

HANMI SUSTAINABILITY

2025-26

Hanmi Pharmaceutical ESG Report



Contents

01 OUR COMPANY

CEO Message	4
Company Overview	5
Hanmi Pharm Business Model	11
2025 Performance	14
Business Growth & Innovation	19
R&D Management	21
Lim Sung Ki Foundation	33

02 ESG MANAGEMENT

Hanmi Pharm ESG Management	37
2025 Materiality Assessment	40
Stakeholder Communication	42

03 MATERIAL ISSUES

Pharmaceutical Product Safety Assurance	44
Strengthening Ethical & Compliance Management	53
Strengthening Workplace Health & Safety	65
Responsible Supply Chain Management	76
Information Security including Personal Information Protection	82

04 ESG PERFORMANCE

GOVERNANCE	Corporate Governance	88
	Risk Management	94
ENVIRONMENTAL	Climate Change Response & Environmental Management	97
	Biodiversity Conservation	120
SOCIAL	Human Rights Management	126
	Human Capital	132
	Welfare & Culture	137
	Responsible Marketing	139
	Social Contribution	143

05 ESG FACTBOOK

Financial Performance	158
EHS Management Performance	160
Human-oriented Management Performance	179

06 APPENDIX

Reporting Framework	196
Reporting Scope & Verification	202
Current Status of Membership of Domestic & Overseas Associations	207
ESG Policies	208
ESG Assessment	209
Report Archive	210

01

Our Company

CEO Message	4
Company Overview	5
Hanmi Pharm Business Model	11
2025 Performance	14
Business Growth & Innovation	19
R&D Management	21
Lim Sung Ki Foundation	33

Our Company
CEO Message

CEO Message

"Once again, with Creation and Innovation"

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

Last year, **Hanmi Pharmaceutical achieved a record-high revenue of KRW 1.5475 trillion since its founding**, and recorded an industry-leading **operating profit of KRW 257.8 billion**. The company has gone beyond mere external growth, establishing a more robust growth foundation based on solid fundamentals, where top-tier profit generation and R&D investment create a virtuous cycle.

In the new drug development sector, which will drive Hanmi Pharmaceutical's future value, visible achievements are being made.

The obesity new drug slated for launch in the second half of this year is expected to leap forward as a 'national obesity drug' based on its excellent efficacy and confirmed safety, and

in the fields of oncology, metabolic diseases, and rare diseases, we are preparing to announce encouraging clinical results.

Hanmi Pharmaceutical will further strengthen its professional management system and organically consolidate group-level capabilities to promote enhanced corporate value and sustainable growth.

We deeply thank all stakeholders for their unreserved trust and support, and

we kindly ask for your continued interest and encouragement as Hanmi Pharmaceutical establishes itself as a leading company in the Korean pharmaceutical industry.

Thank you.

April 2026

Hwang Sangyoun, CEO

Our Company

Company Overview

Company Overview

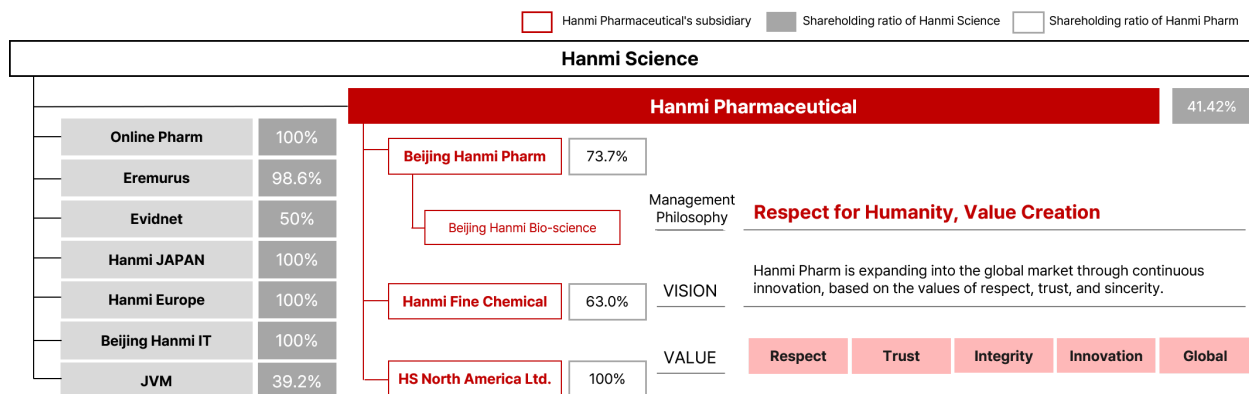
Hanmi Pharmaceutical

Hanmi Pharmaceutical, Korea's Leading R&D-focused Pharmaceutical and Bio Company

Founded in 1973 by pharmacist Lim Sung Ki, Hanmi Pharmaceutical embraces 'Respect for Human Beings' and 'Value Creation' as its management philosophies. It is Korea's leading R&D-focused pharmaceutical and bio company, constantly pursuing innovation through continuous R&D and a challenging spirit. Hanmi Pharmaceutical strives to contribute to protecting human health and life, and to become a leading company in the Korean pharmaceutical industry that can provide solutions to the various challenges facing the pharmaceutical industry.

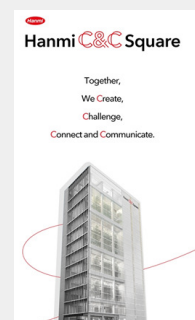
Company Name	Hanmi Pharmaceutical Co., Ltd.
CEO	Hwang Sangyoun
Founding Date	June 15, 1973 (Spin-off Date: July 1, 2010)
Business Address	Head Office: 14 Wiryeseong-daero, Songpa-gu, Seoul Hanmi C&C Square: 5 Wiryeseong-daero 2-gil, Songpa-gu, Seoul Paltan Smart Plant: 214 Muhwa-ro, Paltan-myeon, Hwaseong-si, Gyeonggi-do Pyeongtaek Bio Plant: 114 Chupalsandan-ro, Paengseong-eup, Pyeongtaek-si, Gyeonggi-do R&D Center: 550 Dongtangiheung-ro, Hwaseong-si, Gyeonggi-do
Main Business	Purpose of Business: Pharmaceutical manufacturing and sales, global innovative new drug development Major Products: Amosartan, Rosuzet, Esomezol, Hanmi Tams, PalPal, etc. Service Scale: Prescription drugs (239 types), Over-the-counter drugs (54 types)
Main Business Regions (Consolidated basis)	South Korea (Head office location), USA, China, Japan

Largest Shareholder and Subsidiary Status (including affiliates)



Open Square for Tomorrow, Hanmi C&C Square

In November 2025, Hanmi C&C Square, a new work and welfare complex facility of Hanmi Group, built on a scale of 7,305.9 m² across 5 basement floors and 13 above-ground floors, was completed. The 'C&C' in Hanmi C&C Square signifies Hanmi Group's top priorities: Creation and Challenge, Connect and Communicate. Hanmi C&C Square is intended to be used as a complex space that goes beyond a simple workspace, encompassing elements of employees' families, health, and culture. Currently, in addition to office spaces, it operates an on-site 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 best possible environment, and based on this, lead sustainable innovation.



Production Facilities | Paltan Smart Plant

Located in Paltan, Gyeonggi-do, South Korea, the Paltan Smart Plant is Hanmi Pharmaceutical's central production base for synthetic drugs, a global manufacturing facility with an annual production capacity of over 6 billion tablets. Based on cutting-edge systems and advanced production processes, it has obtained Good Manufacturing Practice (GMP certification) from major advanced pharmaceutical and bio countries and currently exports finished synthetic drugs to various countries worldwide. Notably, the latest ICT (Information and Communication Technology) is applied to all processes, resulting in 90% of the manufacturing and production processes being implemented through automated systems.



"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.

GMP Certification Status

Category	Approval Authority	Country
GMP Certificate Acquired	MRA	Syria
Sterile Plant Registration	MHLW	Japan
GMP Certificate Acquired	ANVISA	Brazil
GMP Certificate Acquired	DIGEMID	Peru
Factory Registration	Gulf Cooperation Council (GCC)	Arab Countries
GMP Certificate Acquired	SAUMP	Ukraine
GMP Certificate Acquired	BGV	Germany
GMP Certificate Acquired	Pharmacy and Poisons Board	Kenya
Non-Sterile Factory Registration	MHLW	Japan
GMP Certificate Acquired	USFDA	USA
Non-Sterile Factory Registration	TFDA	Taiwan
GMP Certificate Acquired	Philippines FDA	Philippines
GMP Certificate Acquired	MITRF	Russia
GMP Certificate Acquired	NMPA	China
GMP Certificate Acquired	ANVISA	Brazil
GMP Certificate Acquired	PMDA	Japan

Status of International Management System Certifications

Category	Content	Period
ISO 14001	Environmental Management System	2023.09.29 ~ 2026.09.28
ISO 45001	Occupational Health and Safety Management System	2024.09.23 ~ 2027.09.22
ISO 22301	Business Continuity Management System	2025.12.13 ~ 2028.12.12
ISO 27001	Information Security Management System	2024.12.19 ~ 2027.12.18
ISO 37001	Anti-Bribery Management System	2024.11.29 ~ 2026.11.27
ISO 37301	Compliance Management System	2024.11.29 ~ 2027.11.28

Production Facility | Pyeongtaek Bioplant

The Pyeongtaek Bioplant, located in Pyeongtaek, Gyeonggi-do, Republic of Korea, is a production facility that manufactures Hanmi Pharmaceutical's bio pharmaceuticals. It supplies commercialized biopharmaceutical products, approved by the U.S. FDA and the Korea Ministry of Food and Drug Safety(MFDS), to the U.S. and Korean markets. Optimized for microbial-based biopharmaceutical production, Hanmi Pharmaceutical's Pyeongtaek Bioplant boasts advanced large-scale manufacturing facilities with a maximum capacity of 25,000 liters, and also houses within the same site a pre-filled syringe finished drug product manufacturing facility capable of producing over 24 million units annually.



"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.

GMP Certification Status

Category	Approval Authority	Country
Finished Drug Product (Aseptic) and API GMP Certification	MFDS	South Korea
USFDA GMP Establishment Inspection Pass	CDER, FDA	USA
USFDA GMP Establishment Inspection Pass	CDRH, FDA	USA
Certificate of GMP compliance of a biopharmaceuticals contract manufacturing organization	MFDS	South Korea

International Management System Certification Status

Category	Content	Period
ISO 14001	Environmental Management System	2023.12.07 ~ 2026.12.06
ISO 45001	Occupational Health and Safety Management System	2023.12.07 ~ 2026.12.06
ISO 22301	Business Continuity Management System	2025.12.13 ~ 2028.12.12
ISO 37001	Anti-Bribery Management System	2024.11.29 ~ 2026.11.27
ISO 37301	Compliance Management System	2024.11.29 ~ 2027.11.28
ISO 13485	Medical Device Quality Management System	2026.01.21 ~ 2029.01.21
PSM P Grade	Process Safety Management System	2022.07.01 ~ 2026.06.30

Subsidiary | 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)

Company Name	Beijing Hanmi Pharmaceutical Co., Ltd.
CEO	Lim Jong-yoon
General Manager	Lim Hae-ryong
Founding Date	March 27, 1996
Business Address	No. 10 Tianzhu West Road, Tianzhu Airport Industrial Zone A, Shunyi District, Beijing, China
Revenue	KRW 402.4 billion
Number of Employees	1,230 employees
Main Business	Main business : Manufacturing and sales of pharmaceuticals and new drug development Key products : Pediatric medicines such as Mami Ai (妈咪爱) and Itanjing (易坦静) Service scope : A total of 18 types including Mami Ai, Itanjing, Luogutang, Meichang'an, and Meiyaping
Shareholder Composition Status	Hanmi Pharmaceutical Co., Ltd. (73.68%), China Resources Zizhu Pharmaceutical Co., Ltd. (26.32%)

Beijing Hanmi Pharmaceutical Board of Directors

Composition	Chairman : 1 person, Directors : 5 people
Diversity of Directors	5 men, 1 woman
Term of Office for Directors	3 years
Nationality	South Korea 4 people / China 2 people
Prevention of Conflicts of Interest	Members of the Board of Directors must disclose to the Board all situations that may give rise to conflicts of interest and must be subject to deliberation in connection therewith. This includes potential stages where the conflict of interest has not actually occurred. In this regard, the review of the current status of the Board of Directors revealed no conflicts of interest.
Regarding key sustainability topics, Decision-making	As the company's highest decision-making body, the Beijing Hanmi Pharmaceutical Board of Directors determines important matters for the company, including the establishment of strategic directions, supervision of company management, protection of shareholder rights, election and dismissal of executives, approval of financial reports and business plans, and establishment of key management systems, through regular and extraordinary meetings in accordance with the articles of association, to ensure the company's continuous and stable growth.
Performance Evaluation & Compensation of the BOD	The Beijing Hanmi Pharmaceutical Board of Directors conducts an annual performance evaluation of its activities, and the compensation for its directors is calculated based on long-term management performance operational standards reflecting G&P. The final amount is determined through adjustment by the legal representative and then disclosed annually through the audit report.

