducted |
| Security Precautions Guidance Regarding Telecommunications Company Hacking Incident | Company-wide Personal Information Protection Education Implemented to Prevent Data Leakage |
| Security Guidance Regarding MS SharePoint Hacking Incident | Information Protection Day Quiz Event Campaign |
| Windows 11 Upgrade Implementation Guidance | Phishing Mail Response Simulation Training Conducted |
| Implementation of Storage Media Security Measures (Degaussing) | Production and Distribution of Information Leakage Prevention Posters |

Personal Information Protection Day Password Change Campaign

Information Leakage Prevention Poster

Information Leakage Prevention Poster

## III. Risk Management

| Risk and Opportunity Monitoring | Period | Target Audience | Method | Oversight |
|---|---|---|---|---|
| **Prevention of Personal Information Leakage Incidents** | Ad-hoc | Employees | · Operating employee security awareness education and campaigns to prevent security incidents<br>· Checking compliance with internal security policies | Information Strategy Group |
| **Prevention of Information Leakage by Departing Employees** | | Employees Scheduled to Depart | · Account deactivation immediately upon resignation submission<br>· Revocation of all access rights including VPN and business systems | |
| **Increased hacking incidents at other companies, leading to risk of similar accidents** | | Personal information handling systems | · Enhanced continuous monitoring due to numerous hacking incidents at other companies<br>· Vulnerability assessments conducted for all sites that process, store, and transmit personal information<br>· Regular penetration testing and vulnerability management for key systems | |
| **After M365 implementation, additional security risks arise** | | Employees | · Phased implementation of M365 security features based on Entra ID<br>· Continuous advancement of access control and account security policies | |
| **Changes in laws and regulations** | | Company-wide | · Monitoring of changes in laws and regulations<br>· Review of business impact and revision of internal regulations | |

## IV. Indicators and Goals

| Key Indicators | 2025 Target | 2025 Achievements | Achievement | 2026 Goals | Mid-to-Long-Term Plan (2030) |
|---|---|---|---|---|---|
| **International Standard Information Security Management System Establishment** | - | - | - | ISO 27001 Certification Acquisition | ISO 27001 Ongoing Certification |
| **Information security personnel awareness enhancement in progress** | Information security employee awareness enhancement in progress | Improvement in employees' information protection awareness maturity | Achieved | Personal information protection training, phishing email simulation training, information protection campaign implementation | Designing information security training appropriate for employees' job roles and ranks |
| **(Personal) information leakage accident prevention** | No personal information leakage or achievement of no security breach incidents | No personal information leakage or 0 security breach incidents | Achieved | No personal information leakage or achievement of no security breach incidents | No personal information leakage or achievement of no security breach incidents |

# 04
# ESG Performance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# Corporate Governance

## Shareholders

### General Meeting of Shareholders

Hanmi Science is making various efforts to enhance the convenience of shareholders' attendance at general meetings and to ensure their exercise of voting rights. We operate an electronic voting system to facilitate the strengthening of shareholders' rights and the exercise of their voting rights. Notifications containing information such as the convocation of general meetings and agenda items are sent to shareholders holding 1% or more of the company's shares within the period stipulated in our articles of incorporation and are disclosed on the Korea Exchange's electronic disclosure system, among others. Furthermore, we strive to hold general meetings on dates that avoid concentrated shareholder meeting days to increase shareholder participation.

| Category | Date of Meeting | Agenda | Resolution Details |
|---|---|---|---|
| Annual General Meeting of Shareholders | 2025.03.26 | Agenda Item No. 1: Approval of the 52nd Financial Statements | Proceeded as a reporting matter with Board of Directors approval |
| | | Agenda Item No. 2: Appointment of Directors | |
| | | Agenda Item No. 2-1: Appointment of Lim Ju Hyun as Inside Director | Approved as proposed |
| | | Agenda Item No. 2-2: Appointment of Kim Jae-gyo as Inside Director | Approved as proposed |
| | | Agenda Item 2-3: Appointment of Sim Byung-hwa as Inside Director | Approved as proposed |
| | | Agenda Item 2-4: Appointment of Kim Sung Hoon as Inside Director | Approved as proposed |
| | | Agenda Item 2-5: Appointment of Choi Hyeon Man as Outside Director | Approved as proposed |
| | | Agenda Item 2-6: Appointment of Kim Young Hoon as Outside Director | Approved as proposed |
| | | Agenda Item 3: Appointment of Shin Yong Sam as Outside Director who will serve on the Audit Committee | Approved as proposed |
| | | Agenda Item 4: Appointment of Audit Committee Members | |
| | | Agenda Item 4-1: Appointment of Choi Hyeon Man as Audit Committee Member | Approved as proposed |
| | | Agenda Item 4-2: Appointment of Kim Young Hoon as Audit Committee Member | Approved as proposed |
| | | Agenda Item 5: Approval of Director Remuneration Limit | Approved as proposed |

# Board of Directors

The Board of Directors of Hanmi Science serves as the supreme standing decision-making body, resolving matters stipulated by laws or articles of incorporation, matters delegated by the general meeting of shareholders, and important matters regarding the company's fundamental management policies and business execution, while also supervising the directors' performance of their duties. To ensure effective performance of its duties, the Board of Directors' regulations (Article 13) allow each director to request the submission of relevant materials, investigations, and explanations if there is a concern that their duties may violate laws or the articles of incorporation. Furthermore, the Board of Directors' regulations (Article 10) stipulate that directors with a special interest in a resolution cannot exercise their voting rights. The Board of Directors of Hanmi Science is divided into regular board meetings held quarterly and extraordinary board meetings convened as needed when matters requiring board resolution arise. As of March 31, 2026, the Board of Directors of Hanmi Science consists of 10 members in total (4 inside directors, 3 independent directors, and 3 non-executive directors). To prevent conflicts of interest and ensure efficient board operations while reflecting the characteristics of the healthcare industry, the Chairman of the Board is appointed through a board resolution. Currently, Choi Hyeon Man, an independent director, serves as the Chairman of the Board, and the specific roles of the Board of Directors are defined in Chapter 5 of the Articles of Incorporation and the Board of Directors' regulations.

## Hanmi Science Board of Directors Composition Status

As of : 2026.03.31

| Category | Name | Position | Responsibilities | Major Career | Term Expiration Date |
|---|---|---|---|---|---|
| Inside Director | Kim Jae-gyo | Vice Chairman & CEO | Overall | · Vice President, Head of IND Division, Meritz Securities<br>· Executive Director, Head of Pharmaceutical Division, Yuhan Corporation | 2028.03.26 |
| | Lim Ju Hyun | Vice Chairman | Global Business | · President, Hanmi Pharmaceutical Co., Ltd.<br>· Current) Vice Chairman, Hanmi Science Co., Ltd.<br>· Current) Vice Chairman, Hanmi Pharmaceutical Co., Ltd. | 2028.03.26 |
| | Lim Jong Hoon | President | Overall | · Vice President, Hanmi Pharmaceutical Co., Ltd.<br>· Current) CEO, Hanmi Fine Chemical Co., Ltd. | 2027.03.28 |
| | Sim Byung-Hwa | Vice President | Management | · Executive Director / Head of CSR TF, Samsung Biologics | 2028.03.26 |
| Independent Director | Choi Hyeon Man | Independent Director (Chairman of the Board) | Audit Committee Member | · CEO of Mirae Asset Global Investments<br>· Current) Outside Director and Audit Committee Member of Hyundai Glovis<br>· Current) Management Advisor at Mirae Asset | 2028.03.26 |
| | Kim Young Hoon | Independent Director | Audit Committee Member | · Personnel Reviewer, National Court Administration<br>· High Court Judge, Gwangju High Court<br>· High Court Judge, Seoul High Court<br>· Current) Attorney at Law Firm Lin | 2028.03.26 |
| | Shin Yong Sam | Independent Director | Audit Committee Member | · Current) Professor at Seoul St. Mary's Hospital | 2028.03.26 |
| Non-Executive Director | Bae Bo Kyung | Non-Executive Director | Non-Executive Director | · Current) Director of Third Nature Experience<br>· Current) Outside Director/Audit Committee Member of Dohwa Engineering Co., Ltd. | 2027.03.28 |
| | Shin Dong-guk | Non-Executive Director | Non-Executive Director | · CEO of Gahyun Co., Ltd.<br>· CEO of Hanyang S&C Co., Ltd.<br>· Current) CEO of Hanyang Precision Co., Ltd. | 2027.11.28 |
| | Kim Nam-gyu | Non-Executive Director | Non-Executive Director | · Current) CEO of La Defense Partners<br>· KCGI PEF Chief Strategy Officer (CSO) and Chief Risk Officer (CRO)<br>· Senior Attorney, Legal Affairs Office, Samsung Electronics<br>· Compliance Management Team Leader, Samsung S-1 | 2029.03.31 |

## Board Composition Based on Expertise and Diversity

Hanmi Science's independent directors are comprised of healthcare industry experts and accounting professionals, reflecting the specific characteristics of the healthcare industry. Furthermore, the company ensures diversity by appointing two female directors (one inside director, one non-executive director) to the board.

## Board Skill Matrix

| Category | | Inside Director | | | | Independent Director | | | Non-Executive Director | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Kim Jae-gyo | Lim Ju Hyun | Lim Jong Hoon | Sim Byung-Hwa | Choi Hyeon Man | Kim Young Hoon | Shin Yong Sam | Bae Bo Kyung | Shin Dong-guk | Kim Nam-gyu |
| Expertise | Leadership | ● | ● | ● | ● | ● | ● | ● | ● | ● | ● |
| | Industry | ● | ● | ● | ● | | | ● | ● | | |
| | Laws and Regulations | | | | | | ● | | | | ● |
| | Finance and Accounting | ● | | | ● | ● | | | | | ● |
| | Management | ● | ● | ● | ● | ● | | | ● | ● | |
| | Global Competence | | ● | ● | ● | ● | | | | | |
| | Risk Management | ● | ● | ● | ● | ● | ● | | ● | ● | ● |
| Diversity | Gender | Male | Female | Male | Male | Male | Male | Male | Female | Male | Male |
| | Age[1)] | 58 | 51 | 48 | 57 | 64 | 51 | 61 | 67 | 75 | 49 |

1) Age: As of December 31, 2025

## Hanmi Science Board of Directors Appointment and Compensation

Hanmi Science directors are appointed transparently and fairly, based on their ability to contribute to the company's development, with the approval of the regular general meeting of shareholders following recommendation from the Board of Directors. Furthermore, details regarding the recommender of director candidates, their relationship with the largest shareholder, and transactions with the company are disclosed on the electronic disclosure system prior to the general meeting of shareholders. Directors' compensation is paid within the limits approved by the general meeting of shareholders, in accordance with the Commercial Act and Hanmi Science's Articles of Incorporation. The approved compensation limit at the 2025 general meeting of shareholders was 5 billion KRW, and the total actual compensation paid was 3.879 billion KRW. During evaluation, factors such as board and committee attendance rates, independence, and expertise are comprehensively considered, and independent directors and management are comprehensively evaluated once a year based on performance in areas such as business operations, achievements, and management innovation.

## Independent Director Support Organization

| Department Name | NO. of Employees | Position (Years of Service) | Key Activities |
|---|---|---|---|
| Finance Group | 7 | 1 Group Leader, 6 Team Members (Average 9 years 6 months) | Support for Board of Directors and Audit Committee Operations |

## Key Resolutions of the Board in 2025

In 2025, a total of 10 board meetings were held, and matters such as the settlement report, the Audit Committee's internal accounting control system, and the operating regulations for the stock-based compensation system were resolved.

| No. | Date of Meeting | Key Details |
|---|---|---|
| 01 | 2025.02.06 | · Settlement Report on Separate and Consolidated Financial Statements for 2024 |
| | | · Approval of Amendments to Internal Accounting Control Regulations<br>· Approval of Recommendation for Settlement |
| 02 | 2025.02.13 | · Appointment of New CEO |
| 03 | 2025.03.05 | · Convening of the 52nd Annual General Meeting of Shareholders and Determination of Meeting Objectives<br>· Cash Dividend Proposal |
| | | · Results of Operational Status Review of CEO and Internal Accounting Managers |
| 04 | 2025.03.24 | · Approval of the 52nd Financial Statements |
| 05 | 2025.03.26 | · Appointment of Chairman of the Board<br>· Appointment of New CEO |
| 06 | 2025.04.25 | · Settlement Report on Separate and Consolidated Financial Statements for 2025 Q1 |
| | | · Appointment of Compliance Officer |
| 07 | 2025.06.05 | · Regarding Investment in Other Corporations |
| 08 | 2025.06.10 | · Regarding Investment in Other Corporations (Re-discussion) |
| 09 | 2025.07.25 | · Settlement Report on Separate and Consolidated Financial Statements for 2025 Q2<br>· Report on Key Matters of Amended Commercial Act<br>· Introduction of Stock-based Employee Compensation System |
| 10 | 2025.10.29 | · Settlement Report on Separate and Consolidated Financial Statements for 2025 Q3<br>· Approval of Operating Regulations for Stock-based Compensation System<br>· '25 Environmental, Safety and Health Management Performance and '26 Plan |

# Audit Committee

The Audit Committee of Hanmi Science is an audit body designed to supervise and support management in maximizing corporate value through checks and balances, and all its members are independent directors. The Audit Committee operates with quarterly regular meetings and ad-hoc meetings convened as needed, in accordance with its operating regulations.
In 2025, a total of 5 Audit Committee meetings were held to discuss matters related to Hanmi Science's financial statements and the operational status of internal accounting controls, as well as management risks that could significantly impact Hanmi Science's business activities.

## Composition Status of Hanmi Science's Audit Committee

As of: 2026.03.31

| Category | Name | Related to Accounting and Financial Experts | | |
|---|---|---|---|---|
| | | Relevant | Type of Expert | Relevant Experience |
| Independent Directors | Kim Young Hoon (Chairman of Audit Committee) | - | - | - |
| | Choi Hyeon Man | ○ | Individuals with Experience in Financial Institutions, Government, or Securities-Related Organizations | · 1997 Founding Member of Mirae Asset, CEO of Asset Management<br>· 1999~2007 CEO and President of Mirae Asset Securities<br>· 2007~2012 CEO and Vice Chairman of Mirae Asset Securities<br>· 2012~2016 CEO and Senior Vice Chairman of Mirae Asset Life Insurance<br>· 2016~2021 CEO and Senior Vice Chairman of Mirae Asset Securities<br>· 2021~2023 CEO and Chairman of Mirae Asset Securities |
| | Shin Yong Sam | - | - | - |

## 2025 Audit Committee Training Status

| Training Provider | Attending Audit Committee Members | Key Training Content |
|---|---|---|
| PwC Korea Audit Committee School Online Training | 3 members | · Internal Accounting Control System Evaluation<br>· Accounting Standards for Understanding Consolidated Financial Statements<br>· Legal Roles and Responsibilities of the Audit (Committee)<br>· Key Summary of Audit Committee Best Practice Guidelines |

## Audit Committee Support Organization

| Department Name | NO. of Employees | Position (Years of Service) | Key Activities |
|---|---|---|---|
| Finance Group | 7 | 1 Group Leader, 6 Team Members (Average 9 years 6 months) | Support for Board of Directors and Audit Committee Operations |
| Compliance Management Office | 15 | 1 Executive Director, 1 Director, 1 Group Leader, 12 Team Members (Average 5 years 2 months) | Compliance-related Tasks and Inspections (Audits) |

## Key Resolutions of the Audit Committee in 2025

| No. | Date of Meeting | Key Details |
|---|---|---|
| 1 | 2025.02.06 | • Review and confirmation of Q4 2024 financial statements<br>• Matters regarding Q4 2024 compliance (CP, audit) activities and Q1 2025 plans<br>• Report on Internal Accounting Control System<br>• Guidance on Audit Committee 2025 training |
| 2 | 2025.03.26 | • Matter of appointing the Audit Committee Chairperson |
| 3 | 2025.04.25 | • In-person meeting between external auditor and Audit Committee (Deloitte Anjin LLC)<br>• Review and confirmation of Q1 2025 financial statements<br>• Matters regarding Q1 2025 compliance (CP, audit) activities and Q2 2025 plans<br>• Report on Internal Accounting Control System<br>• Guidance on Audit Committee 2025 training<br>• Prior approval for non-audit services performed by the auditor |
| 4 | 2025.07.25 | • In-person meeting between external auditor and Audit Committee (Deloitte Anjin LLC)<br>• Review and confirmation of Q2 2025 financial statements<br>• Matters regarding Q2 2025 compliance (CP, audit) activities and Q3 2025 plans<br>• Report on Internal Accounting Control System<br>• Guidance on 2025 Audit Committee member training |
| 5 | 2025.10.29 | • In-person meeting between external auditor and Audit Committee (Deloitte Anjin LLC)<br>• Review and confirmation of Q3 2025 financial statements<br>• Matters regarding Q3 2025 compliance (CP, audit) activities and Q4 2025 plans<br>• Report on Internal Accounting Control System<br>• Guidance on 2025 Audit Committee member training<br>• Plan for appointing external auditor |

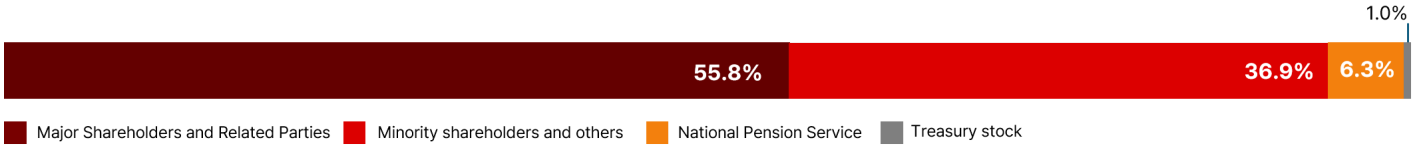
## Future Plans

Moving forward, Hanmi Science will strive to improve its advanced governance structure and enhance corporate value. In particular, as part of efforts to strengthen the independence, transparency, and expertise of the board of directors, the company plans to establish and operate various committees wit hin the board.

# Protecting Shareholder Rights through Shareholder-Friendly Policies

Hanmi Science is strengthening shareholders' rights by continuously expanding its shareholder-friendly policies. Furthermore, it publishes a corporate governance report annually, transparently disclosing corporate governance information as a leading healthcare company in South Korea.

## Shareholder Composition




| Category | Unit | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| **Total Number of Shares Issued** | shares | **68,391,550** | **68,391,550** | **69,956,940** |
| Major Shareholder and Related Parties | | 38,192,426 | 43,927,700 | 39,561,356 |
| Minority Shareholders and Others | | 25,210,907 | 19,441,919 | 22,843,575 |
| National Pension Service | | 4,310,373 | 4,344,087 | 5,358,732 |
| Treasury Stock | | 677,844 | 677,844 | 2,193,277 |

## Status of Share Ownership by Management

As of December 31, 2025, a total of 4 executives (Board of Directors) own shares of our company.

| Category | Name | Number of Shares Owned (shares) |
|---|---|---|
| Inside Director | Kim Jae-gyo | 3,800 |
| Inside Director | Lim Ju Hyun | 5,175,990 |
| Inside Director | Lim Jong hoon | 3,483,808 |
| Non-Executive Director | Shin Dong-guk | 11,239,739 |

## Shareholder Return

Hanmi Science strives to provide higher shareholder value based on continuous growth and solid financial performance. This reflects our strong commitment to sustainable profit generation and shareholder return policies. Moving forward, Hanmi Science will continue to do its best to provide high value to shareholders, including through increasing dividends per share.

### Cash Dividend Status

| Category | Unit | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| Par Value Per Share | KRW | 500 | 500 | 500 | 500 | 500 |
| Cash Dividend Per Share | KRW | 200 | 200 | 200 | 300 | 300 |
| Total Dividends | KRW 1M | 13,191 | 13,333 | 13,553 | 20,314 | 20,325 |
| Cash Dividend Yield | % | 0.4 | 0.6 | 0.5 | 1.0 | 0.8 |
| (Consolidated) Cash Dividend Payout Ratio | % | 30.7 | 19.3 | 11.8 | 34.2 | 17.4 |

### Long-term Plans for Stock Acquisition, Disposal and Retirement

Hanmi Science plans to utilize 70% of its treasury shares for retirement and 30% for employee stock compensation, considering the enhancement of shareholder value and linkage with employee performance compensation policies.

| Category | Holding Purpose (Ratio) | Disposal Target | | Plan within Disposal Period (Scheduled Holding Period and Disposal Timing) |
|---|---|---|---|---|
| | | Purpose | Total Quantity | |
| Treasury Shares' Type and Number | Common Shares 640,409[1] (0.94% of total 68,391,550 shares held) | Retirement (70%) | 448,286 shares | 448,286 shares scheduled for retirement (From the day after the 2026 Annual General Meeting of Shareholders ~ August 2027) |
| | | Employee Stock Compensation (30%) | 80,000 shares | Approximately 80,000 shares[2] scheduled for disposal (From the day after the 2026 Annual General Meeting of Shareholders ~ The day before the 2027 Annual General Meeting of Shareholders) |
| | | | 80,000 shares | Scheduled for disposal after separate Board of Directors and Shareholders' Meeting resolutions (From the day after the 2027 Annual General Meeting of Shareholders ~ The day before the 2028 Annual General Meeting of Shareholders) |
| | | | 32,123 shares | Scheduled for disposal after separate board of directors and general meeting of shareholders resolution (from the day after the 2028 annual general meeting of shareholders to the day before the 2029 annual general meeting of shareholders) |
| Acquisition Method | Acquisition of treasury shares for specific purposes (acquisition due to merger and fractional share acquisition from past free capital increase) | | | |

1) Number of treasury shares = December 2025 (677,844 shares) - Shares paid for employee compensation in January-February 2026 (37,435 shares)
2) Calculated considering the number of shares paid for employee compensation, the actual disposal quantity may vary depending on the compensation amount based on management performance, the employee's stock compensation selection ratio, and the stock price at the time of compensation.

# Risk Management

Hanmi Science strengthens its foundation for sustainable management by proactively identifying and systematically managing risks that may arise throughout its business activities. We manage tax risks based on the principle of transparent and fair taxation, and carefully responds to domestic and international tax issues and international tax risks through compliance with relevant laws and regulations, prior review, and consultation with external experts. Furthermore, to ensure stable fund operation, we have established a receivables management system and minimizes the possibility of risk occurrence by utilizing a dedicated system and external credit rating agencies.

## Tax Risk Management

Hanmi Science diligently fulfills its tax reporting and payment obligations and complies with national laws and regulations for transparent and fair tax practices. Furthermore, we promptly and transparently provide data when tax authorities request investigations or information.

| | |
|---|---|
| Management Principles | **1. Compliance with National Laws and Regulations** |
| | **2. Prompt and Transparent Provision of Data to Tax Authorities** |
| | **3. Internal and External Prior Review and Analysis of Tax Risks** |
| | **4. Adherence to Arm's-Length Principle for Related-Party Transactions** |
| | **5. Management of International Tax Risks According to OECD Transfer Pricing Guidelines** |

### Tax Risk Management Activities

Hanmi Science conducts internal and external tax risk reviews in advance to prevent tax risks that may arise from business activities. we periodically receive reviews and consultations from external experts on significant tax issues that may occur during business activities. Particularly, for domestic transactions, we maintain fair transaction prices in dealings with third parties and related parties in accordance with relevant laws, and for global business transactions, we prevent international tax risks based on expert advice and the OECD Transfer Pricing Guidelines. Furthermore, internally, we employ tax personnel to proactively manage tax risks through review and analysis of revised tax laws that occur annually.

### Tax Risk Assessment

Hanmi Science is making our utmost efforts to fulfill our social responsibilities based on transparent and legitimate tax practices and internal and external tax risk management through external experts and in-house tax personnel. For business-critical matters such as transactions of goods and services, acquisition of shares, international transactions, new business ventures, and changes in transaction structures, tax risks are reviewed in advance, and the results of these reviews are reflected in final decision-making.

## Accounts Receivable Risk Management

Hanmi Science manages accounts receivable risk to ensure smooth fund operations through stable debt collection.

### Receivables Risk Management Activities

Hanmi Science's accounts receivable management is carried out through business managers and the credit management department. Based on an 'accounts receivable management system' optimized for our business operations, daily sales, receipts, compliance with customer payment terms, customer collateral management, and accounts receivable status are regularly checked and managed. In cooperation with external credit rating agencies, we periodically assess the management and business activity status of our clients, and we are making every effort to proactively respond to the risk of bad debt.

ENVIRONMENTAL

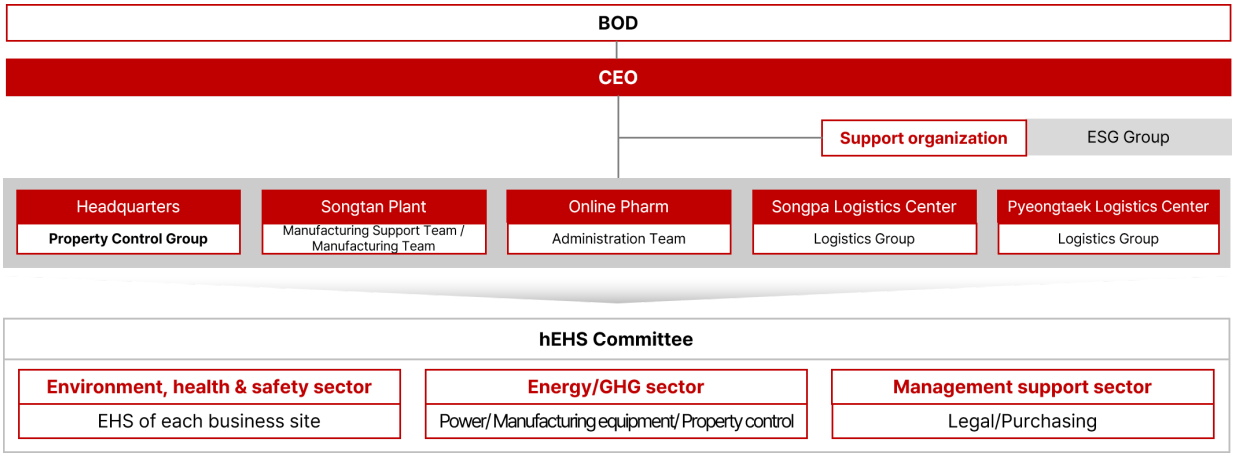
Climate Change Response & Environmental Management

# Climate Change Response & Environmental Management

## I. Corporate Governance

Hanmi Science has been operating an environment governance system centered around the Board of Directors since 2025 to establish a clear environmental management framework, including carbon neutrality and climate change response. In 2025, we reported our environmental strategy and mid-to-long-term plans, greenhouse gas emissions status (Scope 1·2), and key environmental performance to the Board of Directors. Going forward, we plan to continuously strengthen the Board's role and responsibilities in environmental management through the establishment of an ESG Committee under the Board.

