

Hanmi Pharm's Supply Chain Management Regulations

Article 1. Purpose

The purpose of these regulations is to set forth the overall matters pertaining to the management of the sustainable supply chain of Hanmi Pharmaceutical Co., Ltd. (Hereinafter referred to as "the Company") and to the application of the values of ethical management, trust-based management, and compliance management to the entire supply chain based on the management principles of 'Respect for Humanity' and 'Value Creation.'

Article 2. Subject

These regulations apply comprehensively to all of the company's business and investment activities, including cooperative relationships within the company's value chain, domestic and overseas production and services, and subsidiaries.

Article 3. Principle of Managing Major Supply Chains

- ① The company shall strive to achieve the best quality management by comprehensively reviewing systematized quality and cost, and delivery, etc.
- ② The company shall exert its best efforts to manage a healthy supply chain based on the Four Major Principles of Fair Trade (i.e. signing appropriate contracts for win-win cooperation; fair selection and operation of suppliers; issuance and filing of appropriate documentation; and prevention of unfair trade by operating an internal nomination committee) and the Code of Ethics on Purchasing, as outlined in the attached table.
- ③ The company shall endeavor to inspect and support its suppliers according to the four major management areas of the Suppliers' Code of Conduct (Labor and Human Rights, Health and Safety, Environment, Ethical and Fair Trade), and shall strive for sustainable mutual growth by promoting the adoption of ESG management, including the goal of carbon neutrality, and health and safety, by all its suppliers (relations).
- ④ The company shall provide various types of training related to the current issues of the domestic and overseas pharmaceutical industry, such as GMP, ESG, and ethical management, in

order to strengthen its suppliers' capabilities.

- ⑤ The company shall deploy various channels of communication to strengthen contact with its suppliers, and strive to achieve win-win management and mutual growth with them.

Article 4. Principle of Auditing the Major Supply Chains

- ① The company shall conduct periodic supply chain audits for all suppliers (relations) that have established business relations within the company's value chain, and make it a general rule to disclose and report the main results of the audit.
- ② The company shall revise the main results under the preceding paragraph by reflecting them in these regulations and discuss remedial measures through communication with internal and external stakeholders.

Article 5. Operation of a Channel for Reporting Complaints

- ① The company shall operate a complaint reporting channel to manage fair business relations and maintain a healthy supply chain ecosystem.
- ② The complaint reporting channel prescribed in the foregoing paragraph shall be operated at all times to handle ethics and compliance issues and infringements of human rights, and shall be provided to all suppliers engaged in a cooperative relationship with the company.
- ③ The detailed procedure for reporting complaints according to this article shall be set out in a separate guideline.

(Attached Table)

Code of Ethics on Purchasing

- 1. Employees shall only consider the profit and interest of the company when trading with a supplier.
- 2. Employees shall not engage in any act of collusion that may affect decision-making when engaging in purchasing activities with a supplier.
- 3. The selection and registration of a customer shall proceed in a rational manner and shall be based on objective and impartial evaluation standards.

4. Trading shall be based on the principle of fair competition, while the exploitation of personal connections shall be strictly prohibited.
5. Employees shall not accept unauthorized entertainment or personal gifts of any kind from suppliers or clients.
6. Employees shall not engage in unfair behavior in any way that takes advantage of our superior position and authority when trading with a supplier.
7. Employees shall never disclose important or confidential information about our company to a third party.
8. Employees shall not make false reports and shall always respect the principle of transparency in all purchasing activities
9. Employees shall remind their counterparts that if a company is found to have given a personal gift to, or hosted, a member of our company, all transactions with them will be suspended immediately.
10. If any of the above principles is violated, the employee concerned shall readily accept whatever punishment is imposed by the company.