Key Certifications Status

Certifications	Certifying Authority and Country
GMP Certification by Formulation Type	China Food and Drug Administration (CFDA)
High-tech Enterprise Certification	Beijing Municipal Science and Technology Commission
AEO CERTIFICATE	Beijing Customs of the People's Republic of China
Beijing Foreign Investment Research Center Certification	Beijing Municipal Science and Technology Commission
Permit for Laboratory Animal Use	Beijing Municipal Science and Technology Commission

International Management System (ISO) Certification Status

Category	Content	Period
ISO 14001	Environmental Management System	2024.03.22 ~ 2027.03.21
ISO 45001	Occupational Health and Safety Management System	2024.03.22 ~ 2027.03.21
ISO 37001	Anti-Bribery Management System	2025.01.25 ~ 2028.01.24

Subsidiary | 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

Based on over 40 years of accumulated R&D capabilities and production technology, we have obtained cGMP certification from regulatory bodies in major developed countries such as the United States, Europe, and Japan. Through a stable quality management system, we supply products to over 30 countries, growing into a trusted partner in the global pharmaceutical industry.

Since its establishment, Hanmi Fine Chemical has secured competitiveness in the cephalosporin antibiotic field. We have expanded into the general generic API business, leveraging highly complex synthesis technology and ultra-high purity quality in non-cephalosporin product areas. We are also continuously investing in discovering future growth engines by securing technological competitiveness in next-generation pharmaceutical fields, including the development of PEG and mRNA Capping. Through these efforts, we are promoting a shift towards a high-value-added business structure that includes CDMO, beyond just the generic API business.

Based on our management philosophy of 'Respect for Humanity' and 'Value Creation,' we are dedicated to growing into a global active pharmaceutical ingredient (API) company trusted by customers and society through responsible production activities and continuous research and development.

Company Name	Hanmi Fine Chemical Co., Ltd.
CEO	Lim Jong-hoon, Jang Yeong-gil
Founding Date	February 22, 1984
Business Address	57 Gyeongje-ro, Siheung-si, Gyeonggi-do (Jeongwang-dong)
Revenue	KRW 91.3 billion
Number of Employees	261 employees
Main Business	Main Business Activities : Manufacturing and sales of active pharmaceutical ingredients (APIs) and development of new synthesis technologies for novel drugs Key Products : Cephalosporin antibiotics, general active pharmaceutical ingredients (APIs), etc. Service Scope : Development and production of high-purity, highly complex active pharmaceutical ingredients (APIs) (products exported to over 30 countries worldwide)
Shareholder Composition Status	Hanmi Pharmaceutical Co., Ltd. (63.0%), Institutional and Individual Investors (37.0%)

Hanmi Fine Chemical Board of Directors

The Board of Directors of Hanmi Fine Chemical is composed of professional managers with rich experience and specialized knowledge in various fields, handling important decision-making matters of the company, proactively preventing various potential risks, and conducting self-assessments of the management's performance.

Composition	4 Executive Directors, 1 Non-Executive Director, 1 Auditor
Diversity of Directors	6 Men / 0 Women
Term of Office for Directors	3 years
Prevention of Conflicts of Interest	Hanmi Fine Chemical adheres to the rules on board ethics under the same conditions as Hanmi Pharmaceutical's regulations. Accordingly, directors are required to "notify the Board of all situations that may give rise to conflicts of interest and refer them for deliberation." The Board of Directors has not found any conflicts of interest to date.
Regarding key sustainability topics, Decision-making	Hanmi Fine Chemical strives to overcome potential risks and create economic, social, and environmental value through communication with stakeholders. Through fair internal audits, we are improving problematic practices and inefficient structures, strengthening our systems to enable company growth through more transparent management. Furthermore, for effective risk management, we are establishing an integrated crisis response management governance that encompasses everything from top management to field organizations. We periodically review and respond to risk situations to prevent major risks and enable prompt counter measures. Based on the risk management process, we are conducting simulations for each major risk and making company-wide efforts to review and enhance our crisis response capabilities.
Board Performance Evaluation and Compensation	The Board of Directors of Hanmi Fine Chemical conducts a regular evaluation of its performance annually. Compensation for the Board is calculated based on the same short-term incentive operating standards as Hanmi Pharmaceutical, and the final amount is determined through CEO adjustments and paid within the scope resolved by the general meeting of shareholders.

Key Certifications Status

Certifications	Certifying Body
BGMP Certification	Ministry of Food and Drug Safety
Acquisition of Certificate of Suitability (CEP) to the European Pharmacopoeia	European Directorate for the Quality of Medicines & HealthCare (EDQM)
GMP Compliance Certification for Injectable Manufacturing Facilities	Portuguese Ministry of Health (Infarmed)
GMP Audit and cGMP Compliance	U.S. Food and Drug Administration (US FDA)
Acquisition of EU GMP Certification for General Plant (Production Building C)	German Federal Ministry of Health (BSG)
GMP Audit and Acquisition of GMP Certificate	Australian Therapeutic Goods Administration (TGA)
Obtained GMP audit and compliance certification	Japan's Ministry of Health (PMDA)
cGMP compliance re-certification	U.S. Food and Drug Administration (US FDA)
Obtained GMP audit and compliance certification	Mexican Federal Commission for the Protection against Sanitary Risk (COFEPRIS)

International Management System (ISO) Certification Status

Category	Content	Period
ISO 14001	Environmental Management System	2025.06.03 ~ 2028.06.02
ISO 45001	Occupational Health and Safety Management System	2025.05.20 ~ 2028.05.19
ISO 22301	Business Continuity Management System	2025.12.29 ~ 2028.12.28

Our Company

Hanmi Pharm Business Model

Hanmi Pharm Business Model

Hanmi Pharmaceutical is a leading R&D-driven pharmaceutical and bio company representing South Korea, engaged in the manufacturing and sales of pharmaceuticals. Furthermore, each subsidiary company is categorized into a single business segment (pharmaceuticals, active pharmaceutical ingredients (APIs), overseas pharmaceuticals).

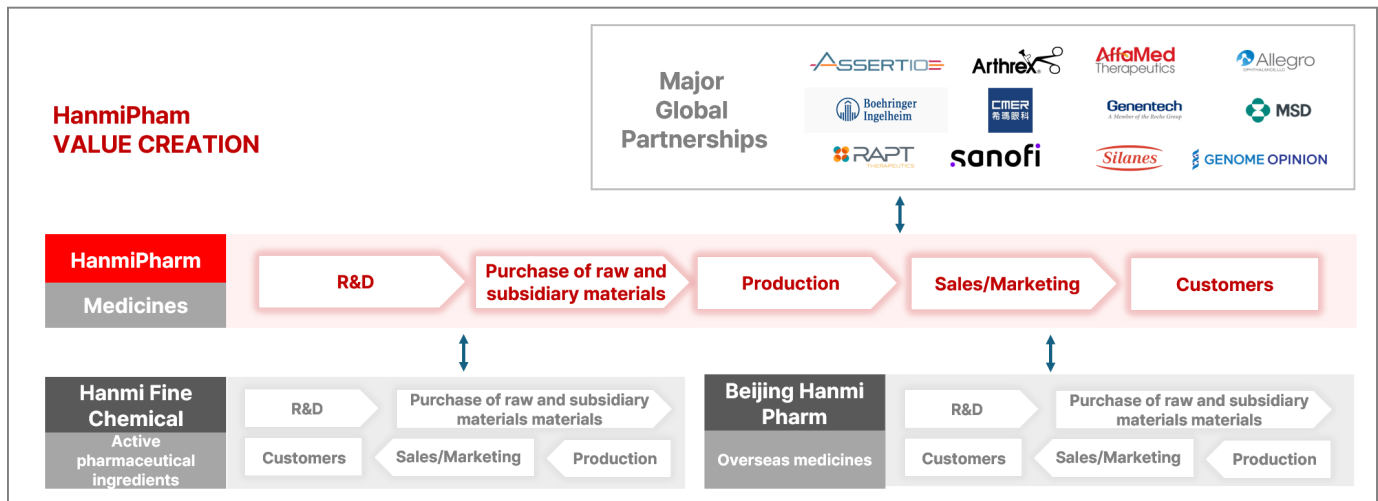
Business Areas

Pharmaceuticals Segment	Active Pharmaceutical Ingredients(API) Segment	Overseas Pharmaceuticals Segment
Hanmi Pharmaceutical Co., Ltd. primarily engages in the manufacturing and sales of pharmaceuticals, with key products including the combination antihypertensive 'Amosartan', the combination dyslipidemia treatment 'Rosuzet', the reflux esophagitis treatment 'Esomezol', the benign prostatic hyperplasia treatment 'Hanmi Tams Capsule', and the erectile dysfunction treatment 'PalPal Tab'. We are also committed to developing innovative new drugs through R&D.	Hanmi Fine Chemical Co., Ltd. is a specialized active pharmaceutical ingredient (API) company established in 1984. Its main products are recognized for their excellent quality in the cephalosporin-based antibiotic market and the general API market. Notably, in 2006, it underwent an audit by the U.S. Food and Drug Administration (FDA) for its sterile API division. Furthermore, in 2007, a new API synthesis plant was completed, diversifying the product lineup beyond cephalosporins. This new plant also received cGMP certification from the US FDA, Germany's BSG, Australia's TGA, and Japan's PMDA. Currently, Hanmi Fine Chemical exports its products to over 40 countries worldwide, including numerous multinational pharmaceutical companies.	Beijing Hanmi Pharmaceutical Co., Ltd. was established in 1996 with investment from Hanmi Pharmaceutical Co., Ltd. Having grown into an independent pharmaceutical company capable of performing all aspects from pharmaceutical R&D to production and sales, Beijing Hanmi Pharmaceutical Co., Ltd. continues its steady growth. Its main products are the pediatric digestive supplement 'Mami Ai' and the cough and phlegm medicine 'Itanjing', along with over 20 other products including the adult gastrointestinal treatment 'Meichangan'. Additionally, in 2022, it launched the combination antihypertensive 'Meiyaping' (Korean product name: Amosartan), and Beijing Hanmi Pharmaceutical Co., Ltd. is also leading global new drug development through R&D network synergy with Hanmi Pharmaceutical Co., Ltd. of Korea.

Value Chain

Standard : 2025

Input	Financial Capital ·Total assets : KRW 2.1376 trillion ·Total equity : KRW 1.4229 trillion ·Total liabilities : KRW 714.7 billion	R&D Intellectual Capital ·R&D investment : KRW 229 billion ·R&D facility investment : KRW 42.1 billion ·R&D personnel : 670 ·Research center : 6
	Manufactured Capital ·Production facilities : 4 ·Tangible assets : KRW 760.2 billion ·Production capacity : KRW 603.7 billion ·Purchases : KRW 290.9 billion ·No. of suppliers: 3,576	Natural Capital ·Energy consumption : 1,687,615GJ ·Water intake : 701,967ton ·Environmental investment : KRW 750 million ·Amount of harmful chemical substances used : 2,260ton ·No. of hours of environmental training : 10,708hours
	Human Capital ·No. of employees: 3,884 ·New recruits: 347 ·Investment in training : KRW 3.1 billion ·Average amount of human rights education per person: 3.3 hours	Social / Relationship Capital ·Donations + Social contribution cost: KRW 11.9 billion



Output	Financial Capital ·Sales : KRW 1,547.5 billion ·Operating profit : KRW 257.8 billion ·Net profit : KRW 187.1 billion	R&D Intellectual ·No. of R&D pipelines¹⁾ : 28 ·Orphan drug designations¹⁾ : 22 ·Domestic sales proportion¹⁾ : 97.5% ·Patents : 1,780
	Environment ·GHG emissions : 169,912tCO₂eq ·Scope 1 : 13,130tCO₂eq ·Scope 2 : 75,266tCO₂eq ·Scope 3 : 81,516tCO₂eq ·Amount of wastewater discharged : 437,140ton ·Air/water pollutant emissions & discharge : 11.2/13.8ton ·Amount of waste generated/recycled : 7,536/6,449ton	Manufactured ·Production performance : KRW 606.8 billion ·Blockbuster²⁾ : 20 ·Customer/Regulatory authority audit¹⁾ : 10 cases
	Employment ·Average number of years in service : 8.3years ·Percentage of female executives/employees : 36.9% ·Industrial accident rate : 0.10%	Social / Relationship ·Cumulative no. of volunteers : 912 ·Cumulative no. of volunteer hours : 2,598

1) Hanmi Pharmaceutical Standalone Basis

2) Pharmaceuticals sold for over 10 billion KRW in South Korea

Open Innovation

Hanmi Pharmaceutical's Open Innovation focuses on maximizing mutual synergy through cooperation in 'innovation and technology', including joint research and development, sales, licensing, and investment, rather than merely combining technology and capital. Since its establishment in 1973, Hanmi Pharmaceutical has grown into a leading R&D-driven company in Korea through various Open Innovation initiatives. From first generics to improved/combination new drugs and innovative new drugs, Hanmi's '**Korean-style R&D**' is always centered around Open Innovation.