### Decision-Making Structure




### Role of Dedicated Organization

| Category | Roles |
|---|---|
| **Board of Directors** | · Overseeing major environmental management strategies and plans (regular reporting once a year) |
| **CEO** | · Responsibility for final decision-making on environmental management matters<br>· Approval of environmental management goals and action plans |
| **ESG Group** | · Establishment of key environmental management strategies and plans<br>· Environmental management monitoring<br>· Operation of communication channels for each business site |
| **hEHS Committee** | · Review and examination of environmental management policies and plans related to greenhouse gases, water, wastewater, etc. |
| **Dedicated departments at each business site** | · Implementation of detailed environmental and greenhouse gas management activities<br>· Support for environmental management activities |

# II. Strategy

**Hanmi Group ESG Vision**

"healthy **LIFE**, sustainable **FUTURE**"

## Environmental Management Strategy

### Strengthening the Climate Change Response System and Transitioning to Renewable Energy

| 2030 Advancement of the Management System | 2035 Achieve RE50 | 2040 Achieve RE100 |
|---|---|---|

· Short-term: Strengthen greenhouse gas inventories and expand implementation across group companies; establish a Scope 3 management system
→ Establish and enhance climate change response systems through the adoption of renewable energy

· Medium- to long-term: Expand the adoption of renewable energy and set greenhouse gas reduction targets for the supply chain
→ Achieve a transition to at least 50% renewable energy by 2035 and 100% renewable energy by 2040 Expand Scope 3 reduction efforts

### Minimizing Environmental Impact

| Streamlining Environmental Management | Expanding Resource Recycling | Promoting an eco-friendly culture |
|---|---|---|

· Minimize pollutant emissions and strengthen safe chemical management
→ Minimize environmental impact

· Minimize the use of natural capital (e.g., waste, water) and expand recycling
→ Achieve a circular economy

· Expand eco-friendly campaigns, encourage employee participation, and raise awareness
→ Foster an eco-friendly corporate culture

## Key Environmental Performance Indicators and 2030 Goals

### Carbon neutrality

**Establishment and Enhancement of Climate Change Response Systems**

- Development of a greenhouse gas inventory and expansion to all group companies
- Development of Scope 3 measurement methodologies and verification systems
- Climate change scenario analysis using the NGFS, SSP, and other frameworks
- Formulation of environmental policies and guidelines

**Phased Introduction of Renewable Energy to Reduce Greenhouse Gas Emissions**

- Expand participation in global initiatives (SBTi, RE100, etc.) and calculate/apply an internal carbon tax
- Expansion of energy transition and eco-friendly facility projects
  - 2028–2030: Introduction of renewable energy through PPAs
  - 2035: Transition to 50% or more renewable energy for electricity (RE50)
  - 2040: Achievement of 100% renewable energy for electricity (RE100)

### Streamlining Environmental Management

**Emissions of Air and Water Pollutants**

(Emissions Concentration) Managed at or below 70%/60% of the annual legal limit each year

**Strengthening the Management of Hazardous Chemical Waste**

Maintain the incineration rate for hazardous chemical waste at 30% or below

### Expanding Resource Recycling

**Water intake volume**

(Intensity) Maintain 2023 levels (110.8 tons per KRW 100 million)

**Waste recycling rate**

Maintain a recycling rate of at least 95% (2023 level)

### Promoting an eco-friendly culture

**Environmental Protection Activities**

Plant at least 1,000 trees annually through the Hanmi Green Forest Initiative

Conduct environmental protection activities at least five times a year

# II-(1) Detailed Carbon Neutrality Strategy

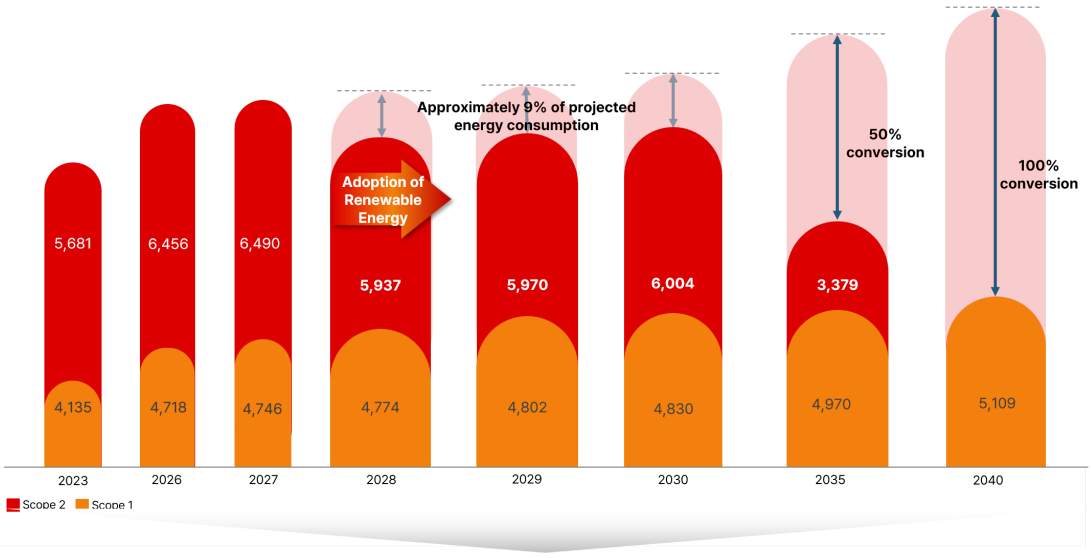
Hanmi Science plans to gradually build an environmental management system, including establishing a greenhouse gas inventory and calculating Scope 3 emissions in the short and medium term, to achieve 100% renewable energy conversion by 2040. Through this, the company plans to advance its decision-making structure, systematically identify and analyze climate change-related risks and opportunities, set detailed mid-to-long-term reduction targets, and establish a company-wide climate change response system to build a foundation for implementing environmental management. Moving forward, the company will sequentially review the introduction of renewable energy and investment in eco-friendly facilities, continuously striving to achieve its goals of introducing renewable energy by 2030, converting 50% to renewable energy by 2035, and 100% conversion by 2040.

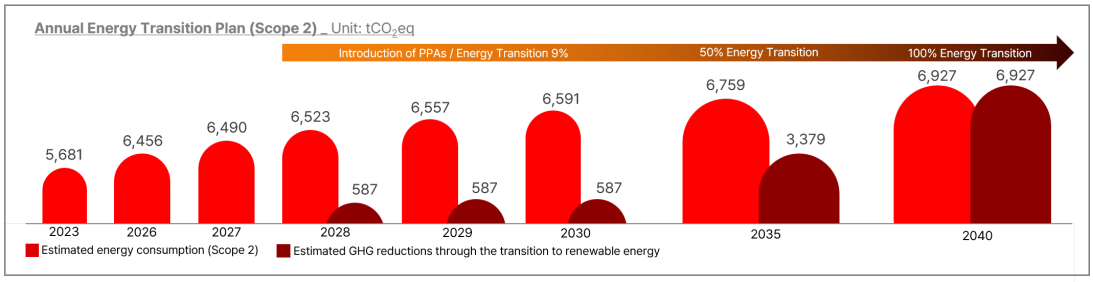
## Hanmi Science Scope 1 & 2 Emissions Reduction and Renewable Energy Transition Roadmap

Hanmi Science has established a greenhouse gas (Scope 1&2) inventory management system since 2025 to systematically manage emission status. Currently, greenhouse gas emissions from the Songtan plant account for approximately 85% of total emissions. Therefore, in the short term, the company is focusing on the Songtan plant, reflecting increased operating rates, and establishing a BAU (Business As Usual) scenario and pursuing renewable energy-based energy transition. Accordingly, a carbon neutrality roadmap has been established, aiming for the introduction of renewable energy by 2030, 50% renewable energy conversion by 2035, and 100% conversion by 2040.
Furthermore, to enhance the carbon neutrality roadmap in the future, the company is considering 2023, immediately after the merger of Hanmi Science and Hanmi Healthcare, as the base year for greenhouse gas reduction. The company plans to gradually concretize its greenhouse gas reduction targets against the base year through process optimization and the introduction of eco-friendly facilities.

| Category | Unit | 2026 | 2027 | 2028 | 2029 | 2030 | 2035 | 2040 |
|---|---|---|---|---|---|---|---|---|
| BAU* | $tCO_{2eq}$ | 11,167 | 11,220 | 11,281 | 11,343 | 11,405 | 11,712 | 12,020 |
| Amount of Renewable Energy Introduced | MW | 0 | 0 | 1 | 1 | 1 | 6 | 12 |
| Renewable Energy Conversion Rate | % | 0% | 0% | 9% | 9% | 9% | 50% | 100% |

※ BAU (Business As Usual): Projected greenhouse gas emissions if no special reduction measures are taken, reflecting future production plan forecasts and historical average greenhouse gas emission intensity



### Hanmi Science Greenhouse Gas Emissions Status in 2025

Hanmi Science (including Online Pharm) greenhouse gas emissions total 10,836 $tCO_2eq$. Scope 1 emissions, from sources such as boilers and gasoline, are 4,648 $tCO_2eq$ (43%), and Scope 2 emissions from electricity are 6,189 $tCO_2eq$ (57%). In the future, by measuring Scope 3, the company plans to more comprehensively understand the overall greenhouse gas emission structure across its business and enhance its mid-to-long-term reduction strategy.

| Total GHG emissions (Scope 1 & 2) | Scope 1 (boilers, vehicles, etc.) | Scope 2 |
|---|---|---|
| **10,836 $tCO_{2eq}$ / 100%** | **4,648 $tCO_{2eq}$ / 43%** | **6,189 $tCO_{2eq}$ / 57%** |

## Key Carbon Neutrality Activities in 2025

Hanmi Science is implementing greenhouse gas/energy reduction activities to reduce carbon emissions. Through reduction activities in 2025, the company expects to achieve a reduction effect of 43 $tCO_2eq$ of greenhouse gases and 865 GJ of energy. Furthermore, in 2026, the company plans to continuously expand greenhouse gas reduction activities by introducing electricity demand forecast monitoring and replacing high-efficiency chillers.

### Estimated Annual Reduction from 2025 Reduction Activities

| GHG **43 $tCO_{2eq}$** | Energy **865 GJ** | Amount saved **KRW 20 million** |
|---|---|---|

**Key Initiatives for Reducing Greenhouse Gases and Energy Consumption**

**Headquarters**

**Improving Safety and Performance Through Boiler Replacement**

Boiler energy efficiency: 78% → Boiler energy efficiency: 93%

**Replaced two existing 2.5-ton boilers with three 0.8-ton high-efficiency once-through boilers and implemented energy-saving measures**
- Based on identical climate conditions, annual city gas consumption is expected to be reduced by 15,396 $m^3$.
- Annual reductions of 33.6 $tCO_2eq$ in greenhouse gas emissions and 664 GJ in energy consumption are projected.
- Annual cost savings of approximately KRW 16 million are projected.

**Songtan Plant**

**Energy Savings Through the Replacement of High-Efficiency Lighting Fixtures**

Power consumption of fluorescent lamps: 50W & 100W → High-efficiency fluorescent lamps 40W & 80W

**Energy-saving measures were implemented by replacing existing 50W (30 units) and 100W (70 units) fluorescent lights with high-efficiency 40W (30 units) and 80W (70 units) LED lights**
- Expected annual savings of 9.7 $tCO_2eq$ in greenhouse gas emissions and 202 GJ in energy consumption
- Expected cost savings of approximately KRW 4 million

### HanmiGroup Introduces 'license-plate-based driving restriction' All Affiliates " Preemptive Response to Energy Saving "

**Voluntary and preemptive participation in line with the government's energy-saving policy stance**
**Increase energy savings by restricting vehicle operation and strengthening power use management**

Hanmi Group is proactively responding to energy-saving policies by implementing "license-plate-based driving restriction" for all of its affiliates, including the holding company Hanmi Science and Hanmi Pharmaceutical. The plan is to reduce fuel use and greenhouse gas emissions by limiting the operation of vehicles on a daily basis.
In addition, the company plans to strengthen energy management standards for all businesses. Reflecting the power usage pattern over time, the company plans to segment and manage air conditioning, lighting, and PC use, minimize unnecessary power consumption, and reduce the use of business vehicles by reducing business trips and expanding video conferencing.

Through these measures, Hanmi Group plans to simultaneously reduce energy costs and environmental burdens. In the future, we will expand our eco-friendly policies throughout our daily management activities.

# II-(2) Minimizing Environmental Impact

Hanmi Science continuously monitors relevant environmental issues to systematically manage environmental impacts that may arise during production and office operations. Starting in 2025, key environmental management performance, including air and water pollutants, water usage, and waste, will be regularly reported to the Board of Directors, thereby strengthening management and oversight of environmental management. Particularly in waste management, the company consistently maintains a recycling rate of over 90% annually, continuously striving to expand resource circulation. In the future, the company plans to gradually establish an environmental management system through the formulation of an environmental policy and the introduction of an environmental management system.

## Pollutant Management

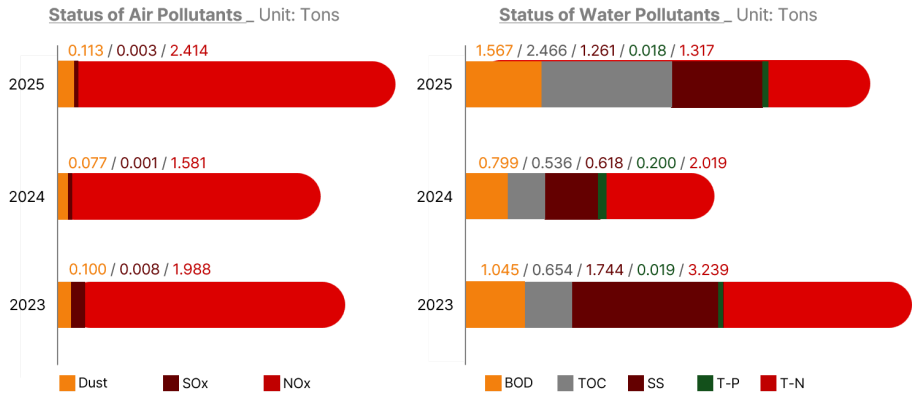
Hanmi Science's Songtan plant manages air pollutants by applying low-NOx burners to boilers to comply with emission standards for air pollutants generated from boiler combustion. In 2025, the headquarters replaced its boilers with high-efficiency once-through boilers to reduce fuel consumption, and the Songtan plant enhanced its pollutant management level by repairing external sludge hoppers. Through these activities, air and water pollutants were managed at levels below 70% and 60%, respectively, of the legal permissible standards.

| Risk | Financial Impact (KRW 100M/year) | | | | Countermeasures |
|---|---|---|---|---|---|
| | Content | Short-term (2026-2027) | Mid-term (2028-2030) | Long-term (2031-2040) | |
| Increased pollutant generation due to increased production | Increased pollutant management costs | 2.11 | 2.14 | 2.23 | Monitoring for management below legal permissible standards |

### Pollutant Management Status

**Reduction of Air Pollutants**
SOx: 63% reduction vs. 2023
NOx: 13% increase vs. 2023

**Water Pollutants**
SS : 28% reduction vs. 2023
TN : 59% reduction vs. 2023




## Hazardous Chemical Management

Hanmi Science thoroughly complies with the obligations for hazardous chemical handlers as stipulated in relevant laws such as the 'Chemical Control Act,' and performs safety management based on standards for handling hazardous chemicals and facility management. To this end, we establish appropriate maintenance and safety accident prevention measures for hazardous chemical handling facilities and always keep disaster prevention equipment and neutralizing agents on hand. Furthermore, we conduct annual regular inspections of hazardous chemical handling facilities, including manufacturing/usage facilities and storage facilities, through accredited inspection agencies, and manage records of inspection results and implement subsequent safety measures.

### Hazardous Chemical Usage Status

| Category | Unit | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| **Hazardous Chemical Usage Volume** | ton | 218 | 277 | 228 | 259 |

## Waste Management

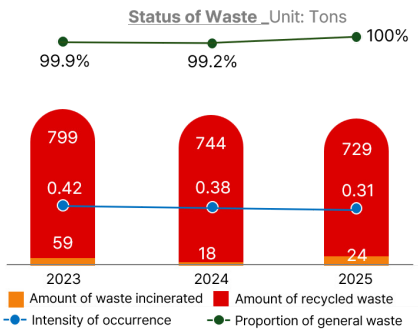
Hanmi Science thoroughly complies with waste management standards stipulated in relevant laws such as the 'Waste Management Act,' and operates on the principle of transparently recording and managing the entire process of generation, transportation, and treatment of general waste and designated waste (including hazardous substances) through the waste appropriate treatment system (Allbaro). The Songtan plant maintains a recycling rate of over 93% annually, and by stably managing DO·water temperature·and pH levels, it improved wastewater treatment efficiency, reduced sludge generation, and achieved an 8% reduction in waste generation compared to 2023. Furthermore, the headquarters signed a contract in 2025 for 100% recycling of all waste, processing 100% of the waste generated in that year.

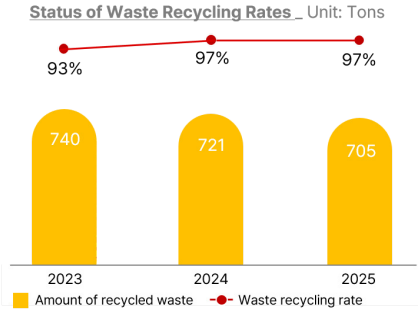
| Risk | Financial Impact (KRW 100 mil. /year) | | | | Countermeasures |
|---|---|---|---|---|---|
| | Content | Short-term (2026-2027) | Mid-term (2028-2030) | Long-term (2031-2040) | |
| Increased waste generation due to increased production | Increased waste management costs | 0.61 | 0.62 | 0.65 | Maintain waste recycling rate above 93% |

### Waste Management Status

**Waste generation**
9% reduction vs. 2023

**Waste recycling rate**
Maintained at 93% or higher




### Key Waste Impacts

| Category | | Generation | Impact |
|---|---|---|---|
| **Songtan Plant** | Wastewater Treatment Sludge | Wastewater Treatment | Marine pollution upon discharge |
| | Vegetable Residues | Product Manufacturing | Generation of greenhouse gases and environmental impact |
| **Headquarters** | Waste Synthetic Resin | Office and building operation process | Emission of greenhouse gases and microplastics during incineration |
| **Songtan Plant** | | | |

### Status of Key Waste Recycling

| Category | | Recycling Treatment Details |
|---|---|---|
| **Songtan Plant** | Wastewater Treatment Sludge | Used for soil improvement |
| | | Used in agricultural production activities |
| | Vegetable Residues | Used in agricultural production activities |
| **Headquarters** | Waste Synthetic Resin | Manufacture of intermediate processing waste |

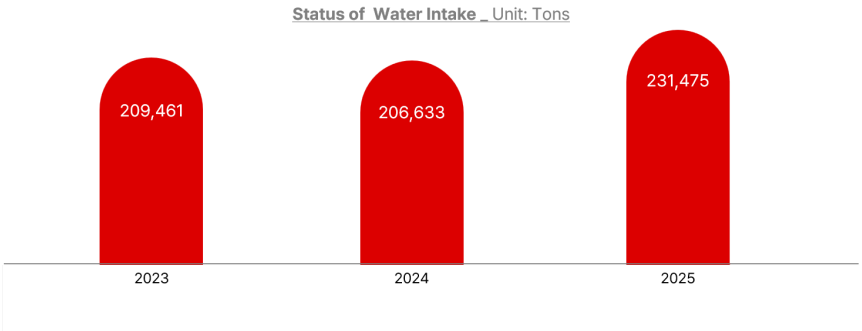
* Waste generated at the business site is being recycled and incinerated through reported treatment companies.

## Water Resource Management

Approximately 95% of Hanmi Science's total water intake originates from the Songtan plant. The Songtan plant utilizes groundwater and tap water as its water sources, and to reduce water costs, it has obtained permits for groundwater development and use in accordance with the 「Groundwater Act」, ensuring the legal use of groundwater. To prevent groundwater pollution, regular water quality tests are conducted, and contaminants are removed through semi-annual water tank cleaning. Furthermore, by operating water softening facilities to pre-remove calcium and magnesium components from the water, and supplying it to manufacturing processes after a UV sterilization process, optimal water quality is maintained. Meanwhile, through collaboration with manufacturing processes, we are promoting continuous improvement activities to reduce water consumption by efficiently adjusting the number of CIP cleanings for each production item.

### Water Withdrawal Status

**Water intake volume**
11% increase vs 2023



## Eco-friendly In-house Campaigns

### Use of Reusable Cups in Cafeterias and Coffee Grounds Recycling

Hanmi Group uses reusable cups in employee lounges and cafeterias to reduce the use of disposable cups. The reusable cups are made from materials free of endocrine disruptors. Employees who use the cups return them to collection points, where they are collected and cleaned by a professional washing service from a local self-sufficiency center. In 2025, 55,430 reusable cups were used in the company cafeteria, resulting in an annual reduction of approximately 1.27 tons of greenhouse gas emissions. Furthermore, coffee grounds generated in the company cafeteria are not treated as general waste but are collected through the Songpa-gu Office's coffee grounds recycling program and provided to local livestock farms as a moisture regulator and compost. The expected greenhouse gas reduction contribution from coffee grounds recycling is 0.12 tons.

**Total number of reusable cups used in 2025 55,430** → **CO2 reduction contribution 1.27 tons**

※ One reusable cup = 23g of greenhouse gas emissions generated during the production and disposal of a single plastic cup
[Source: Ministry of Environment]

**Amount of coffee grounds recycled in 2025 346.3 kg** → **CO2 reduction contribution: 0.12 tons**

※ Coffee grounds: 1 g of coffee grounds = 0.338 g of carbon dioxide
[Source: Statistics Korea, Ministry of Environment]

### In-house 'Whole Soy Milk AGAIN' Campaign for Environment Day

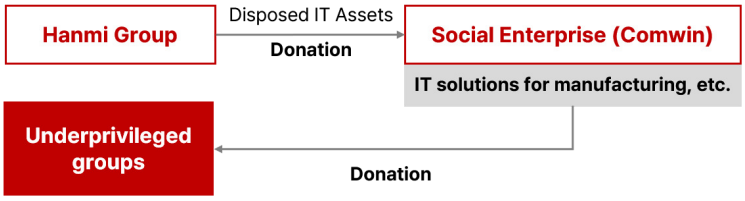
Hanmi Science conducted the 'Whole Soy Milk AGAIN' program for 'Environment Day'. Employees sampled the company's Whole Soy Milk products, received education on how to properly separate and dispose of aseptic packs, and directly experienced the washing, drying, and unfolding processes.
Approximately 100 employees participated, pledging to practice environmental protection for future generations. The campaign focused on guiding the correct disposal method for aseptic packs: ▲washing them cleanly, ▲completely removing moisture, ▲unfolding and drying the packs, and ▲disposing of them separately from general paper packs. Through this activity, Hanmi Pharmaceutical aims to raise employees' awareness of resource circulation and lay the groundwork for spreading sustainable environmental protection practices in daily life.

### Donation Program for Disposed IT Assets

Hanmi Group recycles disposed IT assets to promote efficient resource circulation. In collaboration with the social enterprise 'Comwin', IT waste is recycled, and refurbished PCs are used to support IT education and initiatives for underprivileged groups.