* 'Korean-style R&D' refers to a strategic virtuous cycle that successfully develops improved combination new drugs based on global-level formulation technology know-how accumulated through 50 years of continuous research and development, and reinvests the capabilities generated therefrom into the development of global innovative new drugs.

Co-Development (recent key achievements)

2020	2021	2024
Enzyme Replacement Therapy GC Biopharma Co-Development (HM15421/GC1134A, Long Acting ERT, Lysosomal Storage Disease)	Genome Opinion (Now NOBO Medicine) Co-Development poseltinib (HM71224, Lymphoma)	AI-based anti-cancer therapy Co-Development AIGEN Sciences Research Collaboration
AI-based Drug Discovery Standigm Drug Discovery	New Target & Drug Discovery Dankook University Research Collaboration (Cancer)	Strategic Collaboration for discovering novel anti-cancer biomarkers using CRISPR MEDiC Life Sciences Research Collaboration
	PENTAMBODY ConjuAll LegoChem Biosciences (Now LigaChem Biosciences) Research Collaboration (bsAb ADC, Cancer)	

Licensing-Out/Supply Agreement (recent key achievements)

2019	2020	2021
Silanes Amosartan Plus amlodipin, losartan, chlorthalidon (Cardiovascular) Mexico	MSD efinopegdutide HM12525A (LAP ⁶ GLP/GCG agonist, MASH) WW (excluding Korea)	MSD efinopegdutide HM12525A (LAP ⁶ GLP/GCG agonist, MASH) WW (excluding Korea)
Sanofi Amosartan Q amlodipin, losartan, rosuvastatin (Cardiovascular) CIS		Aptose Biosciences tuspetinib HM43239 (Myeloid Kinome Inhibitor, AML) WW
Silanes Amosartan Q amlodipin, losartan, rosuvastatin (Cardiovascular) Mexico		Arthrex HA injection sodium hyaluronate(Joint Articular) US
Sanofi Amosartan amlodipine, losartan (Cardiovascular) CIS	2024 NOBO Medicine (Formerly Genome Opinion) poseltinib/NB02 HM71224 (multi-TEC inhibitor, Lymphoma) WW	

Licensing-In (recent key achievements)

2019	
RAPT Therapeutics Tivumecirnon (FLX475) (CCR4 inhibitor, Solid Tumor) Korea, Greater China	Phanes Therapeutics (Cancer) WW

Investment (recent key achievements)

2024
MEDiC Life Sciences Strategic investment

Our Company 2025 Performance

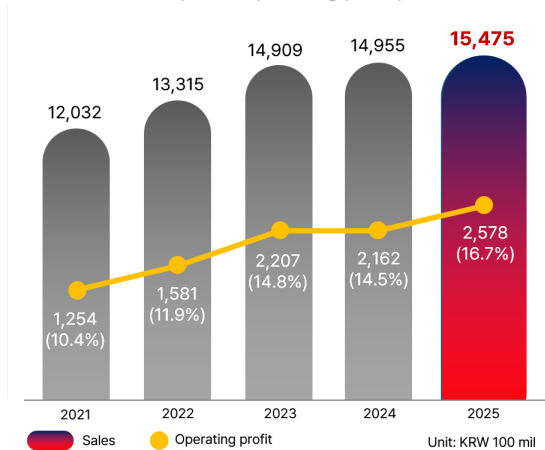
2025 Performance

Business Highlights

Annual Performance Trend for the Past 5 Years (Consolidated)

KRW 1,547.5 billion (2025 sales)

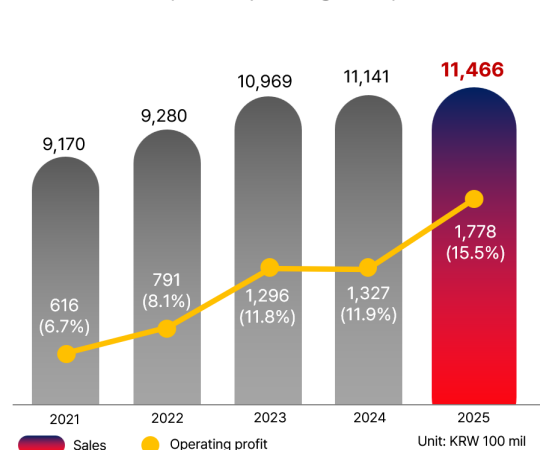
KRW 257.8 billion (2025 operating profit)



Annual Performance Trend for the Past 5 Years (Non-consolidated)

KRW 1,146.6 billion (2025 Sales)

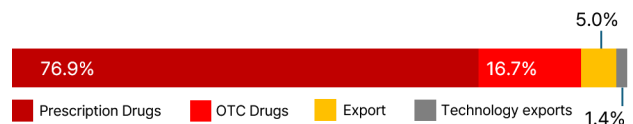
KRW 177.8 billion (2025 Operating Profit)



2025 Sales Ratio



2025 Sales Ratio



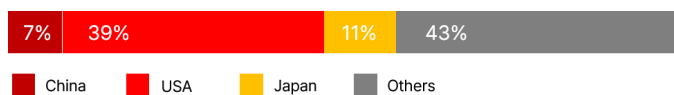
Export Performance¹⁾ (Non-consolidated)

KRW 209.7 billion (2025)

Category	Unit	2023	2024	2025
Domestic Sales	KRW 100M	8,853	9,123	9,369
Exports		2,117	2,018	2,097

¹⁾ Data for 2023, 2024 revised due to change in criteria

2025 Export Sales Percentage by Region



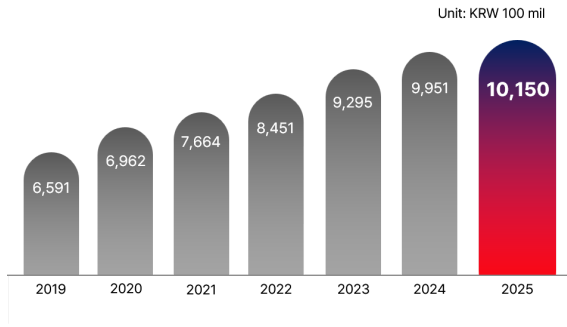
2025 Sales Proportion by Product Category



Outpatient Prescription Performance

KRW 1,015.0 billion

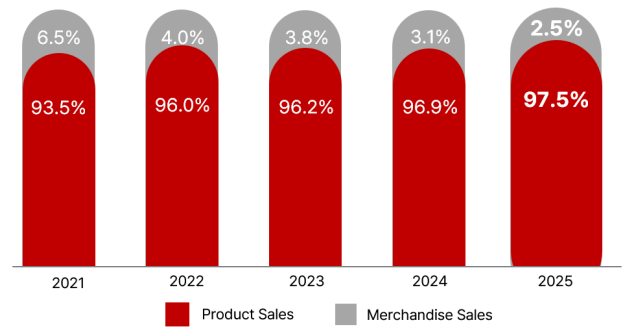
(No. 1 in the domestic pharmaceutical industry for 8 consecutive years)



* Source: UBIST D1

Product Sales Proportion (vs. Domestic Sales)

97.5%



***Product sales:** Sales revenues generated by the sale of products developed in-house and manufactured in domestic factories.

***Merchandise sales:** Sales revenues earned by domestic pharmaceutical companies from the importation of drugs produced by multinational pharmaceutical companies or from the purchase and resale (with a retail margin added) of other companies' products, instead of manufacturing them directly.

Status of Blockbuster Products

20 products (No. 1 among domestic pharmaceutical companies)

Criterion: Pharmaceutical Bio Data Analysis Solution UBIST D1 Sales

Product	Indication	2025 Sales (KRW 100M)	Product	Indication	2025 Sales (KRW 100M)
Rosuzet	Dyslipidemia	2,279	Hyalu Mini	Dry eye syndrome	186
Amosartan	Hypertension	903	Monterizine	Asthma/Allergic Rhinitis	178
Esomezol	Gastroesophageal Reflux Disease (GERD)	610	Mirabek	Overactive Bladder	174
Hanmi Tams	Benign Prostatic Hyperplasia (BPH)	458	Hanmi Omega	Dyslipidemia	142
PalPal	Erectile Dysfunction	368	Rabon D	Osteoporosis	140
Amosartan Plus	Hypertension	309	Dapalon family	Diabetes	125
Amodipin	Hypertension	247	Amosartan XQ	Hypertension/Dyslipidemia	125
Naxozol	Anti-inflammatory Analgesics	243	Rovelito	Hypertension/Dyslipidemia	109
Gugu	Erectile Dysfunction / Benign Prostatic Hyperplasia	226	Amosartan Q	Hypertension/Dyslipidemia	109
Pidogul	Antithrombotic Agents	205	Fenocid	Dyslipidemia	104

* Same brands and same ingredients are aggregated

Sales and Production Performance

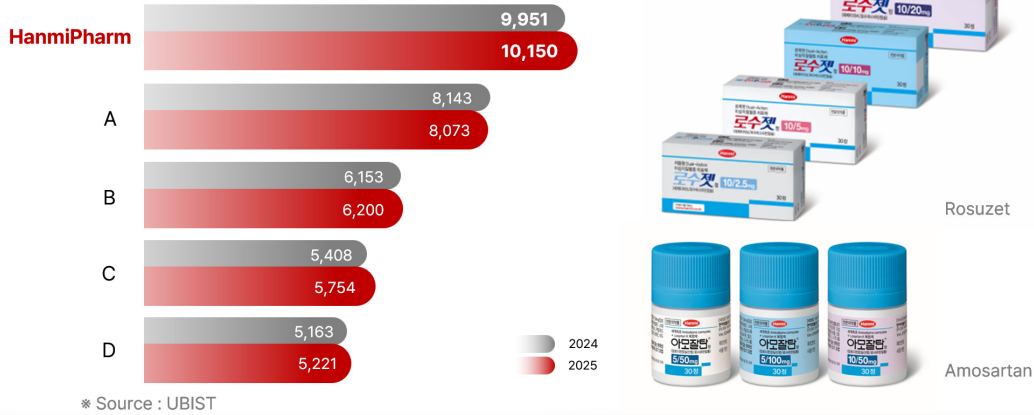
Unit: KRW 1M / Consolidated Basis

Category	Business area	Type	Sales Revenue	Type	Production Performance	Production Capacity
Domestic Sales	Pharmaceuticals	Tablets	585,981	Tablets (Amosartan, etc.)	181,613	183,360
		Capsules	214,165	Soft Capsules (Esomezol, etc.)	78,946	75,522
		Injectables	46,130	Injectables (Triaxone, etc.)	69,947	70,737
		Syrups	274,651	Syrups (Maxibupen, etc.)	88,634	65,838
		Powders	58,446	Powders (Medilac-bebe, etc.)	16,692	12,307
		Pharmaceutical Ingredients	89,429	Pharmaceutical Ingredients (CTO, etc.)	76,531	104,726
		Other	151,374	Other	69,442	65,892
	Other	Contract Manufacturing, etc.	6,612			
Exports	Product	Injectables, etc.	74,217	Injectables (e.g., Tazime Inj.)	3,173	3,209
	Merchandise	Pharmaceutical Ingredients (APIs), etc.	112,315	Soft Capsules, etc. (e.g., Coza XQ)	8,021	8,112
	Technology Export, etc.	Technology Export/Service Revenue	26,977	Other	13,810	13,965
Total		Domestic Sales	1,426,788	Domestic Sales	581,806	578,382
		Exports	213,509	Exports	25,004	25,286
		Intercompany Transactions	-92,766			
		Total	1,547,531	Total	606,809	603,668

Outpatient Prescriptions Surpass KRW 1 Trillion — Hanmi Pharmaceutical Leads Prescription Market

Pharmaceutical company outpatient prescription amount in 2025

Unit: KRW 100 M



Hanmi Pharmaceutical has been in the lead in prescription performance for eight consecutive years since 2018, and its annual prescription exceeded KRW 1 trillion for the first time among domestic and foreign pharmaceutical companies. The main driver of Hanmi Pharmaceutical's strength in the prescription market is a combination drug developed by itself.

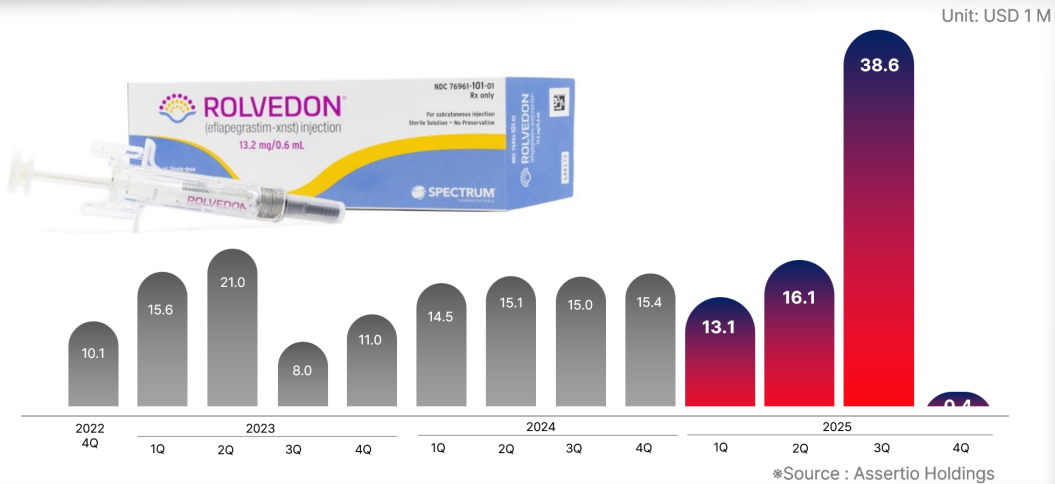
Rosuzet, Combination Drug, recorded KRW 227.9 billion in outpatient prescriptions last year, up 8.4% from the previous year. Rosuzet became the first domestically-developed drug to reach No. 1 in the market, holding that position for two consecutive years and accounting for 22.5% of Hanmi Pharmaceutical's total prescription revenue to lead the company's growth with the prescription amount of KRW 210.3 billion in 2024 and has been on the top for two consecutive years. In addition, Amosartan is playing the role of cash cow with nearly KRW 100 billion in prescriptions every year. Amosartan Plus recorded KRW 30.9 billion in prescriptions in 2025, up 1.8% from the previous year.

Hanmi Pharmaceutical Rolvedon's U.S. Sales surpassed KRW 100 billion last year

Rolvedon's 2025 Revenue \$68.2 Million... Up 14% Y/Y

Increased sales and replacement of distribution partners provide advance supply effect

Recorded Sales Every Year Since Its Release...Cumulative Sales of KRW 290 Billion



Rolvedon started its first revenue of \$10.1 million in the fourth quarter of 2022, recording \$55.6 million in 2023 and \$60.1 million in 2024, followed by \$68.2 million in revenue in 2025, the largest annual revenue. Net Rolvedon sales in the fourth quarter of 2025 were only \$400,000, a wide gap from the same period last year (\$15.4 million), but this was a temporary phenomenon caused by structural changes, not poor performance.

Assertio Holdings adopted a sell-in method for the subsequent two quarters for the transition to a new distribution partner and the consolidation of a single operating corporation in the third quarter of 2025, resulting in a surge in Rolvedon sales to \$38.6 million in the third quarter, while due to exhaustion of the sell-in (advance-shipment) effect.

Assertio Holdings completed the reorganization of Rolvedon's distribution system during the fourth quarter of 2025, and new label-based sales following the transition to distribution partners will resume in the second quarter of 2026. Rolvedon is the market leader in Medicare Part B Clinic, a market for injections and other drugs administered directly to patients in Medicare, a U.S. public health insurance system, and cumulative sales from the fourth quarter of 2022 to last year totaled \$192.9 million (about KRW 290 billion).

Rolvedon is produced at Hanmi Pharmaceutical's Pyeongtaek Bio Plant and is emerging as a new star export product with sales of nearly 300 billion won over the past three years in the U.S. market.

ESG Highlights

Key ESG Assessment Results

ESG Rating Agency	2025 Results	Meaning
	DJBIC KOREA Index Inclusion	The DJBIC (Dow Jones Best-In-Class) index is a global index that comprehensively evaluates a company's economic, environmental, and social sustainability. DJBIC KOREA selects the top 30% of domestically listed companies with excellent sustainability.
	SILVER (Consolidated) Top 15%	EcoVadis is a global supply chain sustainability rating agency that assesses companies in areas such as environment, labor & human rights, ethics, and sustainable procurement.
	C grade	CDP (Carbon Disclosure Project) is a global initiative that assesses companies worldwide on their climate change responses and carbon emission reduction efforts.
	B grade	The Korea Institute of Corporate Governance and Sustainability (KCGS) is a leading domestic ESG rating agency that evaluates companies' environmental, social, and governance sectors to assign ESG grades.
	BB grade	SUSTINVEST is a major domestic ESG rating agency that comprehensively evaluates companies' environmental (E), social (S), and governance (G) factors to assign grades.

Participation in Key Initiatives

Initiatives	Meaning
	The UN Global Compact (UNGC) is a UN-led global initiative aimed at strengthening corporate sustainability and social responsibility. Hanmi Pharmaceutical adheres to the UNGC's 10 principles (human rights, labor, environment, anti-corruption) and strives to practice global sustainable management.
	TCFD is a global initiative that encourages companies to analyze and disclose the financial impacts of climate change. Hanmi Pharmaceutical systematically manages climate change-related financial risks and has established a climate change response strategy for sustainable growth, aligning with global standards.
	BNBP is a cooperation platform that supports companies in promoting sustainable management considering biodiversity. Hanmi Pharmaceutical actively practices biodiversity protection and sustainable management activities.

Major Awards by Year

Year	Content
2019	Global Standard Management Awards, 1st Place in Sustainable Management Korea's Most Loved Companies Government Award, Prime Minister's Commendation
2020	Korea Sustainability Index, 1st Place in Pharmaceutical Sector
2021	Korea Sustainability Index, 1st Place in Pharmaceutical Sector (2 consecutive years)
2022	Korea Sustainability Index, 1st Place in Pharmaceutical Sector (3 consecutive years) 29th Corporate Innovation Awards, Minister of Trade, Industry and Energy Award
2023	Korea Sustainability Index, 1st Place in Pharmaceutical Sector (4 consecutive years)
2024	National Quality Management Convention, Prime Minister's Commendation in Sustainable Management

Hanmi Pharmaceutical achieves 'AAA' in CP grade for 7 consecutive years... The Longest Record in the Pharmaceutical Industry



Hanmi Pharmaceutical was officially awarded the 'AAA' certificate at the "2025 Fair Trade Compliance Program (CP) Outstanding Company Evaluation Ceremony and Forum" hosted by the Fair Trade Commission.

Hanmi Pharmaceutical acquired the 'AAA' rating for the first time in 2020 after introducing CP for the first time in the domestic pharmaceutical industry in 2007. It will maintain the 'AAA' rating for seven consecutive years until 2027 as a result of this evaluation, achieving the longest record in the pharmaceutical industry.

This achievement is a meaningful result of the top management's firm commitment to compliance, systematic CP operations such as regular training, and risk-based pre-inspection, showing that compliance management has firmly established itself as Hanmi Pharmaceutical's corporate culture.

Hanmi Pharmaceutical will continue to do its best for systematic CP operation.

Hanmi Science-Hanmi Pharmaceutical Recognized for Community Contribution

Hanmi Pharmaceutical became the first company in the pharmaceutical industry to receive certification and the highest grade for seven consecutive years in the "2025 Community Contribution Recognition System" review jointly organized by the Ministry of Health and Welfare and the Korea Social Welfare Council.

The Community Contribution Recognition System, which has been in effect since 2019, is a credible certification system that discovers companies and institutions that have contributed to solving community problems through collaboration with non-profit organizations and officially recognizes their contributions at the government level.

Hanmi Pharmaceutical has been certified every year since the introduction of the community contribution recognition system, and this year, it received a commendation from the Minister of Health and Welfare in recognition of the example of coexistence with the community and social responsibility practice.

Hanmi Pharmaceutical will continue to share and coexist with the local community with its executives and employees and faithfully fulfill its social responsibilities as a sustainable company.



Our Company

Business Growth & Innovation

Business Growth & Innovation

Hanmi Group Announces 2030 Mid-to-Long-Term Growth Roadmap through "Hanmi Vision Day"

In December 2025, Hanmi Pharmaceutical, as a core operating company of Hanmi Group, announced a 'Mid-to-Long-Term Vision' under the catchphrase 'Once again, with creation and innovation'.

Hanmi Pharmaceutical, through creation and innovation based on the Dual Momentum (Fundamental Growth + Innovative Growth) strategy, will strengthen sustainable growth and global competitiveness continuously enhance. Based on this, we aim to leap beyond domestic boundaries to become a global Top-tier company.

"Once Again with Creation and Innovation"

Establishment of a foothold for global top tier leap beyond Korea

First Mover & Top Tier, Expansion

Dual Momentum Strategy

Fundamental Growth

- Evidence-Based Differentiated Marketing for Chronic Disease Products
- Annual Launch of One or More Blockbuster Products
- Strengthen R&D and Customized Product Development
- Smart Innovation Driven Global Manufacturing Hub

Annual Launch of One or More Blockbuster **Flagship Product***

Pioneering New Trend, Setting Key Milestones

19 Key New Drug/New Product Clinical and Bioequivalence Studies in Progress

*Beyond Blockbuster, Iconic and High-End

Drug Repositioning & Value-up

[Efglenatide] Additional Clinical Trials for Diabetes and DTx

[Rolontis] A.I Formulation Launch

[Belvarafenib] Domestic Phase 2 Development First

[Amoprel] World's First Low-Dose Triple Combination for First-Line Hypertension Therapy

Innovative Growth

- Driving New Growth Through Open Innovation
- Leading the Next-Generation Treatment Paradigm (obesity, anti-aging, anti-cancer)
- Research Across Diverse Modalities
- R&D Innovation Based on AI · Bioinformatics

Enforce strategic **Global** expansion

Acquisition of Aptose secures clinical and network base

Implementing a Global Blockbuster Strategy
: Trend Analysis and Multinational Clinical Progress by Overseas RegionGlobal Pharma **Co-Promotion** (Partnerships and New Drug L/I)

[Samsung Bioepis] Obodense (Probia biosimilar) Co-Promotion Agreement Signed

[Boehringer Ingelheim] Three types of COPD treatments Co-Promotion

[Fresenius Kabi] Low Osmo Peri inj. Co-Promotion

[Teva] AJOVY (Migraine Prevention Drug) Co-Promotion

Innovative Pipeline

20 +

Blockbuster Product

5 +

5-Year Total L/O

KRW 1 T +

Synthetic and Bio Manufacturing

Global Hub

2030 Target Revenue

Fundamental Growth
KRW 1.6 Trillion ↑ 55%CAGR 20% +
KRW 2.9 Trillion*Innovative Growth
KRW 1.3 Trillion ↑ 45%

* On a standalone basis (consolidated basis : KRW 3.5 trillion)

[Beijing HanmiPharmaceutical]
30th Anniversary of Beijing Hanmi in 2026: A New Phase of Growth



- Construction of the Beijing Integrated Complex
- Expansion of New Drug and New Product Pipeline
- Expansion into Food and Health Functional Food Businesses
- Strengthening Response to China's Centralized /Bulk Procurement Policy

2030 Target Revenue

Fundamental Growth
73.7%

KRW 0.6 Trillion

Innovative Growth
26.4%

[HanmiFineChemical] Global Standard GMP Plant



Building on a Generic API Foundation with Added CDMO Competitiveness

Evolving into a Global High Tech CDMO Company

2030 Target Revenue

Fundamental Growth
23%

KRW 0.2 Trillion

Innovative Growth
77%

Generic API business

Global High Tech CDMO Capabilities
(mRNA, ADC, etc.)

CDMO Businesses in Peptides and
PEG

Our Company R&D Management

R&D Management

Hanmi Pharmaceutical R&D Vision

In December 2025, Hanmi Group's R&D Center, responsible for its future value, announced a strategy to lead a healthy aging era under the vision of 'Shaping the Future of Aging'.

Hanmi Pharmaceutical is demonstrating its R&D capabilities through accelerating clinical development of innovative drug pipelines, securing First-in-Class drugs, and initiating numerous next-generation oncology projects based on new modalities. It is also excelling in academic achievements alongside clinical progress in key obesity/metabolic disease treatments.

Hanmi Pharmaceutical will make 2030 a period of new leaps forward, expanding beyond research into oncology, obesity, and metabolic diseases to anti-aging and reverse-aging research.