**2025 Donated IT Assets 489 units**

**2025 Cumulative Donated IT Assets 3,103 units**



# III. Risk Management

| Risk and Opportunity Monitoring | Period | Target Audience | Method | Oversight |
|---|---|---|---|---|
| **Climate Change Response** | | | | |
| GHG Monitoring and Third-Party Verification | Once a year | Hanmi Science Online Pharm sites | · Monitoring of carbon neutrality roadmap through Scope 1+2 emission calculation and verification | ESG Group, Property Management Group, Manufacturing Support Team /Manufacturing Team, Management Team, Logistics Group |
| GHG Reduction Activities | Once a year | Hanmi Science Workplaces | · Methods for reducing energy, water, and steam consumption and calculation of reduction amounts | Property Management Group, Manufacturing Support Team /Manufacturing Team |
| Financial Impact Analysis of Climate Change | Once a year | Hanmi Science Workplaces | · Review of negative impacts on business operations, external environmental changes, financial impacts, etc.<br>· Identification and review of transition risks and opportunities | ESG Group |
| **Minimizing Environmental Impact** | | | | |
| Pollutant Management | Ongoing | Hanmi Science Online Pharm sites | · Management of air/water pollutants below legal permissible limits | Property Management Group, Manufacturing Support Team /Manufacturing Team |
| Hazardous Chemical Management | Ongoing | Hanmi Science Workplaces | · Management of hazardous chemical use and disposal | Manufacturing Support Team /Manufacturing |
| Waste Management | Ongoing | Hanmi Science Online Pharm sites | · Monitoring waste generation and recycling volume, performing activities to improve recycling rates | Property Management Group, Manufacturing Support Team /Manufacturing Team |
| Water Resource Management | Ongoing | Hanmi Science Online Pharm sites | · Management of water intake and wastewater discharge | Finance Group, Manufacturing Support Team /Manufacturing Team, Logistics Group |

# IV. Indicators and Goals

### Carbon Neutrality 2025 Performance and 2026 Targets

| 2025 Performance | 2026 Targets |
|---|---|
| **· Greenhouse gas emissions 10,836t$CO_{2eq}$ (10% increase compared to 2023)**<br>**· Energy consumption 219,670GJ (10% increase compared to 2023)** | **· Greenhouse gas emissions 9,814t$CO_{2eq}$ (maintained at 2023 level)**<br>**· Energy consumption 199,085GJ (maintained at 2023 level)** |
| - [Company-wide] Establishment of GHG inventory management system<br>- [Head Office] Replacement of high-efficiency once-through boilers and improvement of ancillary facilities<br>- [Songtan Plant] Replacement of LED fluorescent lights and boiler economizers for improved thermal efficiency | - [Head Office] Office lighting improvement and introduction of power demand prediction monitoring<br>- [Songtan Plant] Replacement of existing fluorescent lights with LED fluorescent lights and high-efficiency chillers |

### Carbon Neutrality Related Investment Amount

| 2025 | Execution Rate | 2026 |
|---|---|---|
| Plan: KRW 2.46 billion[1)] I Executed: KRW 0.5 billion | 20% | Plan: KRW 2.69 billion |

1) 2025 Plan: Cost of replacing old equipment (chillers) (approx. KRW 2 billion) deferred to 2026

### Minimizing Environmental Impact 2025 Performance and 2026 Targets

| 2025 Performance | 2026 Targets |
|---|---|
| **Pollutant Management** | |
| · Air/Water Pollutant Legal Emission Limits: 70%/60% or less | · Management of air/water pollutant legal permissible limits: 70%/60% or less |
| **Hazardous Chemical Management** | |
| · Due to negligible generation of designated waste, no separate waste disposal performance in 2025 | · Managing incineration rates of hazardous chemicals at 30% or less. |
| **Circular Economy Management** | |
| · Water Withdrawal (Intensity): 98.8 tons/KRW 100 million<br>· Waste Recycling Rate: 97% | · Maintain 2023 level of Water Withdrawal (Intensity): Below 110.8 tons /KRW 100 million<br>· Maintain 2023 level of Waste Recycling Rate: Above 93% |
| **Spreading Eco-friendly Culture** | |
| · Carbon Neutrality Social Contribution Activities, such as using multi-use cups: Expected reduction effect of 2.3 tons | · Pursuing a reduction effect of 2.0 tons or more annually through carbon-neutral social contribution activities. |

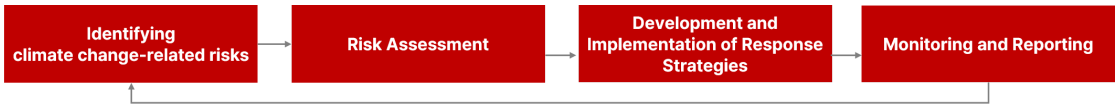
### Investment Amount Related to Minimizing Environmental Impact

| 2025 | **Executed: KRW 40 million** |
|---|---|

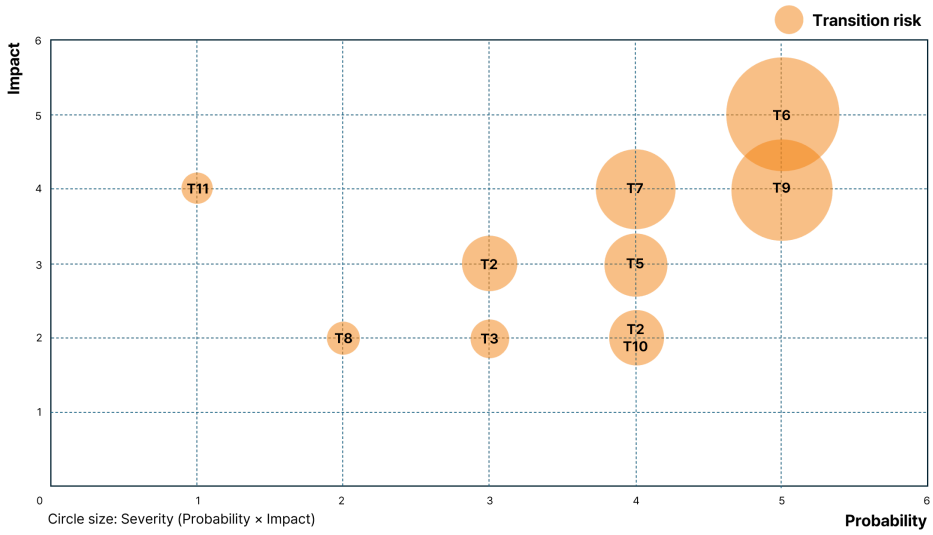
# V. Climate Change Risk Analysis

Hanmi Science conducted a comprehensive review of the negative impacts of business operations, external environmental changes, and financial implic ations in 2025 to identify climate change risks and opportunities. The assessed business sites and organizations identified and reviewed transition risks and opportunities, taking into account the likelihood of occurrence in the short, medium, and long term, as well as the severity of the company's potentia l impact. Moving forward, we plan to conduct climate change-related scenario analysis and systematically identify physical risks to advance our climate change response and risk management system.

## Climate Change Risk Management Framework




## Climate Change Risk Assessment




| Category | | | Risk Description | Priority |
|---|---|---|---|---|
| Transition Risk | Policy /Regulations | T1 | Possibility of Inclusion in Greenhouse Gas Target Management System | 9 |
| | | T2 | Expansion of Mandatory Climate Change Disclosure | 5 |
| | | T3 | Prevention of Greenwashing | 8 |
| | | T4 | Obligations and Regulations on Existing Products and Services | 6 |
| | Technology | **T5** | **Introduction of low-carbon technologies/facilities** | **3** |
| | Market | **T6** | **Power market uncertainty** | **1** |
| | | **T7** | **LNG market uncertainty** | **3** |
| | | T8 | Uncertainty in supplier selection | 9 |
| | | **T9** | **Increased volatility in renewable energy prices** | **2** |
| | Reputation | T10 | Increased stakeholder concerns and negative feedback, such as changes in consumer pre ferences | 6 |

| Category | | | Risk Description | Priority |
|---|---|---|---|---|
| Opportunity Factors | Policy /Regulations | O1 | Increased incentives for participating in carbon reduction | 3 |
| | Technology /Market | **O2** | **Energy cost reduction through RE100 implementation by securing renewable energy and installing solar power** | **1** |
| | Reputation | O3 | Increased business competitiveness through climate change response (e.g., eco-friendly product production) | 2 |

※ In cases where the risk score (likelihood X impact) is identical, the priority is set equally and managed with the same priority.
Key risks requiring priority management are highlighted.

## Climate Change Transition Risk Assessment

Due to the expansion of production lines at the Songtan plant, the applicability of carbon emission-related regulations such as the Greenhouse Gas Target Man agement System is expected to increase in the future. Hanmi Science is building an environmental management system to respond to these transition risks, ide ntifying risks in advance and establishing response strategies to minimize business risks that may arise during the 2040 Net Zero implementation process. Furt hermore, the company plans to actively communicate various activities and achievements for reducing environmental impact with stakeholders.

| Type | | Period | Risk | Financial Impact | Mitigation Measures |
|---|---|---|---|---|---|
| Policy/ Regulations | **T1** | Long -term | **Potential Inclusion in Greenhouse Gas Target Management System**<br>- Due to increased production and expanded lines at Songtan Plant, the likelihood of inclusion in the Target Management System is rising. | - Penalties imposed for failure to meet reduction targets | **[Current Response Measures]**<br>- Implementing in-house greenhouse gas reduction activities through energy/process efficiency improvements.<br>- Monitoring and third-party verification of greenhouse gas emissions<br>**[Future Response Directions]**<br>- Through conversion to renewable energy and replacement with high-efficiency energy sources, achieving substantial carbon emission reductions. |
| | **T2** | Mid -term | **Mandatory Climate Change Disclosure**<br>- Targeting KOSPI-listed companies with consolidated assets of KRW 30 trillion or more by 2028, mandatory ESG disclosure will be implemented.<br>- Global climate disclosure frameworks such as IFRS S2, SEC Climate Disclosure, and ESRS are being established. | - Increased costs for emission calculation, verification/disclosure compliance | **[Current Response Measures]**<br>- Calculation of Scope 1 & 2 emissions and third-party verification<br>- Third-party verification of ESG report<br>**[Future Response Directions]**<br>- Analysis of climate change scenarios and physical ri sks<br>- Responding to CDP climate change disclosures<br>- Calculation of Scope 3 emissions and third-party verification |
| | **T3** | Mid -term | **Prevention of Greenwashing**<br>- Penalties are imposed on greenwashing companies, and the no. of greenwashing lawsuits increases every year. | - Penalties incurred in case of violation | **[Current Response Measures]**<br>- Third-party verification of ESG report |
| | **T4** | Long -term | **Obligations and Regulations on Existing Pr oducts and Services**<br>- Penalties and administrative actions due to non-compliance with relevant laws and regulations<br>- In accordance with the HFCs management system improvement plan, transitioning HFC-using products to those with lower GWP.<br>- Introduction of converting fossil fuel-based vehicles | - Increased compliance costs<br>- Potential for levies and penalties if regulations are strengthened<br>- Increased levies and refrigerant replacement costs upon introduction of refrigerant regulations<br>- Increased costs for converting to alternative energy vehicles | **[Current Response Measures]**<br>- Mid- to long-term greenhouse gas reduction targets and implementation<br>- Annual monitoring of climate change-related performance<br>**[Future Response Directions]**<br>- Reviewing eco-friendly vehicle transition / internal combustion engine vehicle regulation monitoring reinforcement. |
| Technology | **T5** | Long -term | **Introduction of Low-Carbon Technologie s/Facilities**<br>- Increased investment costs for energy trans ition and greenhouse gas reduction facilities | - Increased investment costs for solar panel installation<br>- Increased investment costs for energy efficiency and process optimization | **[Current Response Measures]**<br>- Undertaking in-house greenhouse gas reduction activities through energy/process efficiency improvements.<br>**[Future Response Directions]**<br>- Advanced monitoring of carbon emission reductions when purchasing equipment<br>- Review of waste heat reuse and transition to eco-friendly fuels<br>- Review of introducing low-carbon technologies in production facilities/equipment<br>- Review of renewable energy adoption (e.g., REC, PPA) |

| | | | | | |
|---|---|---|---|---|---|
| Market | T6 | Short -term | **Power Market Uncertainty**<br>- Rising electricity costs and increased volatility<br>- The paid allocation ratio in the power generation sector during the 4th planning period of the Greenhouse Gas Emission Trading Scheme has increased → leading to higher emission allowance costs for power generators → resulting in electricity bill increases.<br>(Paid allocation in 3rd planning period: 10%, Paid allocation in 4th planning period: expanded to 50% by 2030) | - Increased energy costs due to rising electricity prices | **[Current Response Measures]**<br>- Monitoring electricity consumption<br>**[Future Response Directions]**<br>- Identifying PPA contracts |
| | T7 | Short -term | **LNG Market Uncertainty**<br>- Due to global political or climatic factors such as increased exchange rates, wars, and cold waves, deepened volatility | - Due to potential increases in LNG costs and increased production, rising energy costs | **[Current Response Measures]**<br>- Through energy/process efficiency improvements, conducting in-house greenhouse gas reduction activities<br>**[Future Response Measures]**<br>- Through energy/process efficiency improvements, greenhouse gas reduction activity enhancement |
| | T8 | Long -term | **Uncertainty in Supplier Selection**<br>- Due to growing regulations on plastics and biodiversity, costs for packaging materials and others increase<br>- Increased necessity for climate change response within the supply chain | - Due to the use of sustainable raw materials and compliance with environmental regulations, increased operating costs<br>- Due to increased low-carbon transition costs in the supply chain, raw material procurement costs increase | **[Future Response Directions]**<br>- Establishing Scope 3 emissions calculation and reduction targets<br>- Conducting engagement activities with key suppliers in the supply chain<br>- Building an LCA-based emissions calculation system |
| | T9 | Long -term | **Increased Renewable Energy Price Volatility**<br>- Due to renewable energy supply shortages, price fluctuations, power plant transaction methods, etc., intensified external market volatility | - Renewable energy self-generation, REC purchases, and PPA contracts resulting in increased capital expenditure | **[Current Response Measures]**<br>- Reviewing profit/loss simulations through PPA contracts<br>**[Future Response Directions]**<br>- Identifying additional PPA contracts |
| Reputation | T10 | Long -term | **Increased Stakeholder Concerns and Negative Feedback, including Changes in Consumer Preferences**<br>- Increased consumer environmental considerations and preference for eco-friendly products<br>- Demands from investors and stakeholders for climate change and biodiversity response increase | - Establishing an LCA system for eco-friendly product verification | **[Current Response Measures]**<br>- Public disclosure of accurate information based on third-party verification (ESG Report)<br>**[Future Response Directions]**<br>- Participation in the Korea TCFD Alliance<br>- Product certification for Carbon Footprint and Environmental Product Declaration |

## Assessment of Climate Change Opportunities

Hanmi Science evaluated climate change opportunities that could impact its business based on impact and likelihood, thereby deriving materiality.

| Type | Period | Opportunities | Financial Impact | Response Measures |
|---|---|---|---|---|
| Policy/ Regulations | Long -term | **O1. Increased Incentives from Participating in Carbon Reduction** | - Government subsidies/grants, tax benefits, etc. | **[Current Response Measures]**<br>- Prioritizing high-efficiency equipment application when introducing new/replacement facilities<br>**[Future Response Directions]**<br>- Introduction of an internal incentive system linked to carbon reduction activities |
| Technology/ Market | Mid -term | **O2. Energy cost reduction by achieving RE100 through securing renewable energy and installing solar power.** | - Reduction in electricity costs through renewable energy use, such as identifying PPA contracts<br>. | **[Current Response Measures]**<br>- Solar power installation<br>- Review of profit/loss simulations through PPA contracts<br>**[Future Response Directions]**<br>- Identification of additional PPA contracts |
| Reputation | Mid -term | **O3. Enhanced business competitiveness through climate change response (e.g., eco-friendly product manufacturing).** | - Increased sales due to meeting climate change response requirements. | **[Current Response Measures]**<br>- ESG report disclosure and third-party verification<br>**[Future Response Directions]**<br>- Carbon footprint and environmental product declaration certification |

## Financial Impact Analysis of Climate Change Transition Risks

Hanmi Science assessed the materiality (likelihood × impact) of identified transition risks to identify high-priority risks (High grade), and calculated financial impacts based on the average annual amount for short-term (2026–2027), medium-term (2028–2030), and long-term (2031–2040) periods. Furthermore, with the implementation of RE100, it is expected that the burden of costs for emission deficits will be mitigated in the long term through expanded use of renewable energy and utilization of RECs and PPAs, which have been identified as financial opportunities.

| Type | Transition Risks |
|---|---|
| **Content** | **T5. Introduction of Low-Carbon Technologies/Facilities** |
| Financial Impact Analysis Criteria | Hanmi Science has established detailed carbon neutrality goals with the aim of achieving carbon neutrality by 2040. To achieve carbon neutrality, investment costs for implementing reduction measures such as energy efficiency and process optimization will increase. For this, implementation costs through solar power facility installation and maintenance were calculated. |
| Financial Impact Analysis Results | Short-term (2026-2027): KRW 1.12 billion<br>Medium-term (2028-2030): KRW 0.02 billion<br>Long-term (2031-2040): KRW 0.02 billion |
| **Content** | **T6. Electricity Market Uncertainty** |
| Financial Impact Analysis Criteria | Starting from the 4th planning period of the Greenhouse Gas Emission Trading Scheme, the proportion of paid emission allowances in the power generation sector is gradually increasing (from 10% in the 3rd planning period to a maximum of 50% by 2030 in the 4th planning period). With the push for electricity market reform, an increase in electricity unit prices is anticipated. Accordingly, energy costs due to rising electricity unit prices have been calculated. |
| Financial Impact Analysis Results | Short-term (2026-2027): KRW 2.82 billion<br>Medium-term (2028-2030): KRW 3.13 billion<br>Long-term (2031-2040): KRW 3.99 billion |
| **Content** | **T7. LNG Market Uncertainty** |
| Financial Impact Analysis Criteria | The possibility of rapid fluctuations in international LNG prices is expanding due to increased volatility from global political and climate factors, such as rising exchange rates, wars, and cold waves. Accordingly, the financial impact on energy costs was estimated by applying it to annual LNG consumption compared to BAU (Business As Usual). |
| Financial Impact Analysis Results | Short-term (2026-2027): KRW 1.75 billion<br>Medium-term (2028-2030): KRW 1.71 billion<br>Long-term (2031-2040): KRW 1.78 billion |
| **Content** | **T9. Increased Volatility in Renewable Energy Prices** |
| Financial Impact Analysis Criteria | Hanmi Science aims to achieve RE100 for Net Zero realization by 2040 and has set Power Purchase Agreements (PPA) and Renewable Energy Certificates (REC) purchases as primary implementation methods. The costs for RE100 implementation through PPA and REC, including annual KEPCO charges based on BAU, have been calculated. |
| Financial Impact Analysis Results | RE100 Implementation Costs (PPA) |
| | Mid-term (2028-2030): KRW 3.04 billion<br>Long-term (2031-2040): KRW 3.16 billion |
| Financial Impact Analysis Results | RE100 Implementation Costs (REC) |
| | Mid-term (2028-2030): KRW 4.11 billion<br>Long-term (2031-2040): KRW 4.99 billion |
| **Type** | **Opportunities** |
| **Content** | **O2. Energy cost reduction by achieving RE100 through securing renewable energy and installing solar power.** |
| Financial Impact Analysis Criteria | Hanmi Science is reviewing the introduction of renewable energy PPA contracts to achieve RE100 for carbon neutrality, and through this, has compared and analyzed existing Korea Electric Power Corporation (KEPCO) electricity tariff rates with PPA rates. As a result of this analysis, the potential for reducing electricity purchase costs through PPA introduction was identified as a financial opportunity. |
| Financial Impact Analysis Results | Mid-term (2028-2030): KRW 0.06 billion<br>Long-term (2031-2040): KRW 0.8 billion |

ENVIRONMENTAL

Biodiversity Conservation

# Biodiversity Conservation

Hanmi Science recognizes the restoration of natural ecosystems and biodiversity conservation as a material sustainability issue for our company. During the course of our operations, we will proactively prevent factors that threaten biodiversity, and in case of damage, we will restore and regenerate to offset biodiversity loss. We continue activities related to natural ecosystem protection and biodiversity conservation. Furthermore, we will strive to apply these efforts not only to all our business sites but also throughout the entire supply chain connected by our stakeholders.

## Biodiversity Performance and Goals

| 2025 Performance | 2026 Targets |
|---|---|
| · **Planted 912 trees in Hanmi Green Forest** | · **Plant over 1,000 trees in Hanmi Green Forest** |
| · **Participated in 5 environmental clean-up activities, including the removal of invasive alien species** | · **Participate in over 5 environmental clean-up activities** |

## Environmental Protection Activities

### BEE Happy project

The decline in bee populations due to climate change has emerged as a critical social issue that could lead to ecosystem collapse. In response, Hanmi Group operates a program for bees, which are a vital link in natural ecosystem restoration and biodiversity conservation. The BEE Happy project runs an apiary development program to increase bee populations, and for its smooth operation, an MOU was signed with the Korea Beekeeping Association in 2022, operating 10 bee colonies at the corporate apiary. In 2025, high-quality wildflower honey was produced through the apiary development project. This honey underwent quality inspection according to honey standard specifications through the Apicultural Products Research Institute, and 1,080 bottles were donated to 'On-gi Chang-go' (Warmth Warehouse) stores 1 and 2, a non-profit shop for marginalized communities. The pollination value of bees in response to climate change is 47.4 times* that of honey production, which is because the beekeeping industry provides public benefits beyond economic value, such as ecosystem conservation and pollination of other crops. The honey produced through the BEE Happy project has an economic value of KRW 8 million, but when converted into public benefit value for society and the environment, it is a program that generates an impact of over KRW 380 million.

| | | |
|---|---|---|
| Qualitative Effects | · Restoration of bee ecosystems<br>· Health support for vulnerable groups<br>· Emotional care for welfare blind spots | **Honey Production Value: KRW 8 million**<br>**Public Benefit Value: KRW 380 million** |
| Social Value | · Provision of public benefit values such as ecosystem conservation and pollination of other crops | **Economic Value of Pollination**<br>**(47.4 times the value of honey production*)** |

* Basis for calculation: Korea Rural Economic Institute, 'Study on Measuring the Value of Pollination in Beekeeping in Response to Climate Change' report (2020)

## Creation of Hanmi Green Forest

To promote carbon neutrality and biodiversity conservation, since 2021, we have been creating the Hanmi Green Forest, planting trees and rare plants, and striving to preserve the ecosystem. Starting with the creation of Hanmi Green Forest No. 1 near Tongbok Stream in Pyeongtaek City for the conservation of the endangered species, the Parnassius stubbendorfii butterfly, 8 forests have been created to date, in conjunction with Pyeongtaek City and the Gyeonggi Southern Ecological Education Research Institute. In 2025, we planted 1 zelkova tree, 400 Aristolochia contorta plants, and 400 Hosta longipes plants at the Pyeongtaek Agricultural Ecological Park in two separate events, and 111 trees, including Celtis sinensis and Hydrangea paniculata, at Hambaeksan Central Park. The plantings are expected to absorb approximately 912 kg of carbon dioxide annually.

Photos of 2025 Hanmi Green Forest Creation Activities

| | |
|---|---|
| 2025 Activity Area | 1,401 $m^2$ |
| 2025 Trees Planted | 912 trees |
| Cumulative Trees Planted | 3,342 trees |
| Cumulative $CO_2$ reduction contribution | 3,162kg |

## Removal of Invasive Alien Species

As a corporate volunteer group, we participate in the Hangang Guardian Volunteer Group organized by the Future Han River Headquarters, to address local environmental and ecological issues, restore the growth foundation of native plants, and improve the Han River Park user environment. We conduct environmental cleanup and removal of invasive alien species such as Sicyos angulatus and Humulus scandens three times a year at Amsa Ecological Park in Gwangnaru Han River Park. In the future, we plan to continue participating in ecological environment improvement activities with our employees, their families, and friends.

Photos of 2025 Han River Guardian Volunteer Activities

| | |
|---|---|
| Activity Area | 2,981 $m^2$ |

SOCIAL

Human Rights Management

# Human Rights Management

Hanmi Science recognizes human rights management, talent development, and labor-management relations based on trust and respect as essential conditions for sustainable management and growth. Hanmi Science operates various talent development programs to ensure that each employee's capabilities are autonomously and creatively utilized, and conducts regular human rights impact assessments to proactively identify and mitigate negative human rights risks. Furthermore, Hanmi Science is strengthening labor-management relations based on respect through various channels. Going forward, Hanmi Science will continue to enhance the value of respect for humanity by achieving work-life balance and implementing various welfare systems.

## Decision-Making Structure

Hanmi Science is striving to address employees' opinions and grievances by establishing various channels to listen to them. We have established employee councils and grievance handling committees at each workplace to hear employees' human rights-related grievances and suggestions.

### Roles and Responsibilities of Dedicated Organizations

| Category | Roles and Authorities |
|---|---|
| **CEO** | Overall Human Rights Management |
| **Human Rights Management Officer** | Human Rights Due Diligence and Grievance Handling Committee/Employee Council |
| **Human Resources Committee** | Deliberation on Important HR Matters |
| **(By Business Site) Grievance Handling Committee** | Listening to and Resolving Employee Grievances |
| **(By Business Site) Employee Council** | Consultation on Enhancing Employee Welfare and Healthy Corporate Development |

### Strengthening Employees' Expertise in Human Rights Management

Hanmi Science provides training on preventing workplace harassment and sexual harassment, and improving disability awareness to all employees, including the CEO.

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| **Total Employees** | Persons | 426 | 463 | 499 |
| **Employees Who Completed Human Rights Education** | Persons | 426 | 463 | 499 |
| **Completion Rate** | % | 100 | 100 | 100 |
| **Human Rights Education Hours per Person** | Hours | 4 | 5 | 5 |
| **Training Content** | Prevention of Workplace Harassment and Sexual Harassment, Disability Awareness Education | | | |

# Human Rights Management Strategy

Hanmi Group Human Rights Policy

Hanmi Science complies with domestic and international human rights norms for responsible human rights management. Accordingly, Hanmi Science ha s selected eight key themes, including non-discrimination, freedom of association, and human rights protection, and applies them across the entire com pany, further striving to apply them to all stakeholders in its business relationships.

**Core themes**

- Anti-discrimination
- Freedom of association
- Workers' human rights
- Health & safety
- Privacy policy
- Prohibition of child labor
- Prohibition of forced labor
- Consumer protection

**goals**

- Preemptive identification of human rights risks and actions
- Expansion of human rights management based on value chains

**Human rights risks management**

**Identification and improvement of risks through periodic audits of human rights**

| System inspection & risk assessment (risks/opportunities) | | | Action/Response | Sharing/Monitoring |
|---|---|---|---|---|
| Check the checklist for each system, value chain, and job group | Check the human rights management system and proceed with the human rights impact assessment | Identify and review actual/ potential human rights risks | Response and action such as prevention, mitigation based on discussions with the dedicated department and top management | Sharing/monitoring with stakeholders.<br>Follow-up measures such as improvement of system, etc |

**Core human rights management goals**

Expansion & strengthening of human rights management

| 2025 target | 2025 performance | Achievement | 2026 target |
|---|---|---|---|
| - Expansion of human rights due diligence at group companies<br>- Update of Human Rights Impact Assessment Indicators | - Conducted integrated human rights impact assessment by Hanmi Science and Hanmi Pharmaceuticals<br>- Updating Human Rights Impact Assessment Indicators (Revision of indicators by sector and addition of business characterization indicators) | Achievement<br>Achievement | - Expanding human rights management throughout the company and strengthening internal communication through the expansion of human rights newsletters<br>(2 times a year → 4 times) |

# Proactive Identification and Action on Human Rights Risks

## Human Rights Due Diligence

Hanmi Science conducts human rights impact assessments in accordance with human rights management regulations to identify potential and actual human rights risks. Hanmi Science's human rights due diligence is based on global guidelines such as the Universal Declaration of Human Rights and ILO Core Conventions, and involves an assessment of its human rights management system and surveys of all employees. In the future, Hanmi Science plans to expand the scope of its human rights due diligence to include various stakeholders, such as its supply chain.

### 2025 Human Rights Impact Assessment Results

In 2025, Hanmi Science conducted its first human rights impact assessment for all employees across all business sites, including production, office, and sales functions. The human rights impact assessment, conducted on a total of 10 elements, revealed no severe risks. It did identify 10 potential (lower-level) human rights risks, and immediate corrective actions have already been completed for 9 of them.

**Production / Office / Sales, etc.**
**Human Rights Impact Assessment for All Job Groups**

▶

**Establishment/Revision of Policies and Processes, etc.**

**Internal Promotion and Education**

### 2025 Human Rights Impact Assessment Results Details

| Potential Human Rights Risks and Challenges | | Actions and Plans | |
|---|---|---|---|
| Area | Details | Direction of Action | Detailed Activities |
| **Prohibition of Discrimination** | Compliance with Legal Mandatory Employment Rate for Persons with Disabilities | Establishment and Reorganization of Policies and Processes | Continuous Improvement of Mandatory Employment Rate through Employment Expansion |
| | Sharing of Non-discrimination and Equal Opportunity Policy with All Employees | Internal Promotion and Education | Education through Human Rights Newsletter (Expanding from 2 times/year to 4 times/year in 2026) |
| | Provision of Non-discrimination and Equal Opportunity Education to All Employees | | |
| **Prohibition of Child Labor** | Lack of Content within Human Rights Policy | Establishment and Reorganization of Policies and Processes | Reflected in Human Rights Policy |
| **Safety and Health** | Non-disclosure of quantitative information related to safety and health | Establishment and Reorganization of Policies and Processes | Disclosure of quantitative information through ESG Report |
| **Work-Life Balance** | Work-Life Balance Education for Managers | Strengthening Internal Promotion and Education | Education throughHuman Rights Newsletter (Expanding from 2 times/year to 4 times/year in 2026) |
| | Provision of information on work-life balance support systems, regular education and guidance | | |
| | Workplace change measures upon request from pregnant employees | | |
| | Support for establishing systems for work-life balance culture policies | | |
| **Grievance Procedure** | Regular education on grievance handling procedures | | |

### TOP 5 Most Important Human Rights Issues Selected by Employees

| Category | Share |
|---|---|
| **Employee Human Rights** | 38% |
| **Prohibition of Discrimination** | 18% |
| **Freedom of Association** | 12% |
| **Safety/Health** | 11% |
| **Forced Labor** | 11% |

## 2025 Hanmi Science Employee Satisfaction Survey

Hanmi Science conducted an employee satisfaction survey targeting executives and employees to improve organizational culture in 2025. The Hanmi Science employee satisfaction survey consisted of a total of 57 indicators, including company life, human satisfaction, operational systems, and organizational culture, and was analyzed on a 5-point scale. Hanmi Science plans to conduct an employee satisfaction survey annually and will strive to create a better organizational culture through it.

| Category | | Score (out of 5 points) |
|---|---|---|
| **Overall Satisfaction** | | **3.3** |
| **Company Life** | Work Environment | 3.7 |
| | Sense of Ownership | 3.6 |
| | Job Function | 3.8 |
| **Interpersonal** | Supervisor Leadership | 3.4 |
| | Colleagues/Subordinates | 3.7 |
| **Operational Systems** | Organizational Strategy | 3.3 |
| | HR Systems | 2.8 |
| | Workforce Management | 2.9 |
| | Processes | 3.2 |
| **Organizational Culture** | Information Sharing | 3.4 |

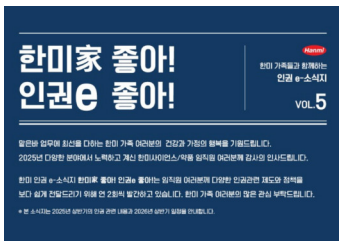
## Grievance Handling and Sexual Harassment Prevention Process

Hanmi Science complies with relevant laws such as the Labor Standards Act and the Equal Employment Act, and is making various efforts to establish human rights management, including preventing sexual harassment and workplace bullying. Hanmi Science is expanding its grievance handling process to not only its executives and employees but also stakeholders connected to Hanmi Science through business, and operates 'Report (K-Whistle)', a third-party anonymous reporting channel, to establish an organic corporate culture that prevents workplace disputes and fosters cooperation between labor and management. We will endeavor to promote the reporting channel in the future so that stakeholders can actively utilize it.

### Hanmi Science Grievance Handling Receipts and Measures

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| **Received** | Cases | 1 | 2 | 0 |
| **Actions Taken** | | 1 | 2 | 0 |

## Human Rights e-Newsletter with Hanmi Family 'Hanmi is Good! Human Rights e-News!'




Hanmi Group Human Rights e-Newsletter
'Hanmi is Good! Human Rights are Good!'

Hanmi Science has been publishing the human rights e-newsletter, 'Hanmi is Good, Human Rights e-News' since 2023 to strengthen communication with employees regarding human rights management.
'Hanmi is Good, Human Rights e-News' is shared with all Hanmi Science employees via email and the internal bulletin board, containing information on overall human rights management, including safety and health, welfare benefits, human rights policy guidance, and various reporting systems. To expand education on work-life balance and grievance procedures in 2026, it will be expanded from twice a year to four times a year.
Moving forward, Hanmi Science will continue to develop various policies and strengthen communication to spread and advance human rights management.

## Achieving Gender Equality

Hanmi Science is actively striving to create a women-friendly work environment to encourage women's social participation and enhance their status. In particular, it provides equal opportunities without discrimination based on gender in recruitment and promotion. Among the total 24 executives at Hanmi Science, five are women, who are active in various fields. Additionally, to foster a women-friendly work environment, the company operates women's lounges and an on-site daycare center.

| | |
|---|---|
| Ratio of Female Executives (vs. Total Executives) | 20.8% |
| Ratio of Female Managers (vs. Total Managers) | 20.7% |
| Ratio of Female Employees (vs. Total Employees) | 35.9% |

※ Hanmi Science Managerial Positions: Team Leader or higher / Hanmi Science.'s own criteria

## Employment of Persons with Disabilities

Hanmi Science is fulfilling its social responsibility of creating quality jobs for people with disabilities and ensuring employment stability, as well as pursuing diversity. Starting with the establishment of a Task Force for Recruiting People with Disabilities in 2020, the company strives to employ individuals with disabilities who fit the company's job roles and to discover new roles where they can work. Recruitment of people with disabilities is conducted through general recruitment and customized training recruitment in cooperation with the Korea Employment Agency for Persons with Disabilities, supporting them to quickly adapt to the company and demonstrate their capabilities. Currently, employed individuals with disabilities are demonstrating their skills in various roles such as in-house cafe baristas, office assistants, IT developers, web designers, video editors, and athletes who can work remotely.

| | |
|---|---|
| Number of Employees with Disabilities (Recognized Employment Count / No. of Employees) | 12/6 |
| Achievement Rate vs. Mandatory Employment Rate for People with Disabilities | 77.6% |

※ Republic of Korea Mandatory Employment Rate for Persons with Disabilities in Private Enterprises: 3.1%

## Communication and Agreement Between Labor and Management

Hanmi Science listens to the voices of its employees to realize a corporate culture of trust and harmony. The Employee Council is a key communication channel, which operates quarterly at the headquarters and the Songtan plant. The Employee Council serves as a labor-management communication channel for sharing employee suggestions and improvements, where labor and management collaboratively discuss corporate culture, including HR regulations and welfare benefit systems. As of the end of 2025, 100% of all employees participate in the Employee Council. Furthermore, the working and employment conditions for all executives and employees are determined based on internal and external environments, employee needs, collective agreements, and management circumstances.

| Workplace | Key Improvements |
|---|---|
| **Headquarters** | 1. Expanded operation of 'Useobap' (breakfast service)<br>2. Replacement of outdated office furniture<br>3. Distribution of company-wide common Outlook signature template<br>4. Change in automatic mailing time |
| **Songtan Plant** | 1. HVAC construction in manufacturing sites<br>2. Provision of winter protective gear for forklifts on-site<br>3. Reflection of requests for changes to vending machine beverages |

SOCIAL

# Human Capital

# Human Capital

## Talent Acquisition

Hanmi Group Recruitment Page >

Hanmi Science has established a talent profile based on creativity, challenge, and innovation, and operates various communication channels to discover talent to join Hanmi Science through fair recruitment processes. Each year, the company actively participates in the 'Pharmaceutical Bio Industry Job Fair,' the largest in the pharmaceutical bio industry, and produces videos such as public recruitment announcements and job vlogs through the YouTube channel 'Hanmi Group TV' to provide vivid job descriptions from current employees.

Hanmi Group Job Vlog

Hanmi Group Job Fair

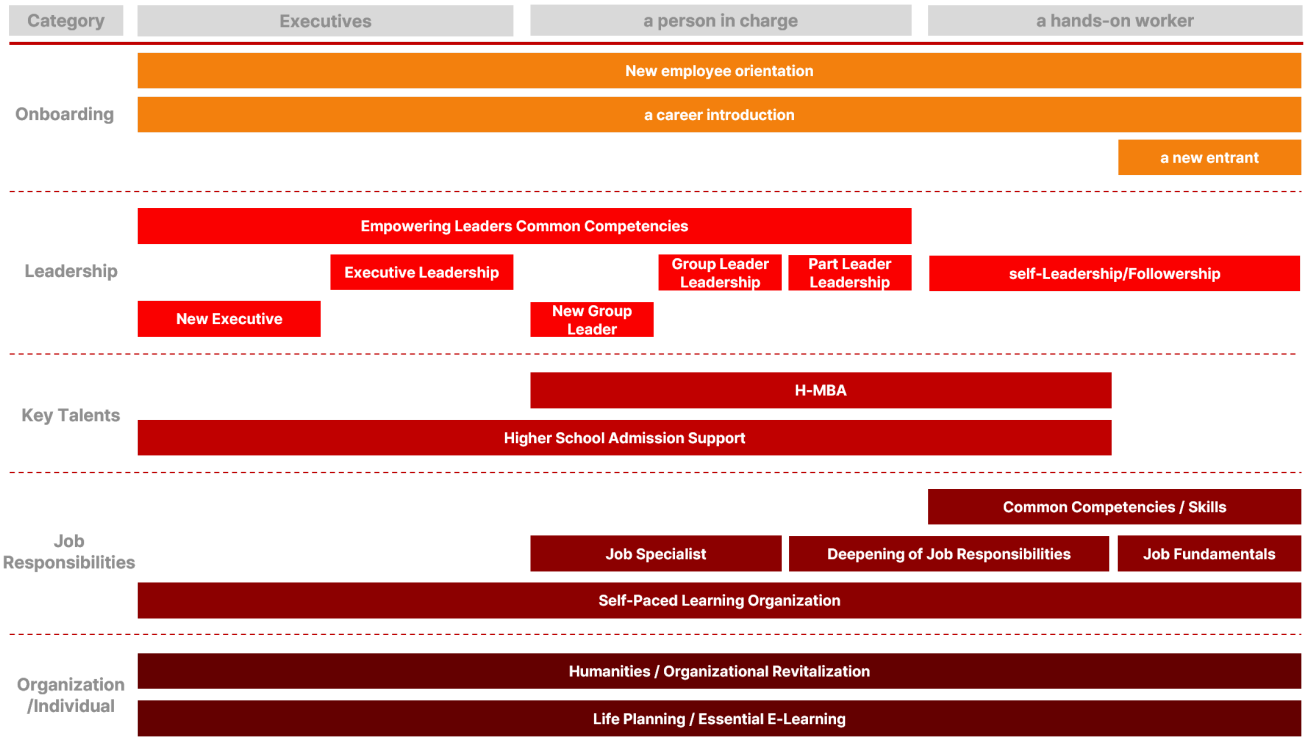
Hanmi Science has been operating AI aptitude tests in its recruitment process since 2018 to ensure objective and fair evaluations. Especially for sales positions, final employment is determined through Hanmi Science's evaluation system, which includes field experience, training, and intensive practical education. Additionally, the 'MAKE Program' (Manner, Attitude, Knowledge, Energy) is operated to help new employees adapt quickly. The previous 3-day onboarding training has been significantly expanded to approximately 3 months, combining in-house and training center education with post-entry mentoring and e-learning. Quarterly HR team interviews are also conducted to support rapid adaptation to the company and development of capabilities.

### Hanmi Group Recruitment Process

# Talent Development

Believing that education is competitiveness, Hanmi Science supports its employees in preparing for the future. Hanmi's educational system is designed to enable employees to shine on a larger stage, encompassing systematic job training, customized competency enhancement programs, overseas training to cultivate global perspectives, and core talent programs for next-generation leaders. Furthermore, Hanmi Science conducts the H-MBA program to strengthen the competencies of core talents, based on a spirit of creation and challenge. The H-MBA, jointly operated by Maeil Business Newspaper, HR specialist Multicampus, and Hanmi Group, is known as the 'Real MBA' and involves leading domestic companies. This program is managed as an educational course designed to develop essential skills and business competitiveness required by professionals, helping them grow into key management leaders within the organization. Employees who complete the program with excellent results receive tuition support for master's and doctoral programs at higher education institutions, with recommendations from executives.

## Hanmi Science Education System




## Employee Training Status[1)]

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Number of Trainings | Cases | 431 | 696 | 603 |
| Cumulative Number of Training Beneficiaries | Persons | 258 | 330 | 322 |
| Education Cost (based on individual job training) | KRW | 107,756,196 | 177,750,701 | 213,193,740 |
| Average Training Hours per Person | Hours / Person | 28 | 83 | 75 |
| Training Cost per Person | KRW / Person | 252,949 | 383,911 | 427,242 |

1) Individual Job Training Criteria (excluding legally required training, onboarding training, etc.)

## H-MBA Completion Status

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Number of Completers | Persons | 4 | 2 | 4 |
| | | | **H-MBA Cumulative Completers (2016 ~ 2025)** | 23 |

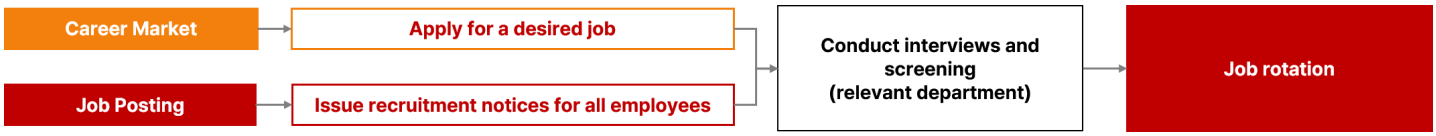
## 2025 Employee Competency Enhancement Training

| Topic | Content |
|---|---|
| Manager Leadership Competency Enhancement | Coaching, Performance Management, Workforce Operation, etc. |
| Internalization of Hanmi Group Vision | Reinterpreting Hanmi Group's vision to foster company loyalty and cultivate teamwork |
| Mutually Respectful Communication | Acquisition of communication methods based on understanding various judgment types |
| New Employee Self-Leadership | Fostering Internal Motivation and Work Accountability |
| Professional Business Manners and Mindset | Acquiring Basic Business Etiquette and Time Management Methods |
| Creative Reinterpretation of Hanmi Group's Talent Profile | Internalization, Creativity, and Collaboration Enhancement through Reinterpretation of Hanmi Group's Talent Profile |
| Business Simulation | Cultivating Business Acumen through Corporate Management Activity Simulation |
| AI/OA for Work Applications | Improving Work Productivity through Acquiring Practical AI Utilization Methods |
| Creating a Career Development Vision Board | Enhancing Organizational Adaptability through Career Development Path Design within Hanmi Group |
| Special Lecture on Correct Posture | Optimizing the Work Environment through Establishing a Healthy Lifestyle |
| On-the-Job Problem-Solving Workshop | Diagnosis of On-the-Job Strategies/Performance and Planning Issue Solutions Based on MBA Knowledge |
| Leadership Special Lecture through History | Insights into Unlearning Innovation and Leadership Competencies through Historical Events |
| Special Lecture on Mental Health Management | Recharging and Emotional Recovery for Burnout Rehabilitation |

## Job Rotation System 'Hanmi CDC' (Career Development Center)

Hanmi Group operates a job rotation system to foster the career development of its executives and employees. The job rotation system is designed to overcome the monotony that arises from performing the same job for extended periods by encouraging employees to take on new challenges, thereby supporting their individual career growth. Through this system, employees gain diverse work experiences, and by strategically placing top talent, the group realizes creativity, challenge, and innovation.

### Hanmi CDC Process




### Hanmi CDC Status by Year

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Job Posting Announcement | Persons | 9 | 5 | 6 |
| No. of Job Transfers | | 4 | 1 | 1 |

## Re-employment Support Service

Hanmi Science, based on Article 21-3 of the Act on Employment Promotion and Vocational Rehabilitation of Older Persons, provides services necessary for reemployment, such as career and aptitude diagnosis, future career planning, job placement, and education on reemployment or entrepreneurship, to employees nearing retirement age and those scheduled to leave due to retirement age, by entrusting these services to external companies.

# Evaluation System

Hanmi Science fosters an internal culture where employees can work enthusiastically through a performance-centric evaluation system. In accordance with annual management goals, executives and employees undergo semi-annual evaluations through EMP (Elite Manifesto Program) and HLP (Hanmi Leadership Program). EMP, a self-evaluation system, is a program that allows individuals to assess themselves and receive feedback based on the 10 virtues of the Elite Hanmi award, thereby self-checking their work direction aligned with management goals. HLP is an evaluation system for managers, including executives, where departmental practitioners evaluate and diagnose leaders, thereby strengthening proper leadership and team capabilities. The Elite Hanmi award and the 10 virtues of Leadership represent the commitment of employees towards Hanmi Science's direction and goals, and are core values of talent management.

| | | |
|---|---|---|
| EMP | **Team Member Evaluation (Team Members, Part Leaders)** | Self-diagnosis on 20 items (10 items for sales positions) based on semi-annual work performance |
| HLP | **Manager Evaluation (Group Leaders, Team Leaders)** | Diagnosing leadership across 20 items based on Hanmi's 10 Leadership Virtues |

## Evaluation Process

| 01 | 02 | 03 | 04 | 05 | 06 |
|---|---|---|---|---|---|
| Goal Setting | Performance Documentation | Performance Feedback | Self-Diagnosis | 1st Evaluation | 2nd Evaluation |

| | |
|---|---|
| Elite Hanmi Employee | A person who upholds fundamentals and values principles |
| | A proactive and creative person |
| | A person who breaks stereotypes from past frameworks |
| | Individuals with strong patience, tenacity, and drive for achievement |
| | A person trusted for sincerity and responsibility |
| | A person who values the organization more than selfish self-interest |
| | Individuals who are thorough and meticulous in all matters |
| | Individuals who work with deep and thoughtful consideration in all tasks |
| | A person who is passionate and dedicated to their work |
| | A person who sweats diligently, giving their best |

| | |
|---|---|
| Hanmi Leadership | Inclusive :Leadership through a family-like organizational culture that respects individuals |
| | Respected :Leadership based on morality and integrity |
| | Confidence-building :Leadership through thorough on-site training and learning |
| | Strategic and tactical :Leadership based on work importance and priorities |
| | Highly professional :Leadership in goal management (process management) |
| | Passionate and driven :Leadership in business innovation |
| | :Leadership that serves as an optimal Model for the virtues of an Elite Hanmi employee |
| | Actively participating in EMP-coaching and mentoring feedback for elite development :Leadership |
| | Decisive :Leadership, not indecisive in decision-making |
| | :Leadership that strictly onboards and offboards based on Elite potential |

# Compensation System

Hanmi Science operates a performance-based annual salary system for all employees, based on evaluations of individual achievements and capabilities. It implements a performance-based annual salary system based on EMP and HLP, and separately from this, operates the CIQ (Creative Individual Quarter) system, which involves setting creative goals for each department and rewarding based on the results.

| Salary | Management Performance Incentive (PI) |
|---|---|
| Once a year, comprehensively considering individual capabilities and performance salary compensation based on the annual salary determined by such considerations | Individual performance incentives based on semi-annual work performance are paid differentially twice a year |

## Introduction of Stock-Based Performance Compensation System

In 2025, Hanmi Group introduced a 'Stock-Based Performance Compensation System' to enhance employee loyalty and ownership, and to further strengthen the existing compensation system by providing incentives in company shares to employees who meet certain conditions. Hanmi Group believes that a performance-oriented compensation system is essential for securing future corporate competitiveness in the fiercely competitive global pharmaceutical and bio-industry, and will strive to attract global talent and establish a culture where all employees share a sense of ownership and grow together, thereby realizing sustainable corporate value.

| | |
|---|---|
| Performance-Based Stock Compensation (RSU: Restricted Stock Unit) | In cases where performance significantly impacting the enhancement of corporate value, such as increased sales and profits, new drug approval, and technology exports, is achieved, up to 100% of the annual salary equivalent in treasury shares is differentially paid. |
| Employee Productivity Incentive Stock Grant (RSA : Restricted Stock Award) | Employees can choose to receive 50-100% of their performance incentive amount in company shares based on semi-annual evaluation results.<br>Losses due to stock price decline are covered by the company. |

Additionally, the 'Proud Hanmi Person Award', established by Hanmi Group Chairman Song Young-sook since 2020, is limited to employees (not executives) and recognizes and encourages practical workers who have silently achieved results in unseen areas.

2025 Proud Hanmi Person Award Ceremony

SOCIAL

Welfare & Culture

# Welfare & Culture

## Fostering Corporate Culture

Hanmi Science operates various childcare support systems to help employees balance work and family life. The company supports various work arrangements such as maternity/paternity leave, reduced working hours for childcare, remote work, and flexible work schedules. These systems help employees manage both work and childcare. Additionally, the company operates an in-house daycare center, providing a safe and comfortable environment for employees' children. Furthermore, it fosters a culture where male employees can freely use parental leave, creating an environment where childcare responsibilities are shared and supported regardless of gender. Hanmi Science will continue its efforts to introduce various systems to enable employees to balance work and family.

### Hanmi Science Work Systems

| | |
|---|---|
| Flexible Work System | · A system where employees can freely choose their commute times and working days within the statutory working hours |
| Discretionary Work System | · A system that deems agreed-upon hours as worked for tasks where, given the nature of the work, it is necessary to entrust the method of task execution to the discretion of the employee |
| Flexible Work System | · A system that allows for flexible adjustment of working hours according to workload, enabling flexible responses to changes in work |
| Deemed Work System | · A system that considers agreed-upon hours as worked when it is difficult to calculate actual working hours due to work performed outside the workplace or other reasons |

Hanmi Science implements various work systems tailored to the characteristics of each workplace and individual's life. In addition, an online work hour management system is operated to ensure the smooth activation of these systems. This system not only allows real-time management of work hours but also helps employees plan their vacations in advance. Furthermore, as part of the selective work system, a PC OFF system is operated, which automatically shuts down PCs at the end of work hours designated by the employee.

### Lifecycle-based Childcare Support System

| | |
|---|---|
| Pregnancy Period | · Implementation of reduced working hours system to encourage childbirth<br>· Paid leave for regular prenatal check-ups |
| Childbirth Period | · 100% of ordinary wages for 60 days during maternity leave<br>· Provision of pre/post-natal leave (120 days) and spouse's paternity leave (up to 20 days) |
| Child-Rearing Period | · Reduced working hours system during childcare period and parental leave |

## Employee Welfare Benefits System

| | |
|---|---|
| Employee-Driven Elective Benefits | · Actual expense support up to KRW 500,000 per year<br>- Self-development (academy fees, sports facilities, books)<br>- Hobbies/Leisure (OTT subscription fees, cultural event tickets, travel)<br>- Family medical expenses (medical expenses for self and family, pet medical expenses, eyeglasses, medical devices) |
| Life Stability | · In-house loan support for housing funds/living stability<br>· Group accident insurance enrollment |
| Medical | · Support for one annual health check-up and discount on health check-up costs for employee family members<br>· Psychological counseling support |
| Family / Special Occasions | · Personal marriage, child's first birthday, child's marriage, parents' (including spouse's) 60th (Hwangap) or 70th (Gohui) birthday, 80th birthday, bereavement<br>- Congratulatory/condolence money, special leave, wreaths/floral arrangements, memorial items, funeral welfare worker support<br>· Provision of celebratory welfare points<br>- KRW 500,000 for childbirth (including spouse), KRW 100,000 for child's elementary school admission<br>· Childcare/education support for multi-child families (from the second minor child) KRW 300,000 per quarter<br>· University tuition support for children (regardless of number of children)<br>· Operation of Family Day<br>· Operation of childcare centers (Headquarters, Paltan workplace) |
| Welfare Points | · Provision of KRW 500,000 welfare points per year<br>- KRW 100,000 each for Seollal (Lunar New Year), Chuseok (Korean Thanksgiving), birthday, Labor Day, and anniversary of foundation<br>· Welfare card issuance |
| Recreation/Culture | · Discounts at in-house welfare mall partner stores (shopping malls, performances, theme parks, travel, etc.)<br>· Employee accommodation at member rates using corporate condo memberships<br>· Company support for employees using Chinese restaurant 'Eoyang' on public holidays |
| Work Environment | · Operation of employee lounges at all workplaces (providing refreshments and rest areas)<br>· Uniform support by job role<br>· Operation of women's lounges and nursing rooms<br>· Operation of in-house cafe (EQUAL GARDEN) at headquarters<br>· Operation of headquarters' fitness facility (BALANCE LAB)<br>· Provision of welcome gifts for new hires |
| Post-retirement Life | · Operation of retirement pension system (Defined Benefit (DB), Defined Contribution (DC))<br>· Support for re-employment assistance programs (linking with external education programs/life design and career change support education, etc.) |
| Refreshment Leave | · Year-end refresh leave system |
| Self-development | · University tuition support (upon selection) |
| Long-term Service / Excellent Employees | · Provision of gold bar service anniversary plaque for long-term service (10g for 10 years, 20g for 20 years, 30g for 30 years)<br>· Rewards for excellent employees |

SOCIAL

# Social Contribution

# Social Contribution

## Hanmi Group Social Contribution

Based on its management philosophy of respecting humanity and creating value, Hanmi Group fulfills its corporate social responsibility to build a healthy society and a sustainable future. Hanmi Group's social contribution initiatives are driven by three core values: Life (Respecting Life), Co-existence (Growing Together), and Future (Sustaining Tomorrow). In the Life domain, we promote the value of respecting life by enhancing healthcare accessibility for vulnerable groups and supporting healthy living. In the Co-existence domain, we collaborate with local communities to build a foundation for sustainable growth and realize the value of co-existence with various stakeholders. In the Future domain, we demonstrate our commitment to a sustainable society through environmental protection, support for future generations, and employee participation activities. Hanmi Group will continue to create social value based on its expertise as a healthcare company, contributing to a healthier and more sustainable society.