"Shaping the Future of Aging with R&D Leadership"

Global Standard

R&D Infrastructure and Technological Capabilities

Metabolic to Longevity

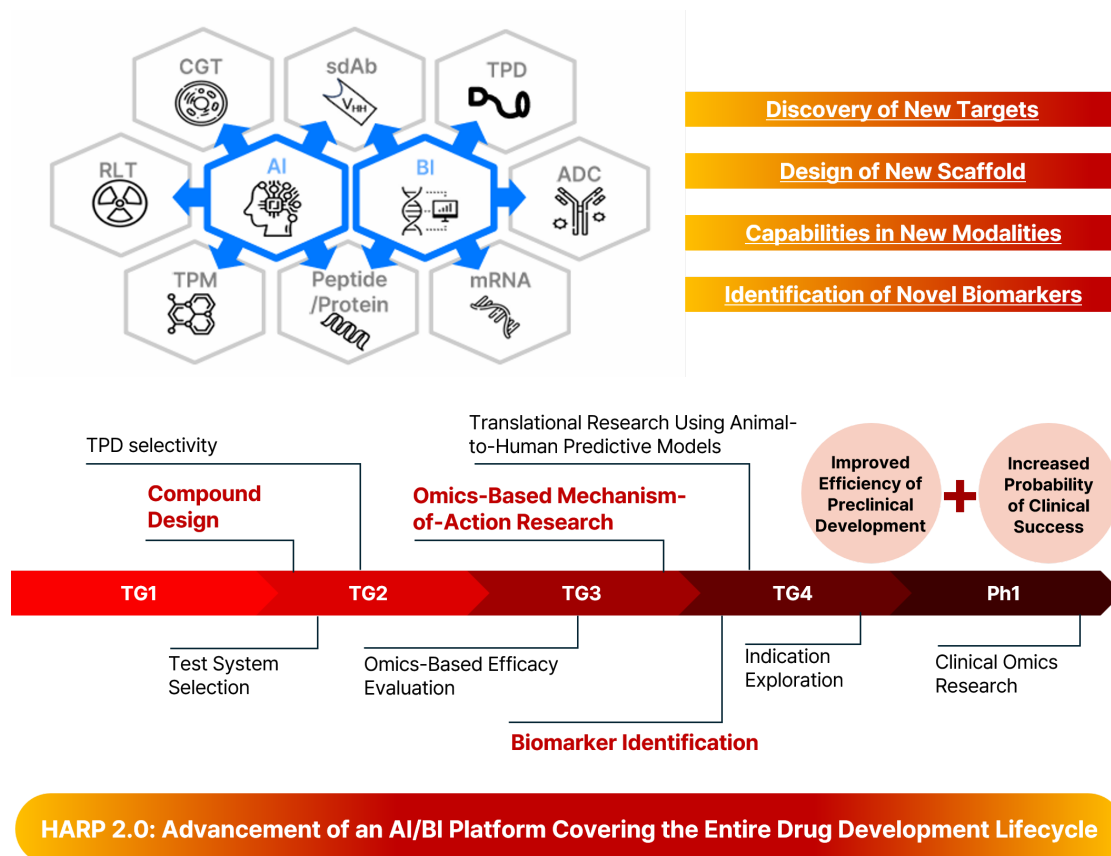
Leadership in the Anti-Aging and Age-Reversal Space

Open Innovation

Sustained Creation of First in Class (FIC) Innovative Therapeutics through Open Innovation

1. Global-level R&D Infrastructure and Technological Capabilities

Leading the next-generation drug paradigm by internalizing new technologies such as AI, BI/Omics

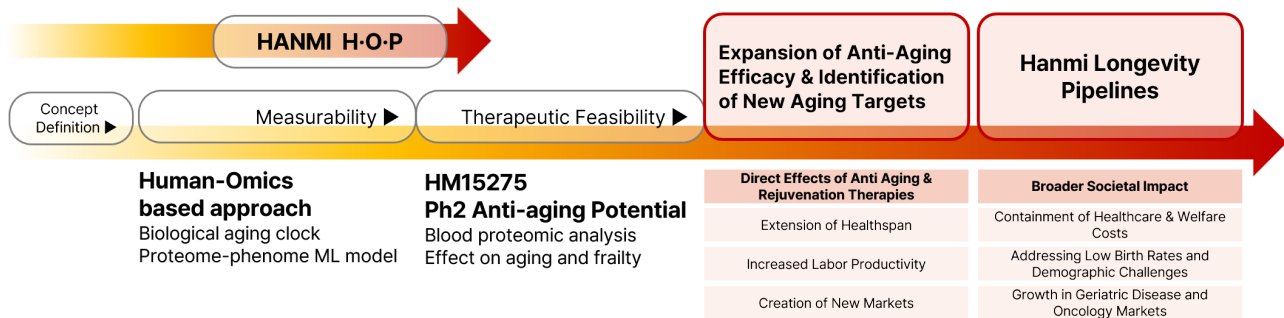


2. Metabolic to Longevity Leading the Anti-aging / Rejuvenation Field

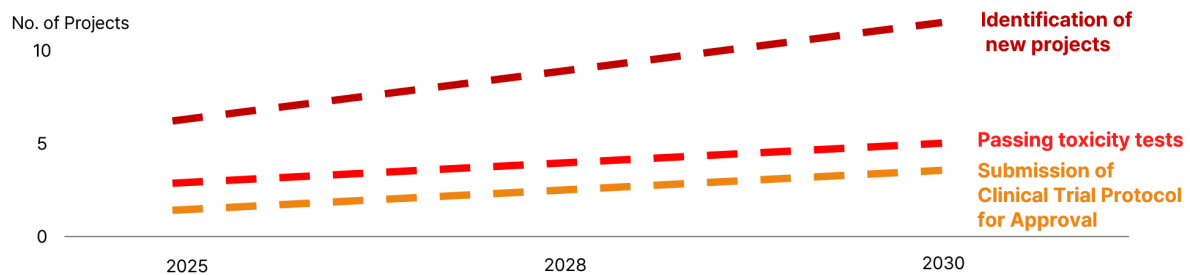
Through the advancement of the H.O.P project, we will transform the next-generation obesity treatment market into an anti-aging/Longevity market.

Treatment for severe obesity Highlighting the potential of triple-action agonists	Improving the quality of weight loss	Maximizing the potential of obesity treatments Pivoting towards health promotion
Research on Global Top Tier triple-action agonists (HM15275)	Development of new muscle-increasing drugs combinable with existing GLP-1 drugs (HM17321)	Utilizing common pathogenic mechanisms between obesity and aging, further elucidating anti-aging effects (efpeglenatide, HM15275)

Hanmi Pharmaceutical's Aging Market Approach Strategy



3. Open Innovation Continuous creation of FIC innovative new drugs



**Concentrating R&D resources on discovering FIC level new projects
+ Strengthening clinical entry validation**

Open Innovation across Industry-Academia-Research

AI Based Compound Discovery	AIGEN Sciences Syntekabio	Investigator Initiated Clinical Trials	Samsung Medical Center Seoul Asan Medical Center
Introduction of New Compounds	RAPT Allergro	Identification of New Indications	Seoul National University Hospital, Department of Hematology-Oncology CHA Bundang Medical Center, Department of Family Medicine
Biomarker Discovery	MEDic LS KAIST Bio and Brain Engineering BERTIS (Proteomics)	Mechanism-of-Action (MoA) Research	Seoul National University Hospital, Department of Neurocognitive Science KAIST, Department of Biological Science Novo Meta Therapeutics

R&D Investment

Hanmi Pharmaceutical is actively practicing R&D management to create 'global innovative new drugs'. Including investments in innovative drug research fields such as new drug development, biopharmaceuticals, and synthetic new drugs, as well as production facilities essential for product commercialization, its total R&D investment over the past decade amounts to KRW 2.9078 trillion. Hanmi Pharmaceutical will continue to make utmost efforts to realize a pharmaceutical powerhouse through sustained R&D investment.

2025 R&D Highlights

Hanmi Pharm Consolidated Basis

R&D Investment	KRW 229 billion	R&D and Facility Investment Over the Last 10 Years (2016~2025)
R&D Facility Investment	KRW 42.1 billion	
R&D Investment Ratio to Sales	14.8%	KRW 2.9078 trillion

Hanmi Pharmaceutical's R&D Investment Amount Over the Last 10 Years

Hanmi Pharm (Consolidated Basis)
/ Unit: KRW 100M

Year	Sales	R&D Investment	R&D Commercialization Facility Investment	R&D Investment Ratio to Sales (%)
2016	8,827	1,626	2,251	18.4
2017	9,166	1,706	2,289	18.6
2018	10,160	1,929	1,531	19.0
2019	11,136	2,098	1,509	18.8
2020	10,759	2,261	392	21.0
2021	12,032	1,615	281	13.4
2022	13,315	1,779	272	13.4
2023	14,909	2,050	302	13.8
2024	14,955	2,098	377	14.0
2025	15,475	2,290	421	14.8

R&D Investment Ratio to Sales in the Domestic Pharmaceutical Industry¹⁾

Unit: %

Year	Hanmi Pharm (Consolidated Basis)	Listed Companies	Pharmaceutical Manufacturing Companies	Innovative Pharmaceutical Companies
2016	18.4	8.9	6.0	11.7
2017	18.6	8.9	5.7	11.0
2018	19.0	11.2	6.4	11.5
2019	18.8	11.2	6.6	12.3
2020	21.0	12.3	6.5	14.2
2021	13.4	11.9	5.9	12.7
2022	13.4	12.7	6.3	13.2
2023	13.8	12.5	6.4	14.7
2024	14.0	12.0	5.2	13.4

1) Refer to Korea Pharmaceutical and Bio-Pharma Manufacturers Association Databook 2025

Hanmi Pharmaceutical selected as an innovative pharmaceutical company for 13 consecutive years



The pharmaceutical industry is Korea's future and new growth engine that promotes national health and economic growth. In addition, the pharmaceutical industry is bound to continue to grow due to a combination of factors such as the demand for well-aging and the increase in chronic diseases and new viruses due to the acceleration of global aging. In response, the Korean government is selecting and supporting innovative pharmaceutical companies to create an innovative ecosystem centered on new drug development and a healthy pharmaceutical industry ecosystem.

The Innovative Pharmaceutical Company certification system was introduced in 2012 to eradicate wrong practices such as rebates from domestic pharmaceutical companies and transform them into innovative companies with R&D and overseas expansion capabilities, and preferential drug pricing, tax benefits from additional points, drug prices, tax benefits, and licensing support when participating in government support projects such as national R&D. Hanmi Pharmaceutical has been selected as an innovative pharmaceutical company for 13 consecutive years since the introduction of certification, maintaining its status as an innovative pharmaceutical company and leading the innovation of the pharmaceutical industry.

R&D Personnel

Hanmi Pharmaceutical operates 5 R&D centers in Korea, where 489 researchers are dedicated to R&D. Including the Beijing Hanmi Pharmaceutical research institute located in Beijing, the total number of researchers is 670, representing 17.3% of the total workforce.

2025 Hanmi Pharmaceutical R&D Personnel Status

Company	Department ¹⁾	Personnel (No.)				
		Total	Ph.D.	Master's	Bachelor's	Other
Hanmi Pharmaceutical	R&D Center	177	59	90	13	15
	Seoul Research Center	139	14	56	66	3
	Formulation Research Institute	58	5	38	13	2
	Bio-Process Research Center	51	5	29	16	1
	Sub-total	425	83	213	108	21
Beijing Hanmi Pharmaceutical	R&D Center	181	5	62	97	17
Hanmi Fine Chemical	R&D Center	64	3	44	15	2
Total		670	91	319	220	40

1) Indicates only research institutes or dedicated departments whose personnel expenses are reflected in R&D costs.

Annual Hanmi Pharmaceutical R&D Personnel Status²⁾

Category	Total Personnel (No.)	R&D Personnel (No.)	Ratio (%)
2018	3,981	599	15.0
2019	4,056	579	14.3
2020	3,805	538	14.1
2021	3,703	550	14.9
2022	3,774	584	15.5
2023	3,865	637	16.5
2024	3,962	676	17.1
2025	3,884	670	17.3

2) Personnel: Based on employees of Hanmi Pharmaceutical, Beijing Hanmi Pharmaceutical, and Hanmi Fine Chemical

R&D Network

Hanmi Pharmaceutical's R&D network is centered around the Hanmi Pharmaceutical R&D Center in Dongtan, Gyeonggi Province. It also includes the Seoul Research Center located at the Seoul headquarters, the Formulation Research Center affiliated with the Paltan Smart Plant, the Bio Process Research Center within the Pyeongtaek Bio Plant, and research institutes within its subsidiaries, Beijing Hanmi Pharmaceutical and Hanmi Fine Chemical. This network establishes an optimal research environment to facilitate rapid development and commercialization of substances in the research phase.

Hanmi Pharm R&D Network					
Hanmi Pharm Head Office		Hanmi Pharm R&D Center		Pyeongtaek Bioprocess Research	
Location	Songpa-gu, Seoul	Location	Dongtan, Gyeonggi-do	Location	Pyeongtaek, Gyeonggi-do
Major fields	New drug/new product clinical trials New product development Approval registration	Major fields	New drug R&D Obesity/metabolism, anticancer, rare diseases- Various modalities	Major fields	Biopharmaceutical process research LAPSCOVERY™-based pharmaceuticals Hyaluronic acid formulation
Gwanggyo/Paltan Pharmaceutical Research Center		Beijing Hanmi Pharm R&D Center		Hanmi Fine Chemical R&D Center	
Location	Gwanggyo & Paltan, Gyeonggi-do	Location	Beijing, China	Location	Siheung, Gyeonggi-do
Major fields	Formulation/platform R&D New drugs/improved new drugs/ generics Technical transfer (Paltan)	Major fields	New drug R&D PENTAMBODY Platform Dual antibody	Major fields	R&D on pharmaceutical ingredients Nucleotide, Peptide, PEG, Capping, etc.

Core R&D Technologies

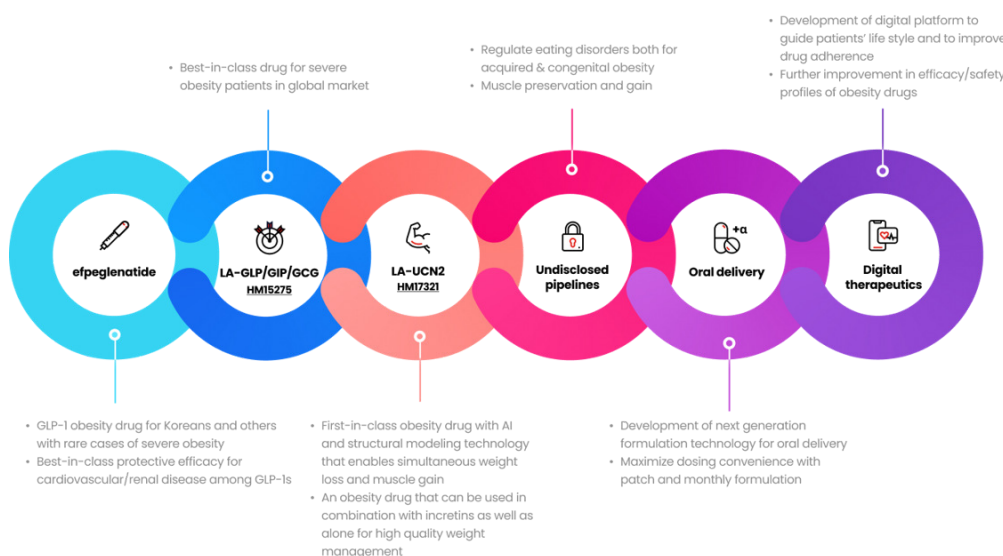
Based on advanced technology and research, Hanmi Pharmaceutical creates sustainable R&D and innovations unprecedented in the world. Currently, Hanmi Pharmaceutical possesses technologies such as long-acting biologics enabled by its LAPSCOVERY platform and bispecific antibody technologies. It is also focusing on developing improved and complex new drugs to enhance patients' quality of life. In the future, Hanmi Pharmaceutical will strive for sustainable development by discovering new modalities such as 'Antibody-Drug Conjugates (ADCs),' 'Cell and Gene Therapies,' 'mRNA-based Therapies,' and 'Targeted Protein Degradation.'

Long-acting Biopharmaceuticals Platform Technology	Protein/peptide drugs have a short half-life in the human body, leading to the inconvenience of frequent administration. We are conducting research to improve efficacy and enhance patients' quality of life by utilizing various long-acting biopharmaceutical platform technologies tailored to the characteristics of new drugs.	Link >
Bispecific Antibody Platform Technology	This bispecific antibody technology was independently developed by Beijing Hanmi Pharmaceutical, Hanmi Pharmaceutical's local subsidiary in China. It is a bispecific antibody platform technology where a single antibody can simultaneously bind to two different targets. This allows for simultaneous immuno-oncology and targeted oncology treatments. Notably, it boasts excellent immunogenicity and stability, along with high production efficiency, due to its structural similarity to natural immunoglobulin G (IgG). Various bispecific antibody candidates are currently under development using PENTABODY™ technology.	Link >
Cancer Research	Many patients worldwide suffer from cancer, a leading cause of death. We are making various attempts to overcome resistance to existing drugs and achieve the ultimate goal of conquering cancer. We are conducting research to enhance efficacy and expand indications through various combinations of therapies, including gene mutation-targeted cancer therapies, immuno-oncology drugs, and bispecific antibodies. Furthermore, within the accelerating trend of digital transformation, we are striving to build our pipeline through open innovation utilizing artificial intelligence.	Link >
IMD•New Formulation	Improved new drugs are medications that enhance safety, efficacy, and usefulness by addressing the drawbacks of already approved drugs. Consequently, they are safer and more effective than existing products, offer greater convenience of administration, and by securing independent patent rights, they can increase competitiveness in the global market.	Link >

Key Research Areas

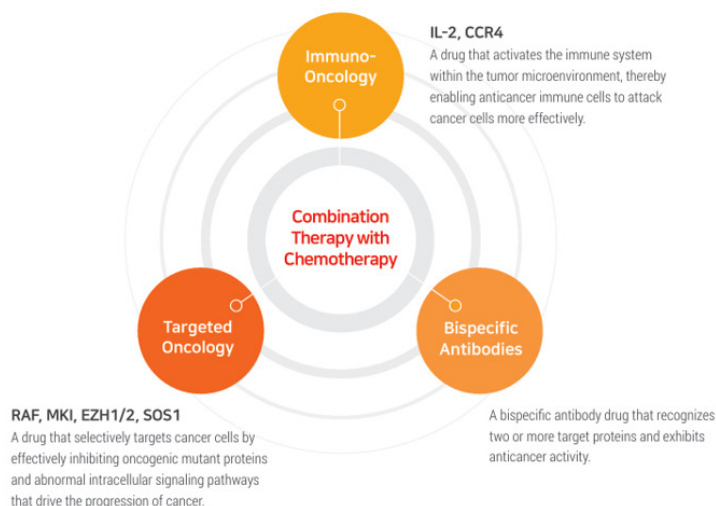
Obesity/Metabolism

Obesity is known to be a cause of major metabolic syndromes such as diabetes, hypertension, cardiovascular diseases, and fatty liver disease. The World Health Organization (WHO) defines obesity as the '21st-century epidemic' that modern society must address. Based on expertise and R&D capabilities in incretin science, we are conducting research to build a customized, full-cycle obesity management portfolio (H.O.P: Hanmi Obesity Pipeline) that encompasses differentiated obesity prevention, treatment, and high-quality weight management, utilizing peptides, proteins, formulation technology, and digital therapeutics.



Targeted + Immuno-oncology

Cancer is one of the most serious diseases affecting humanity and a major cause of death worldwide. Hanmi Pharmaceutical is dedicated to innovative new drug research to overcome resistance to existing drugs and achieve the ultimate goal of 'conquering cancer.' We are conducting research to enhance drug efficacy and expand indications through various combination therapies, including gene mutation-targeted cancer therapies, immuno-oncology drugs, and bispecific antibodies. Furthermore, in response to the accelerating era of digital transformation, we are actively promoting open innovation utilizing artificial intelligence to expand our pipeline.



Rare Diseases

Hanmi Pharmaceutical's management philosophy of 'Respect for Human Beings' and 'Value Creation' shines brightly, especially in the field of 'rare diseases,' among various new drug development areas. This also represents Hanmi Pharmaceutical's reason for existence: to contribute to a better life for humanity. In accordance with the management philosophy of its founder, the late Chairman Lim Sung Ki, who famously stated, "New drug development is so social contribution," Hanmi Pharmaceutical is fully committed to developing innovative new drugs that can offer hope to patients worldwide suffering from rare diseases.

Pipeline

[Go to Latest Pipeline >](#)

As of January 2026

Category	Preclinical	Phase 1	Phase 2	Phase 3/Approval
Obesity /Metabolic	efpeglerglucagon + efpeglenatide LAPSGlucagon Combo	HM17321 LA-UCN2	HM15275 LA-GLP/GIP/GCG	efpeglenatide LAPSExd4 analog
			efocipegtrutide LAPSTriple agonist	
			efpeglenatide LAPSGLP/GCG agonist MSD	
Oncology	HM101207 SOS1	tuspetinib MKI Aptose	poseltinib multi-TEC NOBO Medicine	Rolontis® eflapegrastim Assertio Holdings
	HM100714 sHER2	belvarafenib pan-RAF Genentech	tivumecirnon CCR4 RAPT	Oraxol® encequidar+paclitaxel Health Hope Pharma
		HM97662 EZH1/2	belvarafenib pan-RAF Roche	poziotinib pan-HER Assertio Holdings
		BH2950 PD-1/HER2 BsAb Innovent		
		Rolontis® eflapegrastim Assertio Holdings		
		BH3120 PD-L1/4-1BB BsAb		
		HM16390 LAPSLIL-2 analog		
Rare Diseases	efocipegtrutide LAPSTriple agonist	HM15421 LA-GLA GC	efpeglerglucagon LAPSGlucagon analog	
			sonefpeglutide LAPSGLP-2 analog	
			efpegsomatropin LAPShGH	
Other			Luminate® risuteganib Allegro, Heifei AffaMed	SYNOJOYNT® sodium hyaluronate Arthrex

HM17321,
'Losing fat + increasing muscle + improving exercise and metabolic function'

The world's first 'muscle gain' innovation in HanmiPharm, a new obesity drug, U.S. FDA Approves Phase 1 Clinical Trial

First-in-Class' New Drug that Loses Weight While Building Muscle

In addition to monotherapy, the combination of incretin improves 'weight loss' dramatically

In November 2025, Hanmi Pharmaceutical received approval from the U.S. Food and Drug Administration (FDA) for a clinical trial plan (IND) for the entry of a new concept obesity treatment (LA-UCN2, codenamed HM17321).

HM17321 is drawing attention as a 'game changer' that could reshape the global obesity treatment market, since existing GLP-1-based drugs (which focus solely on weight-loss figures) inevitably cause muscle loss, whereas HM17321 uses a new mechanism that selectively reduces fat.

In this clinical trial, we evaluate the safety, tolerability, pharmacokinetics, and pharmacodynamic properties of HM17321 in healthy adult and obese patients.

HM17321 goes beyond simply compensating for muscle loss. It is being developed as a 'First-in-Class' innovative obesity drug that simultaneously achieves 'increased muscle mass' and 'selective fat reduction' — two outcomes previously considered impossible to achieve together.

epeglenatide, GLP-1 series Korea's first
HanmiPharm Obesity Drugs Designated for Global Innovative products on Fast Track (GIFT)

Ministry of Food and Drug Safety Designates Item 62 of Global Innovation Product Rapid Review Program Good safety-based weight loss up to 30% 2026 Product License Target

In December 2025, the Ministry of Food and Drug Safety announced that Hanmi Pharmaceutical's new obesity drug 'Efpeglenatide' has been designated as the target of Global Innovative Products on Fast Track (GIFT).

GIFT is a program operated by the Ministry of Food and Drug Safety since September 2022 to support the development of innovative medical products in Korea, and it is a system that accelerates the market launch by supporting rapid screening of innovative drugs that do not have existing treatments or have significant potential for medical improvement.

Items designated for GIFT must meet conditions such as ▲ if there is no existing treatment or ▲ if the effectiveness has been significantly improved, ▲ if safety has been improved, or ▲ new drugs developed by innovative pharmaceutical companies.

Efpeglenatide is a "new drug developed by an innovative pharmaceutical company" with obesity as an indication, so it is designated as a quick (priority) review item, and the review will be conducted with a schedule that is about 25% shorter than the general review period.

Rare Disease Drug Designation Status

As of Dec. 2025

Largest Number of Orphan Drug Designations Among Korean Pharmaceutical Companies (U.S. FDA, European EMA, Korean MFDS, etc.)			22 cases
Category	USA (FDA)	Europe (EMA)	Korea (MFDS)
Designations (Count)	10	8	4
Product Name	Indication	Designated Country	Designation Year
efocipegtrutide (LAPSTriple agonist)	Primary Biliary Cholangitis	USA (FDA)	2020
	Primary Sclerosing Cholangitis	USA (FDA)	2020
	Idiopathic Pulmonary Fibrosis	USA (FDA)	2021
	Primary Sclerosing Cholangitis	Europe (EMA)	2021
	Primary Biliary Cholangitis	Europe (EMA)	2022
	Idiopathic Pulmonary Fibrosis	Europe (EMA)	2022
Oraxol®	Angiosarcoma	USA (FDA)	2018
	Soft Tissue Sarcoma	Europe (EMA)	2019
sonefpeglutide (LAPSGLP-2 Analog)	Short Bowel Syndrome	USA (FDA)	2019
		Europe (EMA)	2019
		Korea (MFDS)	2019
	Rare Pediatric Disease (RPD)	USA (FDA)	2020
tuspetinib (MKI)	Acute Myeloid Leukemia	USA (FDA)	2018
		Korea (MFDS)	2019
efpegsomatropin (LAPShGH)	Growth Hormone Deficiency	Europe (EMA)	2018
efpegerglucagon (LAPSGlucagon analog)	Congenital Hyperinsulinism	USA (FDA)	2018
		Europe (EMA)	2018
		Korea (MFDS)	2019
	Insulin Autoimmune Syndrome	Europe (EMA)	2020
	Rare Pediatric Disease (RPD)	USA (FDA)	2020
LA-GLA (HM15421/GC1134A)	Fabry Disease	USA (FDA)	2024
		Korea (MFDS)	2025

Securing and Strengthening Intellectual Property through R&D

The pharmaceutical industry is a national industry in South Korea that aims to contribute to the healthy lives of humanity. In particular, the status of pharmaceutical patent holdings serves as a quantitative measure and indicator, becoming another criterion for evaluating a company's R&D capabilities. Hanmi Pharmaceutical will continue its efforts to become a pharmaceutical powerhouse based on excellent intellectual property rights.