**Hanmi Group CSR Slogan / Mission**

"Caring for **LIFE**, Sharing **HOPE**"

**Respect for Humanity, grow together, and continue tomorrow through sharing.**

**Vision**

| Respecting Life, Hanmi | Growing together, Hanmi | Sustaining Tomorrow, Hanmi |
|---|---|---|
| Life / Health / Healthcare Access | Community / Cooperation / Win-win | Environment / Future Generation / Participation |
| **Expanding health equity and realizing the value of respect for life**<br>Medicines for Vulnerable People<br>Support for medical and living expenses<br>Awards and academic support for medical personnel<br>a campaign to donate blood to executives and employees | **Building a win-win cooperation ecosystem in the local community**<br>Supporting the livelihood of the vulnerable in the region<br>a community cooperation program<br>cultural and educational support activities<br>Promotion of community diversity and inclusion | **Environmental protection and expanding participation of future generations**<br>environmental and ecological protection activities<br>Future Generation Environmental Education<br>Employee Participation Volunteer Program<br>Disaster and Crisis Response Support |

**Mid- to long-term objectives and strategies**

Establish the foundation (2026~27)

| Respecting Life | Growing together | Sustaining Tomorrow |
|---|---|---|
| **Build a health support base model**<br>- Consultation > Support > Establishment of a health support system linked to follow-up management<br>- Increased drug costs by 10% per year for vulnerable groups<br>- 1,000 people participated in blood donation and life sharing activities per year | **Laying the foundation for regional cooperation**<br>- Early detection and prevention campaign for missing children<br>- 300 sets of living and welfare kits per year are supported<br>- Establishment of partnerships with key cooperative organizations by region | **Building a Foundation for Sustainable Engagement**<br>- 5% annual expansion of employee participation programs<br>- Promote environmental and ecological protection activities more than four times a year<br>- 200 people participated in environmental and social education for future generations per year |

Expansion/Advancement(2028~30)

| | | |
|---|---|---|
| **Health Program Extensions**<br>- Regional-based health support programs expand nationwide<br>- Expansion of disease prevention-oriented health campaigns<br>- Establishment of an integrated operating system for patient assistance programs | **Expand regional cooperation networks**<br>- Establishment of network of cooperative organizations by region<br>- Expansion of social contribution programs specialized in workplaces<br>- More than 1,500 people a year in community support | **Participatory CSR Extensions**<br>- Accumulated 10,000 employees participated in volunteer work<br>- Promote environmental and ecological protection activities more than 6 times a year<br>- Expansion of problem-solving CSR activities based on technology&products |

Strengthen Leadership (2031~35)

| | | |
|---|---|---|
| **Equipped with Hanmi-type Health Support Model**<br>- Establishment of Korea-U.S. Healthcare Platform<br>- Increase health support for vulnerable groups by 20% per year<br>- Disease prevention&health education spread nationwide | **Building a win-win cooperative ecosystem**<br>- Establishment of seven regional cooperation networks nationwide<br>- More than 2,000 people a year in community support<br>- Hanmi CSR Digital Magazine Published | **Securing Sustainable Social Contribution Leadership**<br>- Accumulated 15,000 employees participated in volunteer work<br>- Promote environmental and ecological protection activities more than 8 times a year<br>- Fostering and investing in social innovation healthcare ventures |

## 2025 Hanmi Science Social Contribution Costs Status

| 2025 Total Donations (Separate Basis) | 2025 Volunteer Employee Number/Hours (Separate Basis) |
|---|---|
| **KRW 1.4 hundred million** | **152 persons / 358 hours** |

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| **Social Contribution Activity Costs** | KRW 100M | - | 0.1 | 0.2 |
| **Donations** | | 5.2 | 112 | 1.4 |
| **Volunteer Employee Number/Hours** | persons/hours | 55/163 | 105/334 | 152/358 |

## Social Contribution Achievements

| Organizer | Content |
|---|---|
| Ministry of Health and Welfare | 2025 Community Contribution Recognition Company (Newly Recognized) |
| Korean Red Cross | Medal of Honor |

# Employee Sharing Program

## Hanmi Family's Lifestyle Customized Volunteer Program Han·Ra·Bong

| Core Values | No. of volunteers (2025 / Cumulative) | 1,011persons /4,922persons |
|---|---|---|
| Spontaneity, Continuity, Sincerity | | |
| **Direction** | Participation hours (2025 / Cumulative) | 2,603hours /14,851hours |
| Local communities, Underprivileged persons, Environmental preservation | | |

※ Cumulative Volunteer Period: 2017 ~ 2025.12.31 (Based on Hanmi Group domestic workplaces)

Hanmi Group recruits employee volunteers and conducts various sharing programs through Han·Ra·Bong (Hanmi Family's Lifestyle Customized Volunteer Program), an in-house online volunteer platform established in 2022. Han·Ra·Bong operates under themes such as children/adolescents, people with dis abilities, seniors, environment/family, and is a volunteer system that allows individuals to proactively choose activities that suit their circumstances and c onditions. Additionally, to support and encourage employee participation, we operate an awards program that calculates and rewards social contribution activity participation points over one year.

| Han·Ra·Bong Social Contribution Activity Themes | | | |
|---|---|---|---|
| **Children·Adolescents** | **People with Disabilities** | **Seniors** | **Environment / With Family** |
| · Hickman Catheter Production for Pediatric Cancer Patients<br>· Local Children's Living Furniture Production<br>· Refugee Family Bazaar Operation Assistance<br>· Stray Dog & Cat Shelter Operation Assistance | · Assistance for Programs at Sheltered Workshops for the Disabled<br>· Production of Books for the Visually Impaired (Braille Picture Books/E-book Support)<br>· Production of Daily Living KITs for the Hearing Impaired<br>· Assistance for Sports Programs for the Disabled (Hiking, Goalball, Swimming) | · Cooking Side Dishes for Elderly Living Alone<br>· Making Handmade Snacks for Elderly Living Alone<br>· Kimchi-making for Sharing Activity | · Hanmi Green Forest Creation (Pyeongtaek, Gyeonggi-do)<br>· Eradication of Ecosystem-disrupting Plants<br>· Support for Reuse & Sharing Store Operation<br>· Plogging & Jupging Hanmida |

## Love Blood Donation Campaign

| | |
|---|---|
| Volume of donated blood (cumulative) | **3,667,200cc** |
| No. of donors / Years of donations (cumulative) | **11,460**persons **/45**years |
| No. of blood donation certificates (cumulative) | **4,790** certificates |

※ Criteria: 1981~2025.12.31 / Hanmi Group domestic business sites

Hanmi Group's 'Love Blood Donation Campaign,' now in its 45th year, is the longest-running public service campaign in the domestic pharmaceutical industry, continuing since its founder, the late Chairman Lim Sung Ki, participated in the opening of 'Blood House' at Seoul City Hall Station in November 1980. In 2025, the campaign was held at all business sites, including Hanmi Science headquarters, Hanmi Pharmaceutical Pyeongtaek Bio Plant, Paltan Smart Plant, and R&D Center, with 658 employees participating. Employees who participated in blood donation voluntarily donate their blood donation certificates, which are then given to employees requiring emergency transfusions and patient organizations such as the Korea Blood Cancer Association. Additionally, in 2025, 300 blood donation certificates along with Hickman catheter pouches personally made by employees were delivered to the Korea Childhood Leukemia Foundation.

## Employee-Pharmacist Collaborative Social Contribution Project 'Big Heart PLUS'

| | |
|---|---|
| Cumulative donations | **KRW 102,345,019** |
| Cumulative no. of child patients supported | **32**persons |

※ Criteria: 2018~2025.12.31

Hanmi Group is conducting a fundraising project for the community, aiming for employees and pharmacists to jointly practice the value of respect for humanity. Through the communication channel within Hanmi Group's specialized medical portal 'HMP,' pharmacists directly propose beneficiaries in need and voluntarily participate in donations. During the fundraising period, with active participation from pharmacists, various cases are submitted. An in-house social worker then reviews supporting documents and conducts internal deliberation to determine eligibility and select beneficiaries. In 2025, seven cases, including patients with short bowel syndrome and self-sufficient youth, were selected, and a total of KRW 18,273,965 was raised and delivered to the beneficiaries.

## Anniversary Volunteer Week Big Heart Volunteer Week (BIG HEART Volunteer Week)

| Total no. of participants | 500persons | Total no. of programs | 7 |
|---|---|---|---|

| Big Heart Volunteer Week Activity Programs | | | | | | |
|---|---|---|---|---|---|---|
| **Workplace Environmental Cleanup Activities** | **Hanmi Group Han River Guardians** | **Seniors Living Alone Sharing Hangwa (Traditional Korean Confectionery)** | **Multicultural Families Bazaar Item Donation** | **Children with visual impairments Braille books and TenTen sharing** | **Elderly with hearing impairments Health bundle sharing** | **Seoul's shantytown Honey donation** |
| Plogging activities near each Hanmi Group company's business site for local community environmental clean-up | Removal of ecosystem-disrupting plants for the protection of endangered species | For elderly living alone, Hangwa donation | For multicultural families, sharing of daily necessities, food, toys, and other items by employees | For children with visual impairments, donation of Braille books and TenTen | For elderly with hearing impairments, sharing of soy milk, health functional foods, etc. | Sharing honey secured through the BEE-Happy project with residents of Seoul's shantytown villages |

To commemorate the 52nd anniversary of Hanmi Group's founding, the founding anniversary volunteer week, 'BIG HEART Volunteer Week,' was held. From September 20 to October 2, 2025, a two-week period was designated as the volunteer week, during which approximately 500 employees participated in various volunteer programs, engaging in acts of sharing and compassion for the local community and vulnerable groups. The volunteer week included seven sharing programs: environmental clean-up activities at business sites, Hanmi Group Han River Keepers, Hangwa sharing for elderly living alone, donation of bazaar items for multicultural families, Braille books and Tenten sharing for children with visual impairments, health bundle sharing for elderly with hearing impairments, and BEE-Happy honey donation for Seoul's shantytown villages. Through these activities, Hanmi Group reaffirmed its long-standing management philosophy of 'Respect for Humanity' and 'Value Creation,' thereby fulfilling its essential role as a pharmaceutical company and its social responsibilities.

## Internal systems for promoting a culture of social contribution and a virtuous cycle of social value

### 'Hanmi Big Heart Award' for outstanding social contribution participants

Since 2018, Hanmi Group has been operating the 'Hanmi Big Heart Award' program, which recognizes employees' social contribution based on their annual volunteer activity scores, to encourage participation. This system officially acknowledges the contributions of outstanding participants, going beyond mere commendation to foster a social contribution culture created together by employees. Through this system, the company continuously supports employee volunteerism and further disseminates the value of sharing throughout the organization.

### Incentive System

Hanmi Group operates a reward system to promote employee participation in social contribution activities and establish a virtuous cycle. Employees who contribute to creating Social Value (SV) are not only honored with the Hanmi Big Heart Award but also receive welfare points, enabling them to purchase products or use various services at the company's welfare mall. Furthermore, by allowing employees to donate the welfare points awarded as incentives to underprivileged groups through the internal fundraising project 'Big Heart Plus,' a virtuous cycle model that spreads the value of sharing has been established. We are building a model that creates a virtuous cycle through welfare point donations. This virtuous cycle model is expected to be an effective means for Hanmi Group to expand its social contribution culture and the value of sharing within the organization, while also fulfilling its social responsibilities for the community together with its employees.

| SV Creation | | SV Incentive Payment | | SV Point Usage |
|---|---|---|---|---|
| · Employee Volunteer Service<br>· Blood Donation of Love<br>· Participation in Internal Campaigns<br>· SV Idea Proposal | ▶ | Through participation and internal review, welfare points usable like cash are provided | ▶ | · Use of internal welfare mall<br>· Donation of points to underprivileged groups |

## Emergency Disaster Relief Supplies Support

Hanmi Science supported over 30,000 relief items to areas severely damaged by large forest fires, including Sancheong-gun in Gyeongsangnam-do, and Yeongdeok-gun and Yeongyang-gun in Gyeongsangbuk-do, in March 2025. In consultation with local governments, a total of approximately 30,000 relief items were delivered, including 20,000 packs of 'Whole Soy Milk Korean Black Bean High Calcium' and 10,000 cans of the energy drink 'Premium Recipe.' These items were distributed not only to residents in affected areas but also to on-site response personnel such as firefighters and volunteers.
Furthermore, in July, the company supported over 35,000 relief items to regions severely affected by heavy rainfall across the country, contributing to prompt recovery efforts. Approximately 35,000 relief items, including over 21,000 packs of Whole Soy Milk and over 14,000 cans of the energy drink Premium Recipe, were delivered to six flood-affected areas, including Gapyeong in Gyeonggi-do, Sancheong in Gyeongsangnam-do, Buk-gu in Gwangju, and Dangjin, Asan, and Yesan in Chungcheongnam-do, which suffered the most severe damage. The relief supplies were provided not only to flood victims but also to volunteers and military personnel supporting recovery operations. Hanmi Science was awarded an honorary medal from the Korean Red Cross in recognition of its swift disaster relief efforts.
Beyond simple donations, Hanmi Group operates an emergency social contribution system that prioritizes immediate on-site response in disaster situations. We will continue to provide practical assistance for community recovery and the protection of disaster victims.

# Community Shared Growth Programs

## Campaign for Early Detection and Prevention of Missing Children

Hanmi Science signed a business agreement with the Seoul Gangdong Police Station for the early detection and prevention of missing children. Through this agreement, a QR code linking to the National Police Agency's 'Safety Dream App' will be affixed to the top lid of Hanmi TenTen Multi Vitamin. Registering children's fingerprints and photos via the QR code can help quickly locate missing children. This initiative is highly significant as it naturally conveys missing child prevention messages through TenTen, which is familiar to children. Hanmi Group plans to expand this campaign to various consumer healthcare products, including the over-the-counter medicine 'TenTen Chewable Tablets,' starting with this agreement.

## Multicultural Family Support Programs

| | |
|---|---|
| Amount of financial support for the Ansan Global Youth Center (cumulative) | **KRW 860M** |
| Number of people receiving support in the Ansan multicultural family (cumulative) | **154,295** persons |

※ Cumulative basis: 2011 ~ 2025.12

Hanmi Group is undertaking various support programs with Ansan Global Youth Center and World Citizens' Forum to help multicultural and immigrant background families settle stably in Korea. Through the Ansan Global Youth Center, we provide emergency living expenses (such as medical and educational fees) for multicultural families and support the operation of 'Kkumbit School,' a commissioned school to help youths adapt to Korean schools. Furthermore, in collaboration with the World Citizens' Forum, we provide university entrance scholarships for first-year university students from immigrant backgrounds to establish the identity of multicultural children and youth and expand opportunities for talent development. We also run programs like the World Citizen Gahyun Fellowship, which enables cultural exchange with promising international artists, and art and music education programs.

Ansan Global Youth Center 'Kkumbit Art Festival'

Gahyun Fellowship 'Scholarship Award Ceremony'

# Cultural Arts Contribution Programs

## Light & Sound Sharing Concert & Light & Sound Hope Fund

| | |
|---|---|
| Total Amount of the Sound of Light Hope Fund (cumulative) | **KRW 377M** |
| Total no. of disabled children who have received help (cumulative) | **350** persons |

※ Standard: 2013~2025.12.31

Since 2013, Hanmi Group has been operating the 'Light & Sound Hope Fund' project, collaborating with the Medical Philharmonic Orchestra (MPO), an orchestra composed of doctors from Seoul National University College of Medicine, to organize charity concerts for children and adolescents with disabilities and raise donations. The funds raised are used to support art education activities for 'Hanullim Ensemble' of The Sarang Welfare Center, comprised of adolescents with developmental disabilities who play the xylophone, and 'Eoullim Ensemble,' a classical ensemble from Seongdong Comprehensive Welfare Center for the Disabled.

## Employee Cultural Arts Sharing Programs

As part of its patronage activities, Hanmi Group has been operating the employee cultural arts sharing program <Today is a Good Day for Art Appreciation!> in conjunction with the Korea Mecenat Association since 2024. In 2025, classical concerts were held at the Hanmi Science headquarters and the Hanmi Pharmaceutical R&D Center. This initiative broadened employees' understanding of patronage and allowed them to directly experience the creative passion of artists, fostering an environment where both artists and employees can achieve mutual growth.

## (Foundation) Gahyun Cultural Foundation Museum Hanmi

Based on the founder's firm belief to "create better medicines with our own technology," Hanmi Group consistently supports the Gahyun Cultural Foundation (established in 2002), committed not only to the physical health of the public but also to their spiritual enrichment and the development of culture and arts. The non-profit Gahyun Cultural Foundation, which began as the Hanmi Museum of Photography (opened in 2003), the first photography-specialized art museum in Korea, changed its name to Museum Hanmi in 2022 and now operates three branches: Bangi, Samcheong, and Gimpo.

Museum Hanmi Samcheong, the flagship museum, is committed to preserving cultural heritage and sharing it with the public. It preserves artworks in optimal conditions, embracing the traditions of photography while showcasing its expansion into contemporary art. Museum Hanmi Bangi strives to become a cultural space for office workers, rooted in the traditions of photography. Museum Hanmi Gimpo, with its traditional Korean house (hanok) and beautiful garden, is preparing various programs to contribute to local cultural development.

Since its opening, Museum Hanmi has engaged with visitors through exhibitions that survey the flow of world photographic history, from late 19th-century documentary photographs to works by contemporary photographers (over 153 exhibitions as of 2025), and through the development of exhibition-related programs. It also collects, researches, and publishes works of significant artistic and historical value, expanding opportunities for public cultural enjoyment. Furthermore, through the Museum Hanmi Research Institute (established in 2009), it focuses on researching Korean photographic history data, conducting studies, and securing oral records, and actively promotes photographic culture through the operation of the Museum Hanmi Academy (opened in 2012).

Just as Hanmi Group spearheaded "the path less traveled" and became a protagonist in the history of Korea's pharmaceutical and bio-industry development, we will actively support the cultural arts of Korea to become protagonists on the world stage through continuous interest and sponsorship.

### Exhibitions

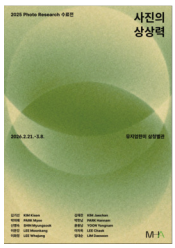
**<Status of Photography Exhibitions Held in 2025>**

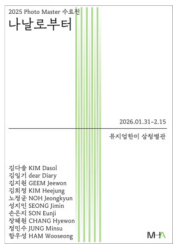
| | | |
|---|---|---|
| Museum Hanmi Samcheong | 《Icons of an Era: Arnold Newman and Magazines, 1938-2000》 | 2024.11.29~2025.04.06 |
| | 《Magnum in Photobooks 1943-2025》 | 2025.05.23~2025.10.19 |
| | Luigi Ghirri, 《Infinite Landscapes》 | 2025.12.12~2026.03.15 |
| Museum Hanmi Samcheong (Annex) | Park Hyung-ryul Solo Exhibition 《Connecting Mountains: Being a Mountain》 | 2024.10.25~2025.01.19 |
| | Yang Seung-won Solo Exhibition 《Epoche of the Boundary》 | 2025.04.25~2025.07.20 |
| | 24/25 MH Talent Portfolio Two-person Exhibition 《Kim Young-jun · Jiwon Kim》 | 2025.07.25~2025.10.19 |
| | Cho Sun-hee Solo Exhibition 《FROZEN GAZE》 | 2025.10.31~2026.01.25 |
| Museum Hanmi Bangi | 《Beyond the Boundaries》 100 Years of Korean Art Photography (1920s~2020s) | 2024.05.16~2025.11.30 |
| | 《Ancient Landscapes_Focusing on Gyeongju, Silla Land》 | 2025.12.22~2026.06.30 |
| Museum HanmiGimpo | 《My Hometown》 Kim Nyoung-man Photography Exhibition | 2024.08.01~2025.12.31 |
| External | 《Mega Seoul 8 Decades I'll Live in Seoul》 | 2025.04.11~2025.07.11 |

## Education

Museum Hanmi expands the public nature of the museum through multifaceted programs and continuously communicates with visitors from various bac kgrounds. Based on program operations that connect education, exhibitions, local communities, and daily life, the museum contributes to deepening the understanding of photographic art and broadening the scope of cultural and artistic experiences.

### <Museum Hanmi Academy>




Museumhanmi Academy operates as an open educational platform where creation and co mmunication take place, based on the expansion of photographic art, and seeks new poss ibilities for museum education. It operates based on an integrated educational structure th at encompasses the understanding and practice of photography, aiming for a learning exp erience where theory and practice, criticism and production are organically linked. Throug h a small-class system and individualized customized guidance, it supports in-depth work, and through linkage with the museum, it creates a structure where education, exhibitions, and creation are expanded. Through these operations, over 100 students participate each year, leading to achievements in building a creative foundation.

| Category | Unit | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|
| **Completion** | Persons | 164 | 156 | 46 | 94 | 81 | 95 | 115 | 121 |

### <Community-linked Educational Programs>

In addition to exhibition-linked programs, on Culture Day each month, we offer photography culture education to children/middle school students, local r esidents, and nearby office workers, providing opportunities to expand their understanding and experience of photographic art. Furthermore, based on c ooperation with the local community, we operate various linked programs to expand cultural accessibility and realize community contribution through ed ucation.

Museum Hanmi 'Culture Day', 'Children's Program', 'Community-linked Program' Photos of ongoing educational programs

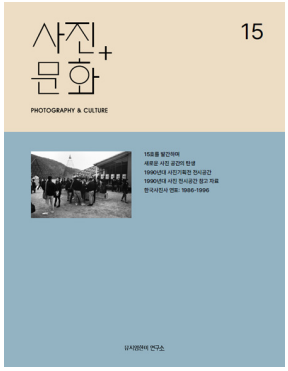
| Program | Description | Period of Operation |
|---|---|---|
| Samcheong, Captured Through Our Waterway Stories | Based on photographic media, performing recording, expression, and m edia activities, a project that solves local problems centering on cultural heritage. | 2025.03 ~ 2025.06 |
| Our Stories Drawn with Light | As a process of undertaking a single project through photography, a pro gram that shares reflections on what meaning and stories images can ho ld for us. | 2025.05 |
| Inspiration Class for Bookstore Travelers | On a 'Map Written in Words' from neighborhood story mapping, through activities where residents directly record their experiences, memories, a nd changes, a program that reinterprets maps and shares diverse persp ectives and experiences about spaces within the community. | 2025.07 ~ 2025.08 |
| Our Neighborhood, Walking with a Camera | A photography activity that records various aspects of the region from in dividual perspectives, aiding self-growth and interaction among local res idents. | 2025.09 ~ 2025.10 |

### Artist Support Program

#### <MH Talent Portfolio>

We publicly invite portfolios encompassing diverse themes and formats from artists in their 30s and 40s who create expanded visual art works based on photographic media. Submitted portfolios are thoroughly reviewed, and external reviewers are invited for artist presentations. The four selected artists a re matched with programs tailored to their individual work directions and timelines, receiving support for the expansion of their creative activities. Among these, two artists are matched with the VIEW ReVIEW program, which participates in 'Meeting Place,' a portfolio review program by FotoFest in Houston, USA, a partner of Museum Hanmi. Through VIEW ReVIEW, Museum Hanmi serves as a strong helper, enabling domestic artists to expand their scope of a ctivity overseas and form international networks.

### Research




Photography+Culture No. 15

Museum Hanmi Institute (formerly the Korean Institute of Photographic Culture Research) is an academic research institution established by Gahyeon Cultural Foundation in January 2009 with the purpose of coll ecting, organizing, preserving, and researching materials on Korean photography history. Currently, Muse um Hanmi Institute is conducting an oral history project for elder Korean photographers and collecting his torical materials on Korean photography. It collects and researches the production context and historical s ignificance of Korean photography through literature and the memories of individuals and organizations, t hereby contributing to the understanding of Korean photographic culture.

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Financial Performance

# Financial Performance

## Hanmi Science Standalone Statement of Economic Value Generated and Distributed

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| **Economic Value Generated** | | | | |
| Revenue | KRW100M | 1,864 | 1,935 | 2,315 |
| (1) Domestic Sales | KRW100M | 1,576 | 1,703 | 2,055 |
| (2) Exports (excluding royalty income) | KRW100M | 43 | 36 | 29 |
| (3) Royalty Income | KRW100M | 245 | 196 | 231 |
| **Economic Value Distributed** | | | | |
| Employee Education & Training Expenses | KRW100M | 1 | 1 | 3 |
| Social Contribution Expenses+Donations | KRW100M | 5.2 | 112.1 | 1.6 |
| Purchases from Suppliers | KRW100M | 462 | 587 | 779 |
| Dividends | KRW100M | 136 | 203 | 203 |
| Earnings Per Share (EPS) | KRW | 502 | 227 | 597 |
| ROE | % | 6.8 | 3.1 | 7.4 |
| Corporate Income Tax Expense (Income) | KRW100M | 33 | 15 | 73 |

### Hanmi Science Standalone Detailed Revenue Statement

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Revenue | KRW100M | 1,864 | 1,935 | 2,315 |
| (1) Product Sales | KRW100M | 418 | 397 | 459 |
| (2) Merchandise Sales | KRW100M | 515 | 598 | 784 |
| (3) Contract Manufacturing Sales | KRW100M | - | - | - |
| (4) Technology Export Revenue | KRW100M | 245 | 196 | 231 |
| (5) Fees | KRW100M | 154 | 166 | 215 |
| (6) Dividends | KRW100M | 140 | 158 | 197 |
| (7) Other Revenue | KRW100M | 393 | 420 | 429 |
| Cost of Sales | KRW100M | 819 | 875 | 1,027 |
| (1) Cost of Product Sales | KRW100M | 373 | 344 | 383 |
| (2) Cost of Merchandise Sales | KRW100M | 279 | 339 | 451 |
| (3) Other Cost of Sales | KRW100M | 167 | 192 | 193 |
| Cost of Sales Ratio | % | 44% | 45% | 44 |
| Selling and Administrative Expenses | KRW100M | 560 | 671 | 723 |
| Selling and Administrative Expense Ratio | % | 30% | 35% | 31 |
| Operating Profit | KRW100M | 485 | 389 | 565 |
| Operating Profit Margin | % | 26% | 20% | 24 |
| Profit Before Tax | KRW100M | 374 | 139 | 478 |
| Profit Before Tax Margin | % | 20% | 7% | 21 |
| Net Profit | KRW100M | 341 | 154 | 405 |
| Net Profit Margin | % | 18% | 8% | 17 |

# Online Pharm Table of Economic Value Generated and Distributed (Separate Basis)

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| **Economic Value Generated** | | | | |
| Revenue | KRW 100M | 10,712 | 11,003 | 11,367 |
| (1) Domestic Sales | KRW 100M | 10,270 | 10,515 | 10,833 |
| (2) Fees | KRW 100M | 442 | 488 | 534 |
| **Economic Value Distributed** | | | | |
| Employee Education & Training Expenses | KRW 100M | 2 | 3 | 2 |
| Donations | KRW 100M | 5 | 9 | - |
| Purchases from Suppliers | KRW 100M | 9,525 | 9,806 | 10,075 |
| Dividends | KRW 100M | 100 | 100 | 120 |
| ROE | % | 24.5 | 22.6 | 25 |
| Corporate Income Tax Expense (Income) | KRW 100M | 44 | 44 | 57 |

ESG Factbook

EHS Management Performance

# EHS Management Performance | Environment

## Greenhouse Gas Emissions

### Hanmi Science Greenhouse Gas Emissions (SCOPE 1+2)

| Category | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| **Total (SCOPE 1+2)** | | | | | |
| **Total Emissions** | SCOPE 1+2 | $tCO_{2eq}$ | 9,544 | 9,695 | 10,546 |
| Direct Emissions | SCOPE 1 | $tCO_{2eq}$ | 3,931 | 3,922 | 4,423 |
| Indirect Emissions | SCOPE 2 | $tCO_{2eq}$ | 5,615 | 5,775 | 6,124 |
| Total Emissions Intensity | Per Sales Revenue | $tCO_{2eq}$/KRW 100M | 5.05 | 4.95 | 4.50 |
| **Headquarters[1)]** | | | | | |
| **Total Emissions** | SCOPE 1+2 | $tCO_{2eq}$ | 1,034 | 1,069 | 1,030 |
| Direct Emissions | SCOPE 1 | $tCO_{2eq}$ | 216 | 220 | 234 |
| Indirect Emissions | SCOPE 2 | $tCO_{2eq}$ | 819 | 849 | 796 |
| **Songtan Plant** | | | | | |
| **Total Emissions** | SCOPE 1+2 | $tCO_{2eq}$ | 8,217 | 8,312 | 9,225 |
| Direct Emissions | SCOPE 1 | $tCO_{2eq}$ | 3,715 | 3,702 | 4,189 |
| Indirect Emissions | SCOPE 2 | $tCO_{2eq}$ | 4,503 | 4,611 | 5,037 |
| **Pyeongtaek Logistics Center** | | | | | |
| **Total Emissions** | SCOPE 1+2 | $tCO_{2eq}$ | 241 | 259 | 240 |
| Direct Emissions | SCOPE 1 | $tCO_{2eq}$ | 0 | 0 | 0 |
| Indirect Emissions | SCOPE 2 | $tCO_{2eq}$ | 241 | 259 | 240 |
| **Songpa Logistics Center** | | | | | |
| **Total Emissions** | SCOPE 1+2 | $tCO_{2eq}$ | 52 | 55 | 51 |
| Direct Emissions | SCOPE 1 | $tCO_{2eq}$ | 0 | 0 | 0 |
| Indirect Emissions | SCOPE 2 | $tCO_{2eq}$ | 52 | 55 | 51 |

1) Hanmi Science.'s headquarters greenhouse gas emissions are calculated including the emissions of Ermuruss, which is under Hanmi Science.'s operational control.

### Key Subsidiaries Greenhouse Gas Emissions (SCOPE 1+2)

| Category | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| **Online Pharm** | | | | | |
| **Total Emissions** | SCOPE 1+2 | $tCO_{2eq}$ | 270 | 287 | 290 |
| Direct Emissions | SCOPE 1 | $tCO_{2eq}$ | 205 | 219 | 226 |
| Indirect Emissions | SCOPE 2 | $tCO_{2eq}$ | 65 | 68 | 65 |
| Total Emissions Intensity | Per Sales Revenue | $tCO_{2eq}$/KRW 100M | 0.03 | 0.03 | 0.03 |

# Energy

## Hanmi Science Energy Consumption

| Category | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| **Total** | | | | | |
| **Total Energy Consumption** | | GJ | 194,629 | 197,801 | 214,909 |
| Direct Energy | LNG, etc. | GJ | 77,274 | 77,126 | 86,927 |
| Indirect Energy | Electricity | GJ | 117,356 | 120,676 | 127,982 |
| | Steam | GJ | 0 | 0 | 0 |
| Renewable Energy Consumption | | GJ | 0 | 0 | 0 |
| Energy Consumption Intensity | Per Sales Revenue | GJ/KRW 100M | 102.98 | 100.89 | 91.72 |
| **Headquarters[1)]** | | | | | |
| **Total Energy Consumption** | | GJ | 21,145 | 21,866 | 20,956 |
| Direct Energy | LNG, etc. | GJ | 4,019 | 4,118 | 4,315 |
| Indirect Energy | Electricity | GJ | 17,127 | 17,748 | 16,641 |
| | Steam | GJ | 0 | 0 | 0 |
| Renewable Energy Consumption | | GJ | 0 | 0 | 0 |
| **Songtan Plant** | | | | | |
| **Total Energy Consumption** | | GJ | 167,343 | 169,357 | 187,861 |
| Direct Energy | LNG, etc. | GJ | 73,256 | 73,008 | 82,612 |
| Indirect Energy | Electricity | GJ | 94,088 | 96,350 | 105,249 |
| | Steam | GJ | 0 | 0 | 0 |
| Renewable Energy Consumption | | GJ | 0 | 0 | 0 |
| **Pyeongtaek Logistics Center** | | | | | |
| **Total Energy Consumption** | | GJ | 5,043 | 5,413 | 5,025 |
| Direct Energy | LNG, etc. | GJ | 0 | 0 | 0 |
| Indirect Energy | Electricity | GJ | 5,043 | 5,413 | 5,025 |
| | Steam | GJ | 0 | 0 | 0 |
| Renewable Energy Consumption | | GJ | 0 | 0 | 0 |
| **Songpa Logistics Center** | | | | | |
| **Total Energy Consumption** | | GJ | 1,098 | 1,164 | 1,067 |
| Direct Energy | LNG, etc. | GJ | 0 | 0 | 0 |
| Indirect Energy | Electricity | GJ | 1,098 | 1,164 | 1,067 |
| | Steam | GJ | 0 | 0 | 0 |
| Renewable Energy Consumption | | GJ | 0 | 0 | 0 |

1) Hanmi Science.'s headquarters greenhouse gas emissions are calculated including the emissions of Ermuruss, which is under Hanmi Science.'s operational control.

## Key subsidiaries Energy Consumption

| Category | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| **Online Pharm** | | | | | |
| Total Energy Consumption | | GJ | 4,456 | 4,723 | 4,761 |
| Direct Energy | LNG, etc. | GJ | 3,089 | 3,307 | 3,406 |
| Indirect Energy | Electricity | GJ | 1,367 | 1,415 | 1,355 |
| | Steam | GJ | 0 | 0 | 0 |
| Renewable Energy Consumption | Steam | GJ | 0 | 0 | 0 |
| Consumption Intensity | Per Sales Revenue | GJ/KRW 100M | 0.42 | 0.43 | 0.42 |

# Water

## Hanmi Science Water Usage Status

| Category | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| **Total** | | | | | |
| Water Withdrawal | Tap Water | ton | 127,784 | 117,546 | 142,007 |
| | Surface Water (rivers, dams) | ton | 0 | 0 | 0 |
| | Groundwater | ton | 81,677 | 89,088 | 89,468 |
| | Desalinated Seawater | ton | 0 | 0 | 0 |
| Water Intensity | Per Sales Revenue | ton / KRW 100M | 110.8 | 105.4 | 98.8 |
| Wastewater Discharge and Treatment Volume | | ton | 144,101 | 134,295 | 139,333 |
| Water Consumption | | ton | 65,360 | 72,338 | 92,142 |
| **Headquarters** | | | | | |
| Water Withdrawal | Tap Water | ton | 9,512 | 10,228 | 10,344 |
| | Surface Water (rivers, dams) | ton | 0 | 0 | 0 |
| | Groundwater | ton | 0 | 0 | 0 |
| | Desalinated Seawater | ton | 0 | 0 | 0 |
| Wastewater Discharge and Treatment Volume | | ton | 0 | 0 | 0 |
| Water Consumption | | ton | 9,512 | 10,228 | 10,344 |
| **Songtan Plant** | | | | | |
| Water Withdrawal | Tap Water | ton | 117,656 | 106,652 | 130,937 |
| | Surface Water (rivers, dams) | ton | 0 | 0 | 0 |
| | Groundwater | ton | 81,319 | 88,673 | 89,072 |
| | Desalinated Seawater | ton | 0 | 0 | 0 |
| Wastewater Discharge and Treatment Volume | | ton | 144,101 | 134,295 | 139,333 |
| Water Consumption | | ton | 54,874 | 61,030 | 80,676 |
| **Pyeongtaek Logistics Center** | | | | | |
| Water Withdrawal | Tap Water | ton | 597 | 644 | 711 |
| | Surface Water (rivers, dams) | ton | 0 | 0 | 0 |
| | Groundwater | ton | 0 | 0 | 0 |
| | Desalinated Seawater | ton | 0 | 0 | 0 |
| Wastewater Discharge and Treatment Volume | | ton | 0 | 0 | 0 |
| Water Consumption | | ton | 597 | 644 | 711 |
| **Songpa Logistics Center** | | | | | |
| Water Withdrawal | Tap Water | ton | 19 | 22 | 15 |
| | Surface Water (rivers, dams) | ton | 0 | 0 | 0 |
| | Groundwater | ton | 358 | 415 | 396 |
| | Desalinated Seawater | ton | 0 | 0 | 0 |
| Wastewater Discharge and Treatment Volume | | ton | 0 | 0 | 0 |
| Water Consumption | | ton | 377 | 436 | 411 |

## Key Subsidiaries Water Usage Status

| Category | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| **Online Pharm** | | | | | |
| Water Withdrawal | Tap Water | ton | 774 | 833 | 842 |
| | Surface Water (rivers, dams) | ton | 0 | 0 | 0 |
| | Groundwater | ton | 0 | 0 | 0 |
| | Desalinated Seawater | ton | 0 | 0 | 0 |
| Water Intensity | Per Sales Revenue | ton / KRW 100M | 0.07 | 0.08 | 0.07 |
| Wastewater Discharge and Treatment Volume | | ton | 0 | 0 | 0 |
| Water Consumption | | ton | 774 | 833 | 842 |

## Hanmi Science Recycled and Reused Water Volume

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Songtan Plant | ton | 0 | 0 | 0 |

## Hanmi Science Wastewater Discharge Procedure

| Category | Secondary Treatment Plant | Receiving Water Body |
|---|---|---|
| Songtan Plant | Pyeongtaek Songtan Industrial Complex Waste water Treatment Plant | Jangancheon Stream (Pyeongtaek-si, Gyeonggi-do) |

# Waste

## Hanmi Science Waste Status

| Category | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| **Total** | | | | | |
| Waste Generation Volume | Total | ton | 799 | 744 | 729 |
| | General Waste | ton | 798 | 738 | 729 |
| | Designated Waste | ton | 1 | 6 | 0 |
| Generation Intensity | Per Sales Revenue | ton / KRW 100M | 0.4229 | 0.3796 | 0.3111 |
| General Waste Treatment Volume | Landfill | ton | 0 | 0 | 0 |
| | Incineration | ton | 59 | 18 | 24 |
| Designated Waste Treatment Volume | Other (Neutralization) | ton | 0 | 5 | 0 |
| | Incineration | ton | 0 | 0 | 0 |
| Waste Recycling Volume | Total | ton | 740 | 721 | 705 |
| | General Waste | ton | 739 | 720 | 705 |
| | Designated Waste | ton | 1 | 2 | 0 |
| Waste Recycling Rate | | % | 93% | 97% | 97% |
| **Headquarters** | | | | | |
| Waste Generation Volume | Total | ton | 24 | 21 | 18 |
| | General Waste | ton | 23 | 20 | 18 |
| | Designated Waste | ton | 1 | 1 | 0 |
| General Waste Treatment Volume | Landfill | ton | 0 | 0 | 0 |
| | Incineration | ton | 23 | 8 | 0 |
| Designated Waste Treatment Volume | Landfill | ton | 0 | 0 | 0 |
| | Incineration | ton | 0 | 0 | 0 |
| Waste Recycling Volume | Total | ton | 1 | 13 | 18 |
| | General Waste | ton | 0 | 12 | 18 |
| | Designated Waste | ton | 1 | 1 | 0 |
| Waste Recycling Rate | | % | 4% | 64% | 100% |
| **Songtan Plant** | | | | | |
| Waste Generation Volume | Total | ton | 775 | 723 | 711 |
| | General Waste | ton | 775 | 718 | 711 |
| | Designated Waste | ton | 0 | 5 | 0 |
| General Waste Treatment Volume | Landfill | ton | 0 | 0 | 0 |
| | Incineration | ton | 37 | 11 | 24 |
| Designated Waste Treatment Volume | Other (Neutralization) | ton | 0 | 5 | 0 |
| | Incineration | ton | 0 | 0 | 0 |
| Waste Recycling Volume | Total | ton | 739 | 708 | 687 |
| | General Waste | ton | 739 | 707 | 687 |
| | Designated Waste | ton | 0 | 1 | 0 |
| Waste Recycling Rate | | % | 95 | 98 | 97 |

※ Songpa Logistics Center and Pyeongtaek Logistics Center are excluded from waste treatment performance as they are not subject to performance reporting under the Waste Management Act.

## Waste Status of Key Subsidiaries

| Category | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| **Online Pharm** | | | | | |
| Waste Generation Volume | Total | ton | 1.9 | 1.7 | 1.5 |
| | General Waste | ton | 1.9 | 1.6 | 1.5 |
| | Designated Waste | ton | 0.1 | 0.1 | 0 |
| Generation Intensity | Per Sales Revenue | ton / KRW 100M | 0.0002 | 0.0002 | 0.0001 |
| General Waste Treatment Volume | Landfill | ton | 0 | 0 | 0 |
| | Incineration | ton | 1.9 | 0.6 | 0 |
| Designated Waste Treatment Volume | Landfill | ton | 0 | 0 | 0 |
| | Incineration | ton | 0 | 0 | 0 |
| Waste Recycling Volume | Total | ton | 0.1 | 1.1 | 1.5 |
| | General Waste | ton | 0 | 1.0 | 1.5 |
| | Designated Waste | ton | 0.1 | 0.1 | 0 |
| Waste Recycling Rate | | % | 4% | 64% | 100% |

# Raw and Subsidiary Material Usage

## Hanmi Science's Raw and Subsidiary Material Usage

| Category | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| **Total** | | | | | |
| Total | | ton | 4,235 | 4,495 | 5,125 |
| Raw Materials | | ton | 3,201 | 3,469 | 4,063 |
| Subsidiary Materials | | ton | 1,034 | 1,027 | 1,062 |
| Consumption Intensity | Per Sales Revenue | ton / KRW 100M | 2.24 | 2.29 | 2.19 |
| **Songtan Plant** | | | | | |
| Total | | ton | 4,235 | 4,495 | 5,125 |
| Raw Materials | | ton | 3,201 | 3,469 | 4,063 |
| Subsidiary Materials | | ton | 1,034 | 1,027 | 1,062 |

# Air Pollutants

## Hanmi Science's Air Pollutant Emissions

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| **Songtan Plant** | | | | |
| Dust | ton | 0.100 | 0.077 | 0.113 |
| SOx | ton | 0.008 | 0.001 | 0.003 |
| NOx | ton | 1.988 | 1.581 | 2.414 |

# Water Pollutants

## Hanmi Science's Water Pollutant Emissions

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| **Songtan Plant** | | | | |
| BOD | ton | 1.045 | 0.799 | 1.567 |
| TOC | ton | 0.654 | 0.536 | 2.466 |
| SS | ton | 1.744 | 0.618 | 1.261 |
| TN | ton | 3.239 | 2.019 | 1.317 |
| TP | ton | 0.019 | 0.200 | 0.018 |

# Environmental Education

## Hanmi Science's Environmental Education

| Category | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| Job-Specific Training for Environmental Professionals | Training Hours | Hours | 28 | 4 | 28 |
| | No. of Trainees | Persons | 2 | 1 | 1 |
| | Average Training Hours per Person | Hours | 14 | 4 | 28 |
| Training for Hazardous Chemical Managers/Handlers | Training Hours | Hours | 64 | 16 | 64 |
| | No. of Trainees | Persons | 4 | 1 | 4 |
| | Average Training Hours per Person | Hours | 16 | 16 | 16 |
| Training for Hazardous Chemical Workers | Training Hours | Hours | 146 | 150 | 166 |
| | No. of Trainees | Persons | 73 | 75 | 83 |
| | Average Training Hours per Person | Hours | 2 | 2 | 2 |
| Other Environmental Education (ISO 14001, ESG) | Training Hours | Hours | 0 | 0 | 0 |
| | No. of Trainees | Persons | 0 | 0 | 0 |
| | Average Training Hours per Person | Hours | 0 | 0 | 0 |

# Environmental Regulation Violations

## Hanmi Science Environmental Law Violations

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| No. of Regulatory Violations | Cases | 0 | 0 | 0 |
| Amount of Fines for Regulatory Violations | KRW 10,000 | 0 | 0 | 0 |
| No. of Environmental Lawsuits Filed | Cases | 0 | 0 | 0 |
| No. of Non-monetary Sanctions | Cases | 0 | 0 | 0 |

# Environmental Investment Amount

## Hanmi Science Environmental Investment Amount

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Hanmi Science | KRW 100M | 0 | 0 | 5.4 |

※ Environmental investment amounts will be compiled by establishing management standards starting from 2025

## Environmental Investment Amount of Key Subsidiaries

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Online Pharm | KRW 100M | 0 | 0 | 0 |

# EHS Management Performance | Safety and Health

## Accident Index

### Hanmi Science Accident Index

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| **Total** | | | | | | |
| Lost Time Injury Frequency Rate (LTIFR) | Total | Total Working Hours | Hours | 1,168,410 | 1,293,698 | 1,384,546 |
| | | LTI | Cases | 0 | 1 | 2 |
| | | LTIFR | Accident Rate | 0 | 0.8% | 1.4% |
| | Employees | Total Working Hours | Hours | 1,063,682 | 1,191,778 | 1,282,626 |
| | | No. of Employees | Persons | 426 | 463 | 499 |
| | | LTI | Cases | 0 | 0 | 1 |
| | | LTIFR | Accident Rate | 0 | 0 | 0.8% |
| | Contractors | Total Working Hours | Hours | 104,728 | 101,920 | 101,920 |
| | | No. of Employees | Persons | 53 | 52 | 52 |
| | | LTI | Cases | 0 | 1 | 1 |
| | | LTIFR | Accident Rate | 0 | 9.8% | 9.8% |
| Days Lost by Accident Type | Days Lost (Fatalities) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |
| | Lost Work Days (Injury) | Employees | Day | 0 | 0 | 47 |
| | | Contractors | Day | 0 | 185 | 0 |
| | Lost Work Days (Illness) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |
| | Lost Work Days (death/non-work-related) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 121 |
| **Headquarters** | | | | | | |
| Lost Time Injury Frequency Rate (LTIFR) | Total | Total Working Hours | Hours | 892,090 | 984,746 | 1,070,892 |
| | | LTI | Cases | 0 | 1 | 2 |
| | | LTIFR | Accident Rate | 0 | 1.0% | 1.9% |
| | Employees | Total Working Hours | Hours | 830,834 | 925,946 | 1,012,092 |
| | | No. of Employees | Persons | 330 | 368 | 402 |
| | | LTI | Cases | 0 | 0 | 1 |
| | | LTIFR | Accident Rate | 0 | 0 | 1.0% |
| | Contractors | Total Working Hours | Hours | 61,256 | 58,800 | 58,800 |
| | | No. of Employees | Persons | 31 | 30 | 30 |
| | | LTI | Cases | 0 | 1 | 1 |
| | | LTIFR | Accident Rate | 0 | 17.0 | 17.0 |
| Days Lost by Accident Type | Days Lost (Fatalities) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |
| | Lost Work Days (Injury) | Employees | Day | 0 | 0 | 47 |
| | | Contractors | Day | 0 | 185 | 0 |
| | Lost Work Days (Illness) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |
| | Lost Work Days (death/non-work-related) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 121 |

| | | | | | | |
|---|---|---|---|---|---|---|
| **Songtan Plant** | | | | | | |
| Lost Time Injury Frequency Rate (LTIFR) | Total | Total Working Hours | Hours | 237,256 | 259,093 | 263,259 |
| | | LTI | Cases | 0 | 0 | 0 |
| | | LTIFR | Accident Rate | 0 | 0 | 0 |
| | Employees | Total Working Hours | Hours | 197,736 | 219,893 | 224,059 |
| | | No. of Employees | Persons | 82 | 79 | 81 |
| | | LTI | Cases | 0 | 0 | 0 |
| | | LTIFR | Accident Rate | 0 | 0 | 0 |
| | Contractors | Total Working Hours | Hours | 39,520 | 39,200 | 39,200 |
| | | No. of Employees | Persons | 20 | 20 | 20 |
| | | LTI | Cases | 0 | 0 | 0 |
| | | LTIFR | Accident Rate | 0 | 0 | 0 |
| Days Lost by Accident Type | Days Lost (Fatalities) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |
| | Lost Work Days (Injury) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |
| | Lost Work Days (Illness) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |
| | Lost Work Days (death/non-work-related) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |
| **Pyeongtaek Logistics Center** | | | | | | |
| Lost Time Injury Frequency Rate (LTIFR) | Total | Total Working Hours | Hours | 29,032 | 39,827 | 40,363 |
| | | LTI | Cases | 0 | 0 | 0 |
| | | LTIFR | Accident Rate | 0 | 0 | 0 |
| | Employees | Total Working Hours | Hours | 25,080 | 35,907 | 36,443 |
| | | No. of Employees | Persons | 10 | 12 | 12 |
| | | LTI | Cases | 0 | 0 | 0 |
| | | LTIFR | Accident Rate | 0 | 0 | 0 |
| | Contractors | Total Working Hours | Hours | 3,952 | 3,920 | 3,920 |
| | | No. of Employees | Persons | 2 | 2 | 2 |
| | | LTI | Cases | 0 | 0 | 0 |
| | | LTIFR | Accident Rate | 0 | 0 | 0 |
| Days Lost by Accident Type | Days Lost (Fatalities) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |
| | Lost Work Days (Injury) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |
| | Lost Work Days (Illness) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |
| | Lost Work Days (death/non-work-related) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |

| Songpa Logistics Center | | | | | | |
|---|---|---|---|---|---|---|
| Lost Time Injury Frequency Rate (LTIFR) | Total | Total Working Hours | Hours | 10,032 | 10,032 | 10,032 |
| | | LTI | Cases | 0 | 0 | 0 |
| | | LTIFR | Accident Rate | 0 | 0 | 0 |
| | Employees | Total Working Hours | Hours | 10,032 | 10,032 | 10,032 |
| | | No. of Employees | Persons | 4 | 4 | 4 |
| | | LTI | Cases | 0 | 0 | 0 |
| | | LTIFR | Accident Rate | 0 | 0 | 0 |
| | Contractors | Total Working Hours | Hours | 0 | 0 | 0 |
| | | No. of Employees | Persons | 0 | 0 | 0 |
| | | LTI | Cases | 0 | 0 | 0 |
| | | LTIFR | Accident Rate | 0 | 0 | 0 |
| Days Lost by Accident Type | Days Lost (Fatalities) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |
| | Lost Work Days (Injury) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |
| | Lost Work Days (Illness) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |
| | Lost Work Days (death/non-work-related) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |

## Accident Index of Key Subsidiaries

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| **Online Pharm** | | | | | | |
| Lost Time Injury Frequency Rate (LTIFR) | Total | Total Working Hours | Hours | 765,824 | 772,616 | 806,176 |
| | | LTI | Cases | 0 | 1 | 2 |
| | | LTIFR | Accident Rate | 0 | 1.3% | 2.5% |
| | Employees | Total Working Hours | Hours | 765,824 | 772,616 | 806,176 |
| | | No. of Employees | Persons | 386 | 391 | 413 |
| | | LTI | Cases | 0 | 1 | 2 |
| | | LTIFR | Accident Rate | 0 | 1.3 | 2.5 |
| | Contractors | Total Working Hours | Hours | 0 | 0 | 0 |
| | | No. of Employees | Persons | 0 | 0 | 0 |
| | | LTI | Cases | 0 | 0 | 0 |
| | | LTIFR | Accident Rate | 0 | 0 | 0 |
| Days Lost by Accident Type | Days Lost (Fatalities) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |
| | Lost Work Days (Injury) | Employees | Day | 0 | 168 | 179 |
| | | Contractors | Day | 0 | 0 | 0 |
| | Lost Work Days (Illness) | Employees | Day | 0 | 0 | 5 |
| | | Contractors | Day | 0 | 0 | 0 |
| | Lost Work Days (death/non-work-related) | Employees | Day | 0 | 0 | 0 |
| | | Contractors | Day | 0 | 0 | 0 |

# Safety and Health Budget

## Hanmi Science Safety and Health Budget

| Category | Unit | 2025 | | |
|---|---|---|---|---|
| | | Planned Amount | Executed Amount | Execution Rate (%) |
| **Total** | **KRW** | **840,403,319** | **799,869,018** | **95** |
| Headquarters | KRW | 729,166,299 | 656,347,928 | 90 |
| Songtan Plant | KRW | 85,367,020 | 120,587,590 | 141 |
| Pyeongtaek Logistics Center | KRW | 23,870,000 | 22,386,800 | 94 |
| Songpa Logistics Center | KRW | 2,000,000 | 546,700 | 27 |

ESG Factbook

Human-oriented Management Performance

# Human-oriented Management Performance | Employment

## Employees

### Hanmi Science Employees

#### Employees (by location)[1)]

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Total Employees | Persons | 426 | 463 | 499 |
| Headquarters | Persons | 330 | 368 | 402 |
| Songtan Plant | Persons | 92 | 91 | 93 |
| Pyeongtaek Logistics Center | Persons | 10 | 12 | 12 |
| Songpa Logistics Center | Persons | 4 | 4 | 4 |

1) Total Employees = Total employees including registered executives

#### Employees (by employment type)

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| Permanent Positions | Total employees | | Persons | 414 | 454 | 487 |
| | Female | No. of Personnel | Persons | 131 | 153 | 173 |
| | | Ratio | % | 31.6 | 33.7 | 35.5 |
| | Male | No. of Personnel | Persons | 283 | 301 | 314 |
| | | Ratio | % | 68.4 | 66.3 | 64.5 |
| Non-permanent Positions | Total employees | | Persons | 12 | 9 | 12 |
| | Female | No. of Personnel | Persons | 4 | 3 | 6 |
| | | Ratio | % | 33.3 | 33.3 | 50.0 |
| | Male | No. of Personnel | Persons | 8 | 6 | 6 |
| | | Ratio | % | 66.7 | 66.7 | 50.0 |
| External workers[1)] | Daily | | Persons | 0 | 0 | 0 |
| | Contracted services | | Persons | 34 | 43 | 62 |
| | Dispatched workers and workers in special employment types | | Persons | 0 | 0 | 0 |

1) External workers = All contractors permanently stationed within the workplace (e.g., cafeteria, security, cleaning, drivers, etc.)