Hanmi Pharmaceutical Domestic and International Patent Application Status¹⁾ (As of Dec. 31, 2025)

Classification	Domestic	Overseas	Total
Registered Patents	267	2,397	2,664
Patent Pending	172	1,286	1,458

1) Based on Hanmi Pharmaceutical and Hanmi Science as applicants (Excluding PCT international applications, internal database records)

Domestic Pharmaceutical Patent Holdings Status (As of Dec. 31, 2025)

Classification	Hanmi Pharmaceutical	Company A	Company B	Company C	Company D
Registered Medicines	57	11	9	38	9
Registered Patents	48	12	8	23	6

Number of Domestic Patent applications²⁾³⁾

Year	Hanmi Pharmaceutical	Company A	Company B	Company C	Company D
2019	43	11	4	16	9
2020	39	13	11	36	15
2021	51	4	17	15	13
2022	25	12	3	26	20
2023	25	6	13	21	13
2024	23	7	3	11	14

Number of Overseas Patent applications²⁾³⁾⁴⁾

PCT ⁴⁾	Hanmi Pharmaceutical	Company A	Company B	Company C	Company D
2019	19	10	8	24	8
2020	23	9	3	10	10
2021	37	4	9	20	7
2022	20	14	6	8	13
2023	15	4	7	16	17
2024	17	6	8	11	18

US	Hanmi Pharmaceutical	Company A	Company B	Company C	Company D
2019	20	10	3	14	10
2020	19	11	5	5	9
2021	44	7	7	14	5
2022	29	16	2	3	14
2023	28	5	1	7	6
2024	11	5	0	0	0

2) Domestic and international patent applications are published 1 year and 6 months after the filing date, thus the period from 2019 to 2024 was investigated.

3) Source: KIPRIS, Patent Search Database (WipsON)

4) PCT: Patent Cooperation Treaty

HanmiPharm Certified 'Excellent Company for Job Invention Compensation' by Government

Hanmi Pharmaceutical Proves Itself a Pharmaceutical Company That Grows With Researchers Through a Fair Invention Compensation System Over 4,500 Global Patents... Leading the World in Incretin and Obesity Drugs

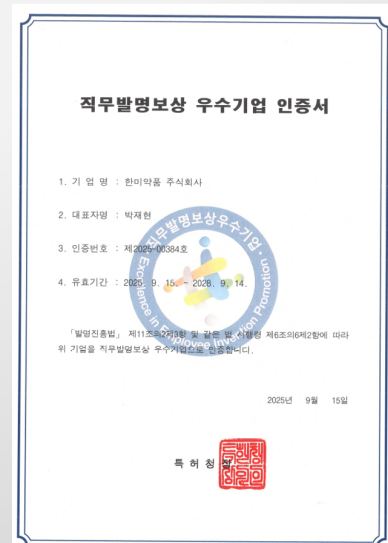
In September 2025, Hanmi Pharmaceutical was selected as the "2025 Job Invention Compensation Outstanding Company" organized by the Ministry of Intellectual Property under the Prime Minister and the Korea Invention Promotion Association.

The job invention compensation excellent company certification system is a certification system for excellent companies that take over employees' invention rights and provide fair compensation in return.

Compensation for employee inventions by Hanmi Pharmaceutical employees is provided annually, and over the past two years, compensation has been paid for patents related to LAPSCOVERY™ projects and new drugs, improved drugs, and generic products such as Mirabek Extended-Release Tablets and Dapalon Duo Extended-Release Tablets.

In particular, Hanmi Pharmaceutical has been conducting more than 20 years of research in the fields of Incretin-based treatments and treatments for obesity and metabolic diseases using Incretin (a small intestine hormone involved in blood sugar control and appetite suppression), and is considered the most active patent application company in the world ahead of major global pharmaceutical companies in the GLP-1-affiliated patent number and citation index.

Hanmi Pharmaceutical will do its best to strengthen patent competitiveness and drive sustainable growth in the global market through innovative DNA deeply rooted in the overall organizational culture.



Hanmi Pharm's certificate of outstanding company for job invention

Leading the Innovation of K-Pharmaceutical Bio... 'Rolontis' Wins IR52 Jang Young-sil Award

More than 20 years of R&D...About 400 rights around the world based on patents for 14 families Apply proprietary platform technology to reduce dosage and increase efficacy compared to existing drugs

Hanmi Pharmaceutical's "Rolontis (American Product Name: Rolvedon)," which presents a new paradigm for neutropenia treatment in the United States and Korea, has won the IR52 Jang Young-sil Award, the most prestigious industrial technology award in Korea.

Rolontis is a long-acting biologic used to prevent and treat severe neutropenia in cancer patients undergoing chemotherapy, and it is equipped with Hanmi's unique platform technology "LAPSCOVERY" to dramatically increase the efficacy and administration cycle of biopharmaceuticals.

Through more than 20 years of research and development, from the initial development stage to the approval of new drugs, Hanmi Pharmaceutical has completed the Rolontis. In this process, more than 400 related patents were registered around the world based on 14 core family patents to secure global technological competitiveness and a foundation for rights. Additionally, the platform technology and intellectual property accumulated throughout the R&D process are the core foundation for the competitiveness of Hanmi Pharmaceutical to develop new innovative drugs.



Contribution to the Fiscal Soundness of the National Health Insurance through Improved Combination New Drugs

The National Health Insurance, which underpins South Korea's healthcare policy and serves as a foundation for improving public health and quality of life, emphasizes the critical importance of securing its financial soundness. Hanmi Pharmaceutical, leveraging its global-standard R&D capabilities, contributes to the financial stability of the National Health Insurance by providing incrementally improved combination new drugs. Even when limited to six key products by 2025, it is estimated to have contributed to health insurance fiscal savings of up to KRW 94.3 billion.

Expected Effects of National Health Insurance Fiscal Soundness in 2025 (Top 6 Products)					Approx. KRW 94.3 billion		
Cumulative Expected Effects Since the Launch of the Top 6 Products					Approx. KRW 625.1 billion		
Product Name	Ingredient Content	Proper Savings in 2025 ¹⁾		2025		Launch~2024	
		Jan~Aug	Sep-Dec ²⁾	Prescription Volume (units)	Expected Fiscal Improvement (KRW)	Prescription Volume (units)	Expected Fiscal Improvement (KRW)
Amosartan Tab.	5/50mg	68		77,048,857	5,239,322,288	847,988,467	88,027,701,496
	5/100mg	347		27,892,551	9,678,715,034	444,517,532	163,787,576,313
Amosartan Q Tab.	5/50/5mg	212		3,414,746	723,926,158	18,203,766	4,000,953,165
	5/50/10mg	210		2,597,510	545,477,157	15,554,802	3,396,383,881
	5/50/20mg	210		405,859	85,230,428	2,737,290	599,563,623
	5/100/5mg	521		1,398,577	728,658,601	7,300,958	3,901,816,221
	5/100/10mg	519		1,423,692	738,896,034	9,381,835	5,009,583,754
	5/100/20mg	519		321,614	166,917,884	2,371,945	1,267,152,793
Amosartan Plus Tab.	5/50/12.5mg	49		16,709,910	810,430,613	95,107,485	5,223,873,307
	5/100/12.5mg	324		15,536,185	5,025,955,702	85,238,930	28,620,257,256
	5/100/25mg	336		2,222,006	746,593,915	14,631,357	5,106,567,561
Amosartan XQ Tab.	5/50/2.5/10mg	245		2,538	620,614	New Launch in 2025	
	5/50/5/10mg	348		2,333,020	811,891,009	6,489,074	2,308,772,579
	5/50/10/10mg	279		1,790,813	499,636,955	4,210,700	1,208,794,061
	5/50/20/10mg	342		474,948	162,432,189	944,991	330,928,820
	5/100/2.5/10mg	481		213	102,347	New Launch in 2025	
	5/100/5/10mg	635		1,008,096	640,140,916	2,717,844	1,756,842,159
	5/100/10/10mg	566		1,073,242	607,454,847	2,819,779	1,628,331,535
	5/100/20/10mg	629		295,967	186,163,513	696,233	447,118,146
Rosuzet Tab.	10/2.5mg	182	197	48,378,252	9,043,130,557	81,637,653	13,792,049,934
	10/5mg	289	299	97,385,471	28,486,352,551	442,580,491	99,688,198,051
	10/10mg	239	255	73,543,017	17,987,411,538	330,275,464	53,843,121,317
	10/20mg	305	323	32,356,505	10,074,328,744	114,470,442	26,230,966,718
Rovelito Tab.	150/10mg	123		5,742,619	706,342,093	106,797,380	8,527,286,714
	150/20mg	91		2,415,041	219,768,774	37,239,221	2,332,112,323
	300/10mg	271		1,264,290	342,622,717	16,623,832	3,541,561,609
	300/20mg	147		612,338	90,013,661	8,728,910	6,123,378,882
Total				417,647,877	94,348,536,839	2,699,266,379	530,700,892,218

Source: UBIST DATA

1) Justified Savings: Difference between prescription amount of Hanmi Pharmaceutical products and single-ingredient original drugs.

2) Price-reduced products in 2025: Rosuzet 10/2.5mg (KRW 727 → KRW 712, 2.1%), Rosuzet 10/5mg (KRW 789 → KRW 779, 1.3%)

Rosuzet 10/10mg (KRW 1,103 → KRW 1,087, 1.5%), Rosuzet 10/20mg (KRW 1,111 → KRW 1,093, 1.6%)

Limitations on Performance Indicator Disclosure

The quantitative indicators used in the report on contributions to the fiscal soundness of the National Health Insurance are compiled and structured by the company itself through media and various institutions, based on figures deemed suitable to visibly represent the diverse values that the company can create through R&D. **"Contribution to the Fiscal Soundness of the National Health Insurance through Modified Complex New Drugs"** The quantitative information presented in this section cannot be used for direct comparison of similar figures or performance with other companies or within other industries.

Our Company R&D Management

Lim Sung Ki Foundation

The Lim Sung Ki Foundation contributes to the development of biotechnology and medical science to improve the quality of life for the public.

The Lim Sung Ki Foundation is a public interest corporation established to carry on the management philosophy of the late Chairman Lim Sung Ki, who left a significant mark on the Korean pharmaceutical and bio-industry with his spirit of 'Creation, Innovation, and Challenge.' The Foundation aims to foster advancements in medical science and biotechnology, ultimately contributing to the improvement of human health.



임성기재단

Mission	Enhancing the quality of life for the public through contributions to the advancement of biotechnology and medical science.
Vision	Contributing to the realization of a healthy and prosperous society through research support in innovative new drug areas, including those for intractable diseases.
Main Business	• Award program for excellent researchers in biotechnology and medical science • Research support program in biotechnology and medical science • Support for research on novel target discovery and cause identification related to intractable diseases

Lim Sung Ki Researcher Award

Established in 2021, the foundation initiated its first project by establishing the 'Lim Sung Ki Researcher Award,' which recognizes and awards researchers who have contributed to new drug development through innovative research achievements in medical science and biotechnology. This award has now established itself as the most prestigious award in the field of new drug research and development. Following the call for nominations and recommendations for the 5th Lim Sung Ki Researcher Award in 2025 and deliberation, Prof. Kim Hyongbum (Yonsei University College of Medicine) was selected as the Grand Research Award recipient, and Prof. Han Yong-Hyun (Kangwon National University College of Pharmacy) was selected as the Young Researcher Award recipient.