### Employees (by job group)

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| Production Workers | Total employees | | Persons | 92 | 91 | 92 |
| | Female | No. of Personnel | Persons | 10 | 8 | 8 |
| | | Ratio | % | 2.3 | 1.7 | 1.6 |
| | Male | No. of Personnel | Persons | 82 | 83 | 84 |
| | | Ratio | % | 19.2 | 17.9 | 16.8 |
| Sales | Total employees | | Persons | 40 | 43 | 45 |
| | Female | No. of Personnel | Persons | 5 | 6 | 6 |
| | | Ratio | % | 1.2 | 1.3 | 1.2 |
| | Male | No. of Personnel | Persons | 35 | 37 | 39 |
| | | Ratio | % | 8.2 | 8.0 | 7.8 |
| Office | Total employees | | Persons | 277 | 305 | 338 |
| | Female | No. of Personnel | Persons | 115 | 136 | 160 |
| | | Ratio | % | 27.0 | 29.4 | 32.1 |
| | Male | No. of Personnel | Persons | 162 | 169 | 178 |
| | | Ratio | % | 38.0 | 36.5 | 35.7 |
| Executive | Total employees | | Persons | 17 | 24 | 24 |
| | Female | No. of Personnel | Persons | 5 | 6 | 5 |
| | | Ratio | % | 29.4 | 25.0 | 20.8 |
| | Male | No. of Personnel | Persons | 12 | 18 | 19 |
| | | Ratio | % | 70.6 | 75.0 | 79.2 |

## Employees of Key Subsidiaries

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| **Online Pharm** | | | | | | |
| All Employees | | | Persons | 386 | 391 | 413 |
| By business area | Production Workers | No. of Personnel | Persons | 44 | 44 | 45 |
| | | Ratio | % | 11.4 | 11.3 | 10.9 |
| | Sales | No. of Personnel | Persons | 260 | 264 | 270 |
| | | Ratio | % | 67.4 | 67.5 | 65.4 |
| | Office | No. of Personnel | Persons | 82 | 83 | 98 |
| | | Ratio | % | 21.2 | 21.2 | 23.7 |
| | Executive | No. of Personnel | Persons | 7 | 9 | 9 |
| | | Ratio | % | 1.8 | 2.3 | 2.2 |
| By employment type | Permanent Positions | No. of Personnel | Persons | 383 | 388 | 409 |
| | | Ratio | % | 99.2 | 99.2 | 99.0 |
| | Non-permanent Positions | No. of Personnel | Persons | 3 | 3 | 4 |
| | | Ratio | % | 0.8 | 0.8 | 1.0 |

# Employee Diversity

## Hanmi Science Employee Diversity

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| All Employees | | | Persons | 426 | 463 | 499 |
| By job level | Managers | | Persons | 62 | 77 | 82 |
| | By race | Asians | Persons | 62 | 76 | 82 |
| | | Non-Asians | Persons | 0 | 1 | 0 |
| | Gender | Female | Persons | 13 | 15 | 17 |
| | | Female Ratio | % | 21.0 | 19.5 | 20.7 |
| | | Male | Persons | 49 | 62 | 65 |
| | | Male ratio | % | 79.0 | 80.5 | 79.3 |
| | Non-managers | | Persons | 364 | 386 | 417 |
| | By race | Asians | Persons | 364 | 386 | 416 |
| | | Non-Asians | Persons | 0 | 0 | 1 |
| | Gender | No. of Female | Persons | 122 | 141 | 162 |
| | | Female Ratio | % | 33.5 | 36.5 | 38.8 |
| | | No. of Male | Persons | 242 | 245 | 255 |
| | | Male ratio | % | 66.5 | 63.5 | 61.2 |
| Gender | Female | No. of Personnel | Persons | 135 | 156 | 179 |
| | | Ratio | % | 31.7 | 33.7 | 35.9 |
| | Male | No. of Personnel | Persons | 291 | 307 | 320 |
| | | Ratio | % | 68.3 | 66.3 | 64.1 |
| By Age Group | Under 30 years old | No. of Personnel | Persons | 67 | 64 | 58 |
| | | Ratio | % | 15.7 | 13.8 | 11.6 |
| | 30-49 years old | No. of Personnel | Persons | 314 | 341 | 382 |
| | | Ratio | % | 73.7 | 73.7 | 76.6 |
| | 50 years or older | No. of Personnel | Persons | 45 | 58 | 59 |
| | | Ratio | % | 10.6 | 12.5 | 11.8 |
| Employment of Persons with Disabilities | | | Persons | 7 | 8 | 6 |

## Employee Diversity of Key Subsidiaries

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| **Online Pharm** | | | | | | |
| All Employees | | | Persons | 386 | 391 | 413 |
| By job level | Managers | | Persons | 36 | 50 | 52 |
| | By race | Asians | Persons | 36 | 50 | 52 |
| | | Non-Asians | Persons | 0 | 0 | 0 |
| | Gender | Female | Persons | 3 | 8 | 9 |
| | | Female Ratio | % | 8.3 | 16.0 | 17.3 |
| | | Male | Persons | 33 | 42 | 43 |
| | | Male ratio | % | 91.7 | 84.0 | 82.7 |
| | Non-managers | | Persons | 350 | 341 | 361 |
| | By race | Asians | Persons | 350 | 341 | 361 |
| | | Non-Asians | Persons | 0 | 0 | 0 |
| | Gender | No. of Female | Persons | 56 | 46 | 55 |
| | | Female Ratio | % | 16.0 | 13.5 | 15.2 |
| | | No. of Male | Persons | 294 | 295 | 306 |
| | | Male ratio | % | 84.0 | 86.5 | 84.8 |
| Gender | Female | No. of Personnel | Persons | 59 | 54 | 64 |
| | | Ratio | % | 15.3 | 13.8 | 15.5 |
| | Male | No. of Personnel | Persons | 327 | 337 | 349 |
| | | Ratio | % | 84.7 | 86.2 | 84.5 |
| By Age Group | Under 30 years old | No. of Personnel | Persons | 51 | 50 | 44 |
| | | Ratio | % | 13.2 | 12.8 | 10.7 |
| | 30-49 years old | No. of Personnel | Persons | 310 | 309 | 329 |
| | | Ratio | % | 80.3 | 79.0 | 79.7 |
| | 50 years or older | No. of Personnel | Persons | 25 | 32 | 40 |
| | | Ratio | % | 6.5 | 8.2 | 9.7 |
| Employment of Persons with Disabilities | | | Persons | 7 | 9 | 10 |

# Employee Recruitment

## Hanmi Science Employee Recruitment

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| Total Number of Hires | | No. of Personnel | Persons | 94 | 116 | 125 |
| | | Ratio | % | 22.1 | 25.1 | 25.1 |
| By Age Group | Under 30 years old | No. of Personnel | Persons | 32 | 42 | 31 |
| | 30 years old or older | No. of Personnel | Persons | 62 | 74 | 94 |
| Gender | Female | No. of Personnel | Persons | 28 | 48 | 41 |
| | Male | No. of Personnel | Persons | 66 | 68 | 84 |
| By Employment Type | Permanent Positions | No. of Personnel | Persons | 84 | 113 | 118 |
| | Non-permanent Positions | No. of Personnel | Persons | 10 | 3 | 7 |

## Employee Recruitment of Key Subsidiaries

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| **Online Pharm** | | | | | | |
| Total Number of Hires | | No. of Personnel | Persons | 41 | 57 | 48 |
| | | Ratio | % | 10.6 | 14.6 | 11.6 |
| By Age Group | Under 30 years old | No. of Personnel | Persons | 25 | 24 | 20 |
| | 30 years old or older | No. of Personnel | Persons | 16 | 33 | 28 |
| Gender | Female | No. of Personnel | Persons | 17 | 11 | 13 |
| | Male | No. of Personnel | Persons | 24 | 46 | 35 |
| By Employment Type | Permanent Positions | No. of Personnel | Persons | 41 | 55 | 47 |
| | Non-permanent Positions | Np. of Personnel | Persons | - | 2 | 1 |

# Employee Tenure and Turnover

## Hanmi Science Employee Tenure and Turnover

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| Average Length of Service | | | Years | 6.5 | 6.7 | 7 |
| Total Number of Leavers | | No. of Personnel | Persons | 100 | 85 | 81 |
| | | Ratio | % | 23.5 | 18.4 | 16.2 |
| Gender | Female | No. of Personnel | Persons | 32 | 27 | 16 |
| | | Ratio | % | 32.0 | 31.8 | 19.8 |
| | Male | No. of Personnel | Persons | 68 | 58 | 65 |
| | | Ratio | % | 68.0 | 68.2 | 80.2 |
| By job level | Manager Level and Above | No. of Personnel | Persons | 17 | 13 | 20 |
| | | Ratio | % | 17.0 | 15.3 | 24.7 |
| | Team Members | No. of Personnel | Persons | 83 | 72 | 61 |
| | | Ratio | % | 83.0 | 84.7 | 75.3 |
| By Type of Turnover | Voluntary | No. of Personnel | Persons | 100 | 85 | 81 |
| | Involuntary | No. of Personnel | Persons | 0 | 0 | 0 |
| Turnover Rate | Overall Turnover Rate | Ratio | % | 23.5 | 18.4 | 16.2 |
| | Voluntary Turnover Rate | Ratio | % | 23.5 | 18.4 | 16.2 |

## Employee Tenure and Turnover at Key Subsidiaries

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| **Online Pharm** | | | | | | |
| Average Length of Service | | | Years | 7.0 | 7.0 | 8 |
| Total Number of Leavers | | No. of Personnel | Persons | 50 | 52 | 26 |
| | | Ratio | % | 13.0 | 13.3 | 6.3 |
| Gender | Female | No. of Personnel | Persons | 15 | 13 | 5 |
| | | Ratio | % | 30.0 | 25.0 | 19.2 |
| | Male | No. of Personnel | Persons | 35 | 39 | 21 |
| | | Ratio | % | 70.0 | 75.0 | 80.8 |
| By job level | Manager Level and Above | No. of Personnel | Persons | 1 | 3 | 3 |
| | | Ratio | % | 2.0 | 5.8 | 11.5 |
| | Team Members | No. of Personnel | Persons | 49 | 49 | 23 |
| | | Ratio | % | 98.0 | 94.2 | 88.5 |
| By Type of Turnover | Voluntary | No. of Personnel | Persons | 45 | 50 | 23 |
| | Involuntary | No. of Personnel | Persons | 5 | 2 | 3 |
| Turnover Rate | Overall Turnover Rate | Ratio | % | 13.0 | 13.3 | 6.3 |
| | Voluntary Turnover Rate | Ratio | % | 11.7 | 12.8 | 5.6 |

# Employee Parental Leave

## Hanmi Science Employee Parental Leave

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| Parental Leave Users | Total | No. of Personnel | Persons | 11 | 13 | 22 |
| | Female | No. of Personnel | Persons | 8 | 9 | 15 |
| | Male | No. of Personnel | Persons | 3 | 4 | 7 |
| Parental Leave Utilization Rate | Total | Ratio | % | 30 | 18.7 | 58.8 |
| | Female | Ratio | % | 100 | 50.0 | 77.7 |
| | Male | Ratio | % | 0 | 0 | 37.5 |
| Employees Retained for 12 Months Post-Return | Total | No. of Personnel | Persons | 2 | 10 | 22 |
| | Female | No. of Personnel | Persons | 2 | 8 | 16 |
| | Male | No. of Personnel | Persons | 0 | 2 | 6 |
| Number of Users of Reduced Work Hours for Childcare System | | | Persons | 7 | 4 | 5 |
| Number of Spousal Paternity Leave Users | | | Persons | 7 | 10 | 8 |

## Employee Parental Leave at Key Subsidiaries

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| **Online Pharm.** | | | | | | |
| Parental Leave Users | Total | No. of Personnel | Persons | 3 | 5 | 7 |
| | Female | No. of Personnel | Persons | 1 | 1 | 4 |
| | Male | No. of Personnel | Persons | 2 | 4 | 3 |
| Parental Leave Utilizatio n Rate | Total | Ratio | % | 0 | 13 | 10.5 |
| | Female | Ratio | % | 0 | 0 | 100 |
| | Male | Ratio | % | 0 | 13 | 0 |
| Employees Retained for 12 Months Post-Return | Total | No. of Personnel | Persons | 5 | 5 | 7 |
| | Female | No. of Personnel | Persons | 4 | 4 | 4 |
| | Male | No. of Personnel | Persons | 1 | 1 | 3 |
| Number of Users of Reduced Work Hours for Childcare System | | | Persons | 0 | 0 | 0 |
| Number of Spousal Paternity Leave Users | | | Persons | 5 | 15 | 17 |

# Employee Compensation and Wages

## Hanmi Science Average Employee Compensation[1)]

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Average Annual Total Compensation | KRW | 56,250,115 | 57,918,328 | 59,777,130 |
| Average Annual Total Compensation Increase Rate | % | -1.4 | 3.0 | 3.2 |

## Key Subsidiaries' Average Employee Compensation[1)]

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| **Online Pharm** | | | | |
| Average Annual Total Compensation | KRW | 67,243,593 | 65,030,927 | 72,494,752 |
| Average Annual Total Compensation Increase Rate | % | 1.5 | -3.3 | 11.5 |

1) Compensation = Sum of wages, bonuses, various allowances, severance pay (change in retirement benefit reserves from previous year), and four major insurance premiums, excluding executives

## Hanmi Science Average Employee Wage[2)]

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| Female | KRW | 46,206,571 | 48,252,739 | 51,906,117 |
| Male | KRW | 54,680,329 | 58,160,516 | 60,465,847 |
| Female to Male Wage Ratio | % | 84.5 | 82.9 | 85.8 |

## Key Subsidiaries' Average Employee Wage[2)]

| Category | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| **Online Pharm** | | | | |
| Female | KRW | 38,880,910 | 38,434,107 | 48,110,252 |
| Male | KRW | 64,701,506 | 61,703,332 | 68,177,367 |
| Female to Male Wage Ratio | % | 60.0 | 62.2 | 70.5 |

2) Wages = Sum of wages, bonuses, and various allowances, excluding executives

# Regular review of work performance/career development

## Regular review of work performance and career development for Hanmi Science employees

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| All Employees | | No. of Personnel | Persons | 426 | 463 | 499 |
| Subjects for work performance and career development review | Total | No. of Personnel | Persons | 426 | 463 | 499 |
| | Female | No. of Personnel | Persons | 135 | 156 | 179 |
| | Male | No. of Personnel | Persons | 291 | 307 | 320 |
| Number of employees reviewed for work performance and career development | Total | No. of Personnel | Persons | 426 | 463 | 499 |
| | Female | No. of Personnel | Persons | 135 | 156 | 179 |
| | Male | No. of Personnel | Persons | 291 | 307 | 320 |
| Ratio of employees reviewed for work perf ormance and career development | | Ratio | % | 100 | 100 | 100 |

## Regular review of work performance and career development for employees of Key Subsidiaries

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| **Online Pharm** | | | | | | |
| All Employees | | No. of Personnel | Persons | 386 | 391 | 413 |
| Subjects for work performa nce and career developmen t review | Total | No. of Personnel | Persons | 368 | 367 | 380 |
| | Female | No. of Personnel | Persons | 46 | 50 | 53 |
| | Male | No. of Personnel | Persons | 322 | 317 | 327 |
| Number of employees revie wed for work performance and career development | Total | No. of Personnel | Persons | 368 | 367 | 380 |
| | Female | No. of Personnel | Persons | 46 | 50 | 53 |
| | Male | No. of Personnel | Persons | 322 | 317 | 327 |
| Ratio of employees reviewed for work perf ormance and career development | | Ratio | % | 100 | 100 | 100 |

# Human-oriented Management Performance | Governance

## Composition of the Board of Directors and Executives

### Composition of the Board of Directors and Executives at Hanmi Science

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| Board of Directors | Total | | Persons | 4 | 10 | 10 |
| | Inside Director | Total | Persons | 1 | 3 | 5 |
| | | Female | Persons | 1 | 1 | 1 |
| | | Male | Persons | 0 | 2 | 4 |
| | Non-Executive Director | Total | Persons | 0 | 3 | 2 |
| | | Female | Persons | 0 | 1 | 1 |
| | | Male | Persons | 0 | 2 | 1 |
| | Independent Directors | Total | Persons | 3 | 4 | 3 |
| | | Female | Persons | 0 | 0 | 0 |
| | | Male | Persons | 3 | 4 | 3 |
| | Ages 30 to under 50 | Total | Persons | 0 | 1 | 2 |
| | | Female | Persons | 0 | 0 | 0 |
| | | Male | Persons | 0 | 1 | 2 |
| | 50 years or older | Total | Persons | 4 | 9 | 8 |
| | | Female | Persons | 1 | 2 | 2 |
| | | Male | Persons | 3 | 7 | 6 |
| Executive | Total | | Persons | 17 | 24 | 24 |
| | Ages 30 to under 50 | Total | Persons | 0 | 4 | 8 |
| | | Female | Persons | 0 | 1 | 1 |
| | | Male | Persons | 0 | 3 | 7 |
| | 50 years or older | Total | Persons | 17 | 20 | 16 |
| | | Female | Persons | 5 | 5 | 4 |
| | | Male | Persons | 12 | 15 | 12 |

### Composition of the Board of Directors and Executives at Key Subsidiaries

| Category | | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|
| **Online Pharm** | | | | | | |
| Board of Directors | Total | | Persons | 4 | 4 | 4 |
| | Inside Director | Total | Persons | 4 | 4 | 4 |
| | | Female | Persons | 1 | 0 | 1 |
| | | Male | Persons | 3 | 4 | 3 |
| | Independent Directors | Total | Persons | 0 | 0 | 0 |
| | | Female | Persons | 0 | 0 | 0 |
| | | Male | Persons | 0 | 0 | 0 |
| Executive | Total | | Persons | 4 | 4 | 4 |
| | Ages 30 to under 50 | Total | Persons | 3 | 2 | 2 |
| | | Female | Persons | 1 | 0 | 1 |
| | | Male | Persons | 2 | 2 | 1 |
| | 50 years or older | Total | Persons | 1 | 2 | 2 |
| | | Female | Persons | 0 | 0 | 0 |
| | | Male | Persons | 1 | 2 | 2 |

# Remuneration of Directors/Board of Directors and Auditors

## Remuneration of Directors/Board of Directors and Auditors at Hanmi Science

| Category | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| Number of Personnel | Grand Total | Persons | 17 | 24 | 24 |
| | Inside Director | Persons | 1 | 3 | 5 |
| | Non-Executive Director | Persons | 0 | 3 | 2 |
| | Independent Directors (excluding Audit Committee members) | Persons | 3 | 1 | 0 |
| | Audit Committee Members | Persons | 0 | 3 | 3 |
| | Advisors, Consultants, etc. | Persons | 3 | 2 | 1 |
| | Unregistered Executives | Persons | 10 | 12 | 13 |
| Total Amount Paid | Grand Total | KRW 1M | 5,321 | 6,210 | 6,938 |
| | Inside Director | KRW 1M | 1,240 | 2,813 | 3,536 |
| | Non-Executive Director | KRW 1M | 0 | 73 | 118 |
| | Independent Directors (excluding Audit Committee members) | KRW 1M | 144 | 37 | 0 |
| | Audit Committee Members | KRW 1M | 0 | 144 | 184 |
| | Advisors, Consultants, etc. | KRW 1M | 233 | 203 | 36 |
| | Unregistered Executives | KRW 1M | 3,704 | 2,940 | 3,064 |
| Average Remuneration per Person | Inside Director | KRW 1M | 1,240 | 938 | 707 |
| | Non-Executive Director | KRW 1M | 0 | 24 | 59 |
| | Independent Directors (excluding Audit Committee members) | KRW 1M | 48 | 37 | 0 |
| | Audit Committee Members | KRW 1M | 0 | 48 | 61 |
| | Advisors, Consultants, etc. | KRW 1M | 78 | 101 | 36 |
| | Unregistered Executives | KRW 1M | 370 | 245 | 236 |

## Remuneration for Directors/Board of Directors and Auditors of Major Subsidiaries

| Category | | Unit | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|
| **Online Pharm** | | | | | |
| Number of Personnel | Grand Total | Persons | 4 | 4 | 4 |
| | Inside Director | Persons | 4 | 4 | 4 |
| | Independent Directors | Persons | 0 | 0 | 0 |
| | Advisory Committee | Persons | 0 | 0 | 0 |
| | Advisors, Consultants, etc. | Persons | 0 | 0 | 0 |
| Total Amount Paid | Grand Total | KRW 1M | 414 | 473 | 711 |
| | Inside Director | KRW 1M | 414 | 473 | 711 |
| | Independent Directors | KRW 1M | 0 | 0 | 0 |
| | Advisory Committee | KRW 1M | 0 | 0 | 0 |
| | Advisors, Consultants, etc. | KRW 1M | 0 | 0 | 0 |
| Average Remuneration per Person | Grand Total | KRW 1M | 103.5 | 118.3 | 177.8 |
| | Inside Director | KRW 1M | 103.5 | 118.3 | 177.8 |
| | Independent Directors | KRW 1M | 0 | 0 | 0 |
| | Advisory Committee | KRW 1M | 0 | 0 | 0 |
| | Advisors, Consultants, etc. | KRW 1M | 0 | 0 | 0 |

# 06
# Appendix


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APPENDIX

# Reporting Framework

# GRI

## GRI Standards 2021 Index

| | |
|---|---|
| Statement of Use | The 2025-26 Hanmi Science ESG Report contains the sustainability performance of Hanmi Science from January 1 to December 31, 2025, and was prepared in accordance with GRI Standards. Information that could significantly influence stakeholders' decisions includes activities up to April 2026 and additional data fro m the previous year. |
| GRI 1 used | GRI 1 : Foundation 2021 |
| Applicable GRI Sector Standards | As of May 2026, when Hanmi Science publishes its report, there are no applicable GRI Sector Standards published by GRI. Hanmi Science identifies and reports material issues from the perspective of the future of the domestic healthcare industry and potential risks and opportunities across its business. |

## General Disclosures

| Category | Indicator | Description | Contents | Remarks |
|---|---|---|---|---|
| GRI 2: General Disclosures 2021 | 2-1 | Organizational Information | Company Overview | |
| | 2-2 | Reporting Entity within the Organization's Sustainability Report | About this report | |
| | 2-3 | Reporting Period, Frequency, and Contact Point | About this report | |
| | 2-4 | Information Revision | - | |
| | 2-5 | External Assurance | Independent Assurance Statement | |
| | 2-6 | Activities, Value Chain, and Other Business Relationships | Business Model | |
| | 2-7 | Employees | Employees | |
| | 2-8 | Non-Employee Workers | Employees | |
| | 2-9 | Governance Structure and Composition | Hanmi Science ESG Management, Board of Directors | |
| | 2-10 | Nomination and Selection of the Highest Governance Body | Board of Directors | |
| | 2-11 | Chair of the Highest Governance Body | Board of Directors | |
| | 2-12 | Role of the Highest Governance Body in Impact Management | Hanmi Science ESG Management | |
| | 2-13 | Delegation of Responsibility for Impact Management | Hanmi Science ESG Management, | |
| | 2-14 | Role of the Highest Governance Body in Sustainability Reporting | Hanmi Science ESG Management, | |
| | 2-15 | Conflict of Interest | Board of Directors | |
| | 2-16 | Reporting of Material Matters | Hanmi Science ESG Management | |
| | 2-17 | Collective Knowledge of the Highest Governance Body | Board Skills Matrix | |
| | 2-18 | Performance Evaluation of the Highest Governance Body | Board Appointment and Remuneration | |
| | 2-19 | Remuneration Policy | Board Appointment and Remuneration | |
| | 2-20 | Remuneration Decision-making Process | Board Appointment and Remuneration | |
| | 2-21 | Annual Total Compensation Ratio | - | Confidential |
| | 2-22 | Statement on Sustainable Development Strategy | CEO Message | |
| | 2-23 | Policy Commitments | ESG Policies | |
| | 2-24 | Internalization of Policy Commitments | Compliance training, Health and safety training, Personal information protection training, Environmental education | |
| | 2-25 | Process for remedying negative impacts | Reporting and addressing violations, Company-wide health and safety assessment, Human rights due diligence | |
| | 2-26 | Mechanisms for seeking advice and raising concerns | Reporting and addressing violations, Human rights due diligence | |
| | 2-27 | Compliance with laws and regulations | Instances of environmental law violations, SASB Business Ethics | |
| | 2-28 | Membership associations | Status of Membership in Domestic and International Associations | |
| | 2-29 | Stakeholder engagement approaches | Stakeholder Communication | |
| | 2-30 | Collective bargaining agreements | Communication and Agreement Between Labor and Management | |

# Material Topic

| Category | Indicator | Description | Contents | Remarks |
|---|---|---|---|---|
| GRI 3: Material Topics 2021 | 3-1 | Process for determining material topics | 2025 Materiality Assessment | |
| | 3-2 | List of material topics | Materiality assessment results | |

| Category | Indicator | Description | Contents | Remarks |
|---|---|---|---|---|
| **Material Topic 1. Enhancing workplace health and safety** | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Strengthening Workplace Safety and Health | |
| GRI 403: Occupational Health and Safety | 403-1 | Workplace health and safety management system | Company-wide health and safety system | |
| | 403-2 | Hazard identification, risk assessment, incident investigation | Identification of risks and opportunities<br>Self-regulatory prevention system | |
| | 403-3 | Workplace health services | Employee health programs | |
| | 403-4 | Worker participation, consultation, and communication on workplace safety and health | Safety and Health Day | |
| | 403-5 | Employee workplace safety and health training | Safety and health training | |
| | 403-6 | Employee health promotion | Employee health programs | |
| | 403-7 | Prevention and mitigation of workplace safety and health impacts directly affected by the nature of the business | Safety and Health Management System<br>Safety and health training | |
| | 403-8 | Workers covered by the Occupational Safety and Health Management System | Safety and Health Management System | |
| | 403-9 | Work-related injuries | Accident Index | |
| | 403-10 | Work-related diseases | Accident Index | |
| **Material Issue 2. Ensuring Customer Safety** | | | | |
| GRI 416: Customer Health and Safety | 416-1 | Assessment of health and safety impacts of products/services | - | |
| | 416-2 | Incidents of non-compliance concerning health and safety impacts of products/services | 2025 Status of Administrative Sanctions | |
| **Material Issue 3. Expanding Ethical and Compliance Management** | | | | |
| GRI 3: Material Issues 2021 | 3-3 | Management of material topics | Expanding Ethical and Compliance Management | |
| GRI 205: Anti-corruption 2016 | 205-1 | Business site corruption risk assessment | Risk assessment | |
| | 205-2 | Communication and training on anti-corruption policies | Compliance training | |
| | 205-3 | Identified corruption incidents and actions taken | Personnel sanctions and measures | |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 | Legal actions regarding anti-competitive behavior, monopolies, and other unfair trade practices | SASB Business Ethics | |
| **Material Issue 4. Information Security including Personal Data Protection** | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | Information Security including Personal Data Protection | |
| GRI 418: Customer Personal Data Protection 2016 | 418-1 | Number of substantiated complaints regarding breaches of customer privacy and losses of customer data | Information security metrics and targets | |

# Topic Standards

| Category | Indicator | Description | Contents | Remarks |
|---|---|---|---|---|
| **Economic** | | | | |
| **GRI 101: Biodiversity 2024** | 101-8 | Ecosystem Services | Environmental Protection Activities | |
| **GRI 201: Economic Performance 2016** | 201-1 | Creation and Distribution of Direct Economic Value | Financial Performance | |
| | 201-2 | Financial Impacts and Other Risks and Opportunities from Climate Change | Climate Change Risk Analysis | |
| | 201-3 | Funding of Defined Benefit Pension Plan Obligations | - | 2025 Audit Report Refer to 19. Net Defined Benefit Asset |
| **GRI 202: Market Presence 2016** | 202-2 | Locally Hired Senior Management at Significant Locations of Operation and Definition | - | |
| **GRI 203: Indirect Economic Impacts 2016** | 203-1 | Infrastructure Investments and Provision of Services | Social Contribution | |
| | 203-2 | Significant Indirect Economic Spillovers and Impacts | Social Contribution | |
| **Environment** | | | | |
| **GRI 302: Energy 2016** | 302-1 | Energy Consumption within the Organization | Energy | |
| | 302-3 | Energy Intensity | Energy | |
| | 302-4 | Energy Consumption Reduction | Key Carbon Neutrality Activities | |
| **GRI 303: Water and Effluents 2018** | 303-2 | Management of Impacts Related to Water Discharge | Pollutant Management | |
| | 303-3 | Water Sources | Water Intake | |
| | 303-4 | Water discharge | Water Intake | |
| | 303-5 | Water withdrawal | Water Intake | |
| **GRI 305: Emissions 2016** | 305-1 | Direct Greenhouse Gas Emissions (Scope 1) | Greenhouse Gas Emissions | |
| | 305-2 | Scope 2 Greenhouse Gas Emissions | Greenhouse Gas Emissions | |
| | 305-3 | Other Indirect Greenhouse Gas Emissions (Scope 3) | Greenhouse Gas Emissions | |
| | 305-4 | Greenhouse Gas (GHG) Emission Intensity | Greenhouse Gas Emissions | |
| | 305-5 | Greenhouse Gas (GHG) Emission Reduction | Key Carbon Neutrality Activities | |
| | 305-7 | Nitrogen Oxides (NOx), Sulfur Oxides (SOx) and Other Major Air Emissions | Air Pollutants | |
| **GRI 306: Waste 2020** | 306-1 | Waste Generation and Significant Waste-related Impacts | Waste Management | |
| | 306-2 | Management of Significant Waste-related Impacts | Waste Management | |
| | 306-3 | Waste Generation | Waste | |
| | 306-4 | Waste Recycling | Waste | |
| **Social** | | | | |
| **GRI 401: Employment 2016** | 401-1 | New Hires and Turnover | Employee Recruitment Employee Retention and Turnover | |
| | 401-2 | Benefits for Full-time Employees Not Provided to Non-regular Employees | Employee Welfare Benefits System | |
| | 401-3 | Parental Leave | Employee Parental Leave | |
| **GRI 404: Training and Education 2016** | 404-1 | Average training hours per employee | Talent Development | |
| | 404-2 | Employee competency enhancement and transition support programs | Talent Development | |
| | 404-3 | Percentage of employees who received regular performance reviews and career development reviews | Review of work performance and career development | |
| **GRI 405: Diversity and Equal Opportunity 2016** | 405-1 | Diversity of governance bodies and employees | Employee diversity Board of Directors and Executive Composition | |
| | 405-2 | Ratio of basic salary and remuneration for women to men | Employee Compensation and Wages | |
| **GRI 408: Child Labor 2016** | 408-1 | Operations and suppliers at significant risk for incidents of child labor | Human rights due diligence | |
| **GRI 409: Forced or Compulsory Labor 2016** | 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | Human rights due diligence | |
| **GRI 415: Public Policy 2016** | 415-1 | Political Contributions | - | According to Article 31 of the Political Funds Act, the Company, as a corporate entity, cannot make any form of political contribution (financial or in-kind). |
| **GRI 417: Marketing and Labeling 2016** | 417-1 | Requirements for product and service information and labeling | Product advertising and labeling statements | |
| | 417-2 | Cases of non-compliance with regulations concerning product and service information and labelling | - | No cases |
| | 417-3 | Cases of non-compliance with regulations concerning marketing communications | - | No cases |

# SASB

## Medical Equipment and Supplies

| Topic | Code | Category | Content | Contents |
|---|---|---|---|---|
| Business Ethics | HC-MS-510a.1 | Indicator | Total monetary losses as a result of legal proceedings associated with bribery or corruption | - |
| | | Response | There have been no monetary losses as a result of legal proceedings associated with bribery and corruption cases. | |
| | HC-MS-510a.2 | Indicator | Description of the code of ethics governing interactions with healthcare professionals | Compliance training, |
| | | Response | Compliance training is provided to medical device sales representatives who interact with individuals or companies involved in providing healthcare services and supplies to patients, such as doctors, pharmacists and nurses, purchasing agents, and employees of healthcare-related purchasing agencies. | |

## Processed Food

| Topic | Code | Category | Content | Contents |
|---|---|---|---|---|
| Energy Management | FB-PF-130a.1 | Indicator | (1) Total energy consumption, (2) Proportion of grid electricity, (3) Proportion of renewable energy | Energy |
| | | Response | In 2025, Hanmi Science's total energy consumption was 214 TJ. | |
| Water Management | FB-PF-140a.1 | Indicator | (1) Total water withdrawal, (2) Total water consumption, and their respective proportions in regions with high or extremely high water stress | Water Intake |
| | | Response | In 2025, Hanmi Science's total water withdrawal was 231,475 tons, and total water consumption was 92,984 tons. | |
| | FB-PF-140a.2 | Indicator | Number of violations related to water quantity and/or quality permits, standards, and regulations | Environmental Regulation Violations |
| | | Response | There have been no violations related to quantity and/or quality permits, standards, and regulations. | |
| Food Safety | FB-PF-250a.2 | Indicator | Results of Global Food Safety Initiative (GFSI) audits: (a) major non-conformities and (b) minor non-conformities (1) percentage, and (2) percentage of related corrective actions. | Utilizing Management Systems for Safe and Transparent Dietary Practices |
| | | Response | We evaluate suppliers based on assessment sheets that include standards such as HACCP, GMP (KFDA standards), and FSC22000 (GFSI standard), ensuring the manufacturing safety of suppliers through regular verification. | |
| Product Labeling and Marketing | FB-PF-270a.3 | Indicator | Number of violations of industry or regulatory labeling and/or marketing laws. | - |
| | | Response | There have been no proven cases of violations of regulatory laws, statutes, or other requirements related to labeling and marketing. | |
| | FB-PF-270a.4 | Indicator | Total amount of monetary losses resulting from legal proceedings related to labeling and/or marketing activities. | - |
| | | Response | There have been no monetary losses incurred regarding nutrient content claims, health claims, or improperly labeled products. | |
| Raw Material Supply Chain's Environmental and Social Impacts | FB-PF-430a.2 | Indicator | Results of audits on suppliers' social and environmental responsibilities: (a) major non-conformities and (b) minor non-conformities (1) percentage, and (2) percentage of related corrective actions. | Utilizing Management Systems for Safe and Transparent Dietary Practices |
| | | Response | To deliver safe food to customers, we have established a systematic audit system. Once a supplier is selected, supplier validity verification is performed, and evaluations are conducted twice a year after contract completion. We evaluate suppliers based on assessment sheets that include standards such as HACCP, GMP (KFDA standards), and FSC22000 (GFSI standard), ensuring the manufacturing safety of suppliers through regular verification. | |

## Household and Personal Products

| Topic | Code | Category | Content | Contents |
|---|---|---|---|---|
| Water Management | CG-HP-140a.1 | Indicator | (1) Total water withdrawal, (2) Total water consumption, and their respective proportions in region s with high or extremely high water stress | Water Intake |
| | | Response | In 2025, Hanmi Science.'s total water withdrawal was 231,475 tons, and total water consumption was 92,984 tons. | |
| Product Environmental, Health, and Safety Performance | CG-HP-250a.3 | Indicator | Discussion on the process of identifying and managing hazardous new materials and chemicals of concern. | Selection of Raw Mater ials Conforming to Inter national Standards |
| | | Response | We aim to provide products that global consumers can use with confidence by strictly adhering to cosmetic safety regulations in major markets such as the US and Europe. To achieve this, we revie w each country's list of prohibited and restricted ingredients (Negative List) from the new product planning stage and use only internationally verified safe ingredients. | |

## Software and IT Services

| Topic | Code | Category | Content | Contents |
|---|---|---|---|---|
| Hardware-Based Environmental Footprint of Facilities | TC-SI-130a.1 | Indicator | (1) Total energy consumption, (2) Proportion of grid electricity, (3) Proportion of renewable energy | Energy |
| | | Response | In 2025, Hanmi Science's total energy consumption was 214 TJ. | |
| | TC-SI-130a.2 | Indicator | (1) Total water withdrawal, (2) Total water consumption, and their respective proportions in regions with high or extremely high water stress | Water Intake |
| | | Response | In 2025, Hanmi Science.'s total water withdrawal was 231,475 tons, and total water consumption w as 92,984 tons. | |
| Data Privacy and Freedom of Expression | TC-SI-220a.3 | Indicator | Total monetary losses incurred as a result of legal proceedings related to user privacy | - |
| | | Response | There were no monetary losses incurred during the reporting period as a result of legal proceeding s related to user privacy incidents. | |
| Recruitment and mana gement of diverse global high-skilled talent | TC-SI-330a.1 | Indicator | Ratio of (1) employees of foreign nationality and (2) employees located overseas | Employee diversity |
| | | Response | In 2025, Hanmi Science had 1 employee of foreign nationality. | |
| | TC-SI-330a.3 | Indicator | Gender and racial/ethnic composition of (1) management, (2) technical staff, and (3) all other emplo yees | Employee diversity |
| | | Response | We disclose the gender and racial diversity of managers and non-managerial positions through the ESG report. | |
| Protection of Intellectu al Property and Anti-competitive Behavior | TC-SI-520a.1 | Indicator | Total monetary losses incurred as a result of legal proceedings related to anti-competitive practice s regulations | - |
| | | Response | There were no monetary losses related to anti-competitive practices, including legal proceedings c oncerning price fixing, antitrust violations, patent misuse, and the enforcement of laws regarding n etwork effects and tied selling of services and products to restrict competition. | |

APPENDIX

# Reporting Scope and Verification

## About this report

### Report Overview

The 2025-26 Hanmi Science ESG Report is Hanmi Science's first-ever sustainability report. This report was prepared to transparently disclose to stakeholders the goals and achievements related to creating economic, social, and environmental value for a global Hanmi. Hanmi Science strives to become a healthcare company that communicates and develops with stakeholders, including shareholders and customers, through its annual ESG report.

### Reporting Standards and Principles

The 2025-26 Hanmi Science ESG Report was prepared in accordance with GRI (Global Reporting Initiative) Standards 2021[GRI]. Furthermore, to disclose activities for key issues relevant to Hanmi Science's industry characteristics, we referred to SASB (Sustainability Accounting Standards Board)[SASB], as well as TCFD (Task Force on Climate-related Financial Disclosures) recommendations, and financial performance was prepared in accordance with K-IFRS.

### Reporting Period and Scope

The 2025-26 Hanmi Science ESG Report covers Hanmi Science's sustainable management performance from January 1 to December 31, 2025. Information that could significantly influence stakeholders' decisions includes activities up to April 2026 and supplementary data from the previous year. This report also includes the sustainable management performance of Hanmi Science's headquarters and domestic business sites, and for environmental and employee data, it includes information from Online Pharm, a key consolidated subsidiary.

### Report Assurance

This ESG report has been verified by an independent third-party professional assurance provider, who was not involved in the selection and preparation process of the key reporting issues, to ensure the objectivity, fairness, and reliability of its contents. Information regarding the methodology, relevant standards, verification results, and other details related to the assurance provider and the verification of the report's contents can be found **[Third-Party Assurance Statement]** here.

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> **Publication Month** : June 2026

# Independent Assurance Statement

Independent Assurance Statement

To readers of 2025-26 Hanmi Science ESG Report

**Introduction**

Korea Management Registrar (KMR) was engaged to conduct an independent assurance of 2025-26 Hanmi Science ESG Report for the year ending December 31, 2025. The preparation, information and internal control of the report are the sole responsibility of Hanmi Science's the management. KMR's responsibility is to comply with the agreed engagement and express an opinion to Hanmi Science's management.

**Subject Matter**

The reporting boundaries included the performance and activities of sustainability-related organizations as described in Hanmi Science's report

- 2025-26 Hanmi Science ESG Report

**Reference Standard**

- GRI Standards 2021 : 2023 (GRI)

**Assurance criteria**

KMR applied the quality management system in accordance with ISO 17029 and KMR EDV 01, and carried out the verification in accordance with the assurance criteria of AA1000AS v3 and KMR's proprietary SRV1000. Under AA1000AS v3, we assessed the adherence to the four principles presented in AA1000AP:2018—Inclusivity, Materiality, Responsiveness, and Impact—and evaluated the reliability and quality of the data and information using. Under SRV1000, we conducted a multidimensional review aimed at zero data errors, applying expert judgment to determine the materiality criteria.

- ISO 17029 : 2019, ISO 14065 : 2020, AA1000AS v3 : 2020 (AccountAbility), AA1000AP : 2018 (AccountAbility), SRV 1000 : 2022 (KMR), KMR EDV 01 : 2024 (KMR)
- Levels of assurance/materiality: AA1000AS v3 – Type 2/moderate, limited/ not set

**Scope of assurance**

The information subject to verification in the sustainability report is as follows.

- GRI Standards 2021 reporting principles
- Universal Standards
- Topic Specific Standards
  - GRI 201: Economic Performance(201-1, 201-2, 201-3), GRI 202: Market Presence(202-2), GRI 203: Indirect Economic Impacts, GRI 205: Anti-corruption, GRI 206: Anti-competitive Behavior,
  - GRI 302: Energy(302-1, 302-3, 302-4), GRI 303: Water and Effluents(303-2, 303-3, 303-4, 303-5), GRI 305: Emissions(305-1, 305-2, 305-3, 305-4, 305-5, 305-7), GRI 306: Waste(306-1, 306-2, 306-3, 306-4),
  - GRI 401: Employment, GRI 403: Occupational Health and Safety, GRI 404: Training and Education, GRI 405: Diversity and Equal Opportunity, GRI 408: Child Labor, GRI 409: Forced or Compulsory Labor, GRI 415: Public Policy, GRI 416: Customer Health and Safety, GRI 417: Marketing and Labeling, GRI 418: Customer Privacy

As for the reporting boundary, information external to the organization was excluded from the scope of assurance.

**KMR's Approach**

Our Assurance Team undertook the following activities for the agreed scope of assurance using the standard outlined above:

- Evaluating the appropriateness of the reference standard used as a basis for preparing sustainability information and the reliability of the materiality assessment process and its findings;
- Conducting inquiries to understand the data management and control environment, processes, and information systems (the effectiveness of controls was not tested);
- Evaluating the appropriateness and consistency of the methodology for estimation (note that the underlying data was not tested and KMR has not made any estimates);
- Visiting the headquarters, determining visit sites based on the site's contribution to sustainability and the possibility of unexpected changes since the previous period and sampling data, and carrying out due diligence on a limited number of source records at the sites visited;
- Interviewing people in charge of preparing the report;
- Considering whether the presentation and disclosures of sustainability information are accurate and clearly defined;
- Identifying errors through comparison and check against underlying information, recalculation, analyses, and backtracking; and
- Evaluating the reliability and balance of information based on independent external sources, public databases, and press releases.

**Limitations and Recommendations**

The absence of generally accepted reporting frameworks or well-established practices on which to draw to evaluate and measure non-financial information allows for different measures and measuring techniques, which can affect comparability between entities. Therefore, our assurance team relied on professional judgment. In a limited assurance engagement, the scope of the risk assessment procedures and the subsequent procedures performed in response to the assessed risks are limited than in a reasonable assurance engagement. Our assurance team conducted our work to a limited extent through inquiries, analysis, and limited sampling based on the assumption that the data and information provided by Hanmi Science are complete and sufficient. To overcome these limitations, we confirmed the quality and reliability of the information by referring to independent external sources and public databases, such as DART and the National GHGs Management System (NGMS).

**Conclusion and Opinion**

Based on the document reviews and interviews, we had several discussions with Hanmi Science on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. We found that the report was prepared in accordance with the criteria presented by Hanmi Science, and nothing comes to our attention to suggest that the evidence obtained regarding its content is insufficient to provide a basis for our opinion. Our opinion on the principles is as follows:

Inclusivity

Hanmi Science has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

Materiality

Hanmi Science has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

Responsiveness

Hanmi Science prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of Hanmi Science's actions.

Impact

Hanmi Science identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of sustainability performance data, including economic, environmental, and social performance data. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

**KMR's Competence, Independence, and Quality Control**

Korea Management Registrar (KMR) is a verification body for the Republic of Korea Emissions Trading Scheme (K-ETS), accredited to ISO/IEC 17029:2019 (Conformity Assessment - General principles and requirements for validation and verification bodies), ISO 14067, the additional accreditation criteria ISO 14065, and ISO/IEC 17021:2015 (Requirements for bodies providing audit and certification of management systems). Additionally, KMR maintains a comprehensive quality control system that includes documented policies and procedures of the KMR EDV 01:2024 (ESG Disclosure Assurance System) based on ISO/IEC 17029 requirements and compliant with IAASB ISQM1:2022 (International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board). Furthermore, KMR adheres to the ethical requirements of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior in accordance with the IESBA Code:2023 (International Code of Ethics for Professional Accountants). Our assurance team consists of sustainability experts. Other than providing an independent assurance, KMR has no other contract with Hanmi Science and did not provide any services to Hanmi Science that could compromise the independence of our work.

**Limitations of Use**

This assurance statement is made solely for the management of Hanmi Science for the purpose of enhancing an understanding of the organization's sustainability performance and activities. We assume no liability or responsibility for its use by third parties other than the management of Hanmi Science. As this assurance statement may be subject to revision after the assurance date below, we recommend verifying whether this is the latest version.

June 7, 2026

KMR SRV1000 Sustainability Committee Assurance AA1000 Licensed Report 000-129/V3-LPDHX

CEO E. J. Hwang

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Hanmi Science ESG Report Independent Assurance Statement.pdf

# Greenhouse Gas Assurance Statement

## Greenhouse Gas Assurance Statement (SCOPE 1+2)

KMR

KMR-VCV-26-062

**Hanmi Science Co., Ltd.**
**and Online Pharm Co., Ltd.**

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas(hereinafter "GHG") emission(Scope 1,2) in 2025 of Hanmi Science Co., Ltd. and Online Pharm Co., Ltd.

**PURPOSE & SCOPE**

The purpose of this verification is to present an independent verification opinion on the greenhouse gas emissions inventory and the scope of the verification is as follows.
- Verification of places of business and emissions facilities under the control of Hanmi Science Co., Ltd. and Online Pharm Co., Ltd.

**STANDARDS**

- ISO 14064-3:2019
- ISO 14064-1:2018
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment, 2025-64)

**PROCEDURE**

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation.The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

**INDEPENDENT**

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

**LIMITATION**

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

**OPINION**

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results.
- According to KMR's approach, nothing was found that would lead to a finding that Hanmi Science Co., Ltd. and Online Pharm Co., Ltd. failed to disclose data and information that was accurate and reliable in all material respects.
- Criticality: meets the criterion, which is less than 5%

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KMR

KMR-VCV-26-062

**GHG Emissions & Energy Consumption**

| | Direct emissions (Scope 1) | Indirect emissions (Scope 2) | Total ($tCO_2$ eq) |
|---|---|---|---|
| 2025 | 4,648.913 | 6,189.500 | 10,836 |
| | **Fuel (TJ)** | **Electricity (TJ)** | **Total (TJ)** |
| 2025 | 90.333 | 129.338 | 217 |

※ Note : Total amount and sum of emissions by item may differ by rounding

**RESULTS**

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities.
As a result, we express "unmodified" opinion.

※ The entity shall be responsible for preparing the verification materials in accordance with relevant laws and standards, and KMR's responsibility shall be limited to the parties to the verification contract under the terms and conditions agreed upon, and shall not be responsible for any other decisions, such as investments based on this verification opinion.
※ The company shall comply with the use of accreditation and logo marks under the agreement agreed with KMR.

Apr, 13, 2026

KMR ISO 14064-1 IAF National Institute of Environmental Research

C E O E J Hwang

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KMR

KMR-VCV-26-062

**GHG emissions & Energy Consumption by business sites**

| NO. | Sites | GHG emissions ($tCO_2$ eq.) | | | Energy consumption (TJ) | | |
|---|---|---|---|---|---|---|---|
| | | Direct emissions (Scope 1) | Indirect emissions (Scope 2) | Total | Fuel | Electricity | Total |
| 1 | Headquarters | 233.926 | 796.342 | 1,030.00 | 4.315 | 16.641 | 20.00 |
| 2 | Songtan Plant | 4,188.913 | 5,036.743 | 9,225.00 | 82.612 | 105.249 | 187.00 |
| 3 | Songpa Logistics Center | - | 51.067 | 51.00 | - | 1.067 | 1.00 |
| 4 | Pyeongtaek Logistics Center | - | 240.496 | 240.00 | - | 5.025 | 5.00 |
| 5 | Online Pharm Co., Ltd. | 226.074 | 64.853 | 290.00 | 3.406 | 1.355 | 4.00 |
| | Total | 4,648.913 | 6,189.500 | 10,836 | 90.333 | 129.338 | 217 |

※ Note : Total amount and sum of emissions by item may differ by rounding

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Hanmi Science and Online Pharm Greenhouser Gas Assuarance Statement (SCOPE 1&2).pdf

APPENDIX

# Status of Domestic and International Association Memberships

## Status of Membership in Domestic and International Associations

### Hanmi Science

| | | |
|---|---|---|
| CIO Forum | ISPE Association | International Intellectual Property Protection Association |
| Technology Valuation Association | Korean Patent Attorneys Association | In-house Counsel Association |
| Pharmaceutical Credit Management Council | Korea CISO Council | Korea IR Association |
| Korea Health Functional Food Association | Korea Trademark and Design Association | Korea Food Industry Association |
| Korea Medical Devices Industry Association | Korea Intellectual Property Association | |

| | | |
|---|---|---|
| Major Associations Joined<br>2025 Association Fee Status | **Korea Listed Companies Association** | KRW 10,440,000 |
| | **Korea Food Industry Association** | KRW 6,840,000 |
| | **Korea Intellectual Property Association** | KRW 6,300,000 |

### Online Pharm

| | | |
|---|---|---|
| Gyeonggi-do Pharmaceutical Industry Development Council | Gyeongbuk Pharmaceutical Industry Council | Gyeongsangnam-do Pharmaceutical Association |
| Gwanak-gu Pharmacy Association | Gwangju-Jeonnam Pharmacy Association | Gwangjin-gu Pharmaceutical Association |
| Nowon-gu Pharmacy Association | Daegu-Gyeongbuk Pharmaceutical Association | Daegu Metropolitan Pharmaceutical Industry Council |
| Busan Metropolitan Pharmaceutical Industry Council | Seoul Metropolitan Pharmaceutical Industry Council | Seoul Jung-gu Pharmacy Association |
| Ansan Pharmaceutical Industry Professionals Council | Ulsan Metropolitan Pharmaceutical Industry Development Council | Korea Distribution & Logistics Promotion Agency |
| Eunpyeong-gu Pharmaceutical Association | Incheon Metropolitan City Pharmaceutical Association | Jeonbuk Pharmaceutical Association |
| Pharmaceutical Wholesalers and Distributors Association | Jongno-gu Pharmaceutical Association | Jungnang-gu Pharmaceutical Association |
| Korea Pharmaceutical Association | Korea Pharmaceutical Distributors Association (Gyeonggi-Incheon Branch) | Korea Pharmaceutical Distributors Association (Headquarters) |

| | | |
|---|---|---|
| Major Associations Joined<br>2025 Association Fee Status | **Korea Pharmaceutical Distributors Association (Headquarters)** | 7,000,000 KRW |
| | **Korea Distribution & Logistics Promotion Agency** | 3,181,818 KRW |
| | **Korea Pharmaceutical Association** | 2,400,000 KRW |

# ESG Policies

| | | |
|---|---|---|
| Environmental | Hanmi Group's Green Purchase Policy | Download |
| Social | Hanmi Group's Human Rights Policy | Download |
| | Hanmi Science's EHS Management Policy | Download |
| | Hanmi Group's Code of Ethics | Download |
| | Hanmi Group's Information Security Declaration | Download |
| Governance | Hanmi Science's View of Taxation | Download |

APPENDIX

ESG Assessment

# ESG Assessment

## Domestic ESG Assessment Results

| Category | KCGS (KOREA INSTITUTE OF CORPORATE GOVERNANCE AND SUSTAINABILITY) | | | |
|---|---|---|---|---|
| | Overall Grade | Environment | Social | Corporate Governance |
| **2021** | A | B+ | A+ | A |
| **2022** | B+ | B | A+ | B |
| **2023** | B+ | A | A | B |
| **2024** | B+ | B+ | A | B+ |
| **2025** | B+ | B+ | A | B |

Hanmi Science