The 5th Lim Sung Ki Researcher Award Ceremony

Lim Sung Ki Researcher Award Past Recipients

Round	Category	Name	Affiliation	Research Achievement
5th	Grand Prize	Prof. Kim Hyongbum	Yonsei University College of Medicine	Succeeded in the comprehensive functional analysis of over 27,000 base variations in the ATM gene, a causative gene for hereditary cancer, thereby contributing to the realization of precision medicine and the acceleration of new drug development.
	Young Researcher Award	Prof. Han Yong-Hyun	Kangwon National University College of Pharmacy	Elucidated the mechanism of fatty liver inflammation exacerbation. Developed an innovative new drug candidate targeting 'IL-18'. Demonstrated therapeutic efficacy in MASH and liver fibrosis models.
4th	Grand Prize	Prof. Choi Hyung Jin	Seoul National University Department of Brain and Cognitive Sciences	Elucidated the brain-mediated appetite suppression mechanism of the world's first GLP-1 obesity treatment.
	Young Researcher Award	Prof. Im Se Jin	Sungkyunkwan University College of Medicine	Discovering a new CD8 T cell subset and developing immunotherapeutic strategies for graft-versus-host disease
		Prof. Lee Wonhwa	Department of Chemistry, Sungkyunkwan University	Elucidating a new pathological role of the TOX protein expressed upon infection with SARS-CoV-2, the COVID-19-causing virus
3rd	Grand Prize	Prof. Kim V. Narry	Department of Biological Sciences, Seoul National University	Discovery of an RNA sequence that increases viral RNA stability and protein production
	Young Researcher Award	Prof. Bae Sangsu	Seoul National University College of Medicine	Development of the world's first ex vivo gene-editing cell therapy for tyrosinemia, a hereditary liver disease
		Prof. Lee Joo Myung	Division of Cardiology, Samsung Medical Center	Presenting an indicator to screen high-risk groups for acute rejection in heart transplant patients
2nd	Grand Prize	Dr. Yu Kweon	Korea Research Institute of Bioscience and Biotechnology	Identifying that INSL3 secreted by cancer cells is a factor causing eating disorders, and presenting its potential for development as an adjunct to cancer therapy
	Young Researcher Award	Prof. Kang jeehoon	Division of Cardiology, Seoul National University Hospital	Clinical study comparing prasugrel stepped-down therapy with standard therapy. It revealed a 52% reduction in bleeding-related events, proving it to be a safe regimen.
		Prof. Kim Hye Young	Department of Medicine, Seoul National University College of Medicine	First to identify immune kinetics in chronic kidney disease and characterize SiglecF-expressing neutrophils. Presented potential for new drug development in renal fibrosis diseases.
1st	Grand Prize	Dr. Kim In-San	Korea Institute of Science and Technology	Development of new anti-cancer immune nanoparticles that activate human immune cells to specifically attack cancer cells.
	Young Researcher Award	Prof. Lee Hyukjin	Ewha Womans University College of Pharmacy	Development of lipid nanoparticles to aid in the in-vivo delivery of the nation's first RNA therapeutics and mRNA vaccines.
		Prof. Ju Young Seok	KAIST Graduate School of Medical Science and Engineering	Elucidation of COVID-19 infection mechanisms using human 3D alveolar culture technology and establishment of a platform applicable for screening therapeutic 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

Hanmi Pharm ESG Management	37
2025 Materiality Assessment	40
Stakeholder Communication	42

ESG Management

Hanmi Pharm ESG Management

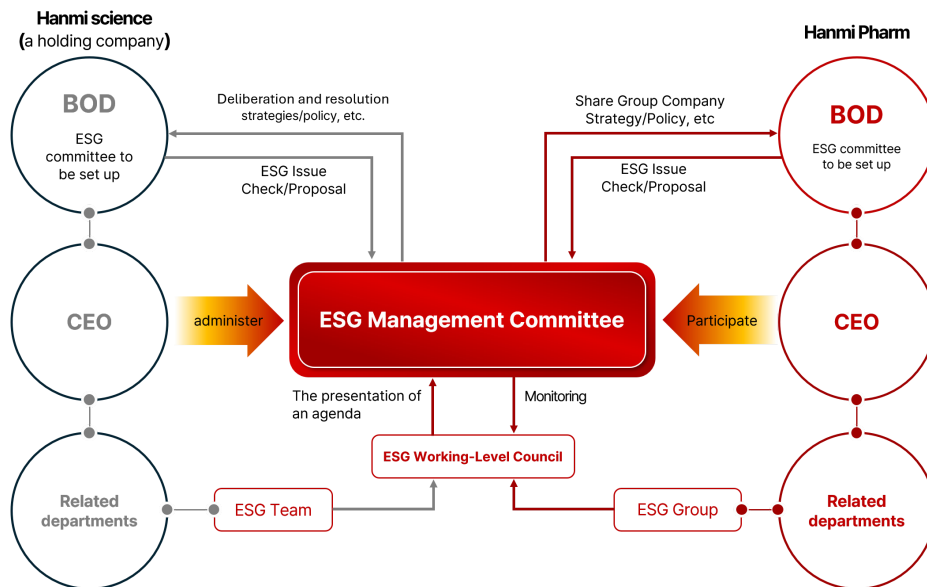
Hanmi Pharm ESG Management

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 sustainable management, focusing on climate change response, respect for human rights and strengthening labor rights, establishing safety and health without serious accidents, win-win cooperation, and ethical management.

In 2025, Hanmi Group newly established its ESG decision-making structure for future growth and sustainable management. In particular, the ESG Management Committee, centered around the CEOs of all group companies, will review ESG strategy formulation and ESG promotion tasks, and monitor performance. Matters discussed by the ESG Management Committee will be deliberated by the Board of Directors of each company, and strategies and policies will be decided to focus on the expansion and advancement of group-wide ESG management. In addition, the Board of Directors of Hanmi Pharmaceutical oversees company-wide ESG matters, including reporting ESG strategies and status, at least once a year.

The ESG Group, a dedicated ESG organization, comprehensively manages company-wide ESG management, including issue response, investment execution, disclosure, and evaluation, and reports ESG status and performance to the Board of Directors at least once a year. Moving forward, Hanmi Group plans to establish and operate an ESG working group to advance the ESG operations of its group companies.



Roles and Responsibilities

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

Hanmi Group ESG Management Committee Operation Status

Category	Date	Key Agenda Items and Reporting Contents
ESG Management Committee	2025.09.18	Report on the establishment and operational plan of the ESG Management Committee

ESG Strategy

Hanmi Pharmaceutical establishes and continuously monitors the implementation status of strategies and plans from a mid-to-long-term perspective to systematically promote ESG management.

Under the Hanmi Group's "healthy Life, sustainable FUTURE" vision, we establish mid-to-long-term strategies for each ESG sector and diligently implement detailed strategic tasks according to the plans.

HanmiGroup ESG VISION		
"healthy LIFE , sustainable FUTURE "		
ESG Direction & Strategy		
Environment Sustainable Earth through eco-friendly management Realize sustainability	Social Sustainable Community through respect for human beings Realize sustainability	Governance Sustainable Growth making sustainable growth
Carbon Neutrality Introduction of renewable energy/green facilities. Reduce energy consumption through process efficiency. Expand participation in environmental initiatives.	Health & Safety and Human Rights Management Strengthen preventive, on-site-focused health & safety activities. Increase human rights impact assessments for all stakeholders.	Ethical & Compliance Management Strengthen anti-bribery management systems. Operate the compliance program. Strengthen company-wide risk management.
Minimization of Environmental Impacts Minimize air/water pollutant emissions. Control water resources/waste/harmful chemical substances. Increase biodiversity activities.	Customer Satisfaction Management Advance quality management including pharmaceutical safety. Carry out evidence-based marketing campaigns.	Strengthening Sustainable Management Systems Strengthen responsible management leading from the BOD. Increase diversity, independence, and expertise of the BOD. Enhance international management systems
	Win-Win Management 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	

Hanmi Pharmaceutical ESG Management Roadmap

Establishment of ESG Management Foundation	Advancement of ESG Management		Expansion and Creation of ESG Management
PHASE 1	PHASE 2	PHASE 3	PHASE 4
2016~2018	2019~2022	2023~2025	2026~
Establishment of ESG Management Foundation · ESG Management Review/Diagnosis /Analysis · Reorganization of dedicated organization and decision-making structure · Derivation of mid-to-long-term tasks Publication of Sustainability Report	ESG Internalization I · ESG KPI Development and Education Sector-specific Advancement I · Strengthening Ethical Management, Safety and Health, Information Security · BCP/Human Rights Management System Improvement (Human Rights Due Diligence) · Establishment of Carbon Management System I (Climate Change Response Roadmap, etc.)	ESG Internalization II · Expansion of ESG Management across Group Companies Sector-specific Advancement II · Supply Chain Management System Improvement & Expansion of Due Diligence · Establishment of Carbon Management System II - Scope 3 Measurement - Climate Change Management System · Review and Reorganization of ESG Disclosure System	Full-scale Implementation of Carbon Neutrality Strategy Introduction of Renewable Energy Development of Carbon Neutrality Roadmap for Scope 3 Review of Eco-friendly Facility Introduction Expansion of Initiatives such as SBTi, RE100 Expansion of ESG Disclosure to all Group Companies

Status of Major ESG Task Implementation and UN SDGs in 2025

Standard: Hanmi Pharm (Standalone)

Sector	Key Strategic goal	2025 Targets/ Performance		2026 Targets	UN SDGs	
Carbon Neutrality	GHG	Targets	•SCOPE 1+2 emissions 71,810 tCO _{2eq} or less	•SCOPE 1+2 emissions 70,375 tCO _{2eq} or less*		
		Performance	•SCOPE 1+2 emissions 68,426 tCO _{2eq}			
	Energy	Targets	• Usage 1,386,914 GJ or less	• Energy usage 1,359,176 GJ or less		
		Performance	• Usage 1,368,085 GJ			
	Initiatives	Targets	• CDP response and B grade maintenance	• CDP response and B grade upgrade		
		Performance	• CDP C grade			
Environmental Impact Minimization	Pollutants	Targets	• Reduce emissions of major air/water pollutants by 30% compared to 2018 (Target emissions: 17 tons/12 tons or less)	• Reduce emissions of major air/water pollutants by 32% compared to 2018 (Target emissions: 16 tons/12 tons or less)	 	
		Performance	• Major air/water pollutant emissions 2018 compared to, reduced by over 30% (emissions: 13 tons/11 tons)			
	Water	Targets	• Water intake reduced by 10% compared to 2018 (target intake: 701,381 tons or less) • Water reuse rate over 7.5%	• Water intake reduced by 11% compared to 2018 (693,588 tons) • Water reuse rate over 8%		
		Performance	• Water intake reduced by 36% compared to 2018 (intake: 501,352 tons) • Water reuse rate over 9%			
	Waste	Targets	• General/designated waste treated (633 tons/252 tons) or less • Waste recycling rate over 72.5%	• General/designated waste treated reduced by 10% compared to 2018 (target treatment: 619 tons/246 tons) • Waste recycling rate over 73%		
		Performance	• General/designated waste treated reduced by 40% compared to 2018 (treatment: 387 tons/171 tons) • Waste recycling rate 80%			
	Hazardous Chemicals	Targets	• Usage reduced by 2% compared to the previous year	• Usage reduced by 2% compared to the previous year		
		Performance	• Usage compared to previous year 46% reduction			
	Fostering an Eco-friendly Corporate Culture	Targets	• Hanmi Green Forest planted (over 1,000 trees) • Eco-friendly literature ratio over 90%/100% use of eco-friendly packaging boxes for produced medicines		• Hanmi Green Forest planted (over 1,000 trees) • Maintain eco-friendly literature ratio over 80% • 100% use of eco-friendly packaging boxes for produced medicines	
		Performance	• Hanmi Green Forest 912 trees planted • Eco-friendly literature ratio 80% • 100% use of eco-friendly packaging boxes for produced medicines			
Proactive Safety and Health Activities	Targets	• Improvement measures for aging facilities over 70% • Introduction of KRAS, JSA within online system		• Improvement measures for aging facilities over 80% • Comprehensive survey of aging facilities from 2027 to 2030		
	Performance	• Improvement rate for aged facilities: 77% • Introduction of KRAS and JSA in online system				
Advancement of Human Rights Management	Targets	• Human rights impact assessment and satisfaction survey for all employees • Update of human rights impact assessment indicators		• Expansion of human rights newsletter (2 times → 4 times)	 	
	Performance	• Conduct human rights impact assessment/satisfaction survey for all employees • Human rights impact assessment indicators - Addition of divisional/business-specific indicators				
Sustainable Supply Chain Management	Targets	• Introduction of online platform for supplychain due diligence • Expansion of supply chain due diligence scope (40 entities in 2024)		• CSDDD-based supply chain due diligence system reorganization • Supply chain due diligence SOP revision • Monitoring of identified improved suppliers	 	
	Performance	• Introduction of online platform for supply chain due diligence and third-party due diligence • Expansion of supply chain due diligence scope → 2025 level assessment (109)/in-depth assessment (36)				
Compliance	Targets	• Introduction of third-party anonymous reporting channel		• Establishment of continuous legal monitoring system • Dissemination of CP standards and policies using AI		
	Performance	• Introduction of third-party reporting channel K-Whistle				
Strengthening Management System	Targets	• Maintenance of 7 international certifications (ISO)		• Maintenance of 7 international certifications (ISO)		
	Performance	• Maintenance of 7 international certifications (ISO)				

* Hanmi Pharmaceutical's introduction of renewable energy was initially scheduled for gradual implementation starting in the first half of 2026.

However, due to contract schedules, its introduction is now planned for the second half of 2026 (Q4), leading to a readjustment of reduction targets.

ESG Management

2025 Materiality Assessment

2025 Materiality Assessment

Hanmi Pharmaceutical annually identifies material issues from the perspective of the future of the domestic pharmaceutical industry and potential risks and opportunities across its entire business. Since 2022, Hanmi Pharmaceutical has been conducting 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). Notably, in 2025, the requirements of global disclosure standards such as IFRS S1 and S2, GRI Standards, and EU ESRS were incorporated. The materiality assessment was conducted to include stakeholders of not only Hanmi Pharmaceutical but also its consolidated subsidiaries, Hanmi Fine Chemical and Beijing Hanmi Pharmaceutical.

Hanmi Pharmaceutical 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 standards, industry peer issue analysis for issue pool formation	- Conduct double materiality assessment considering impact materiality and financial materiality - Derivation of topics requiring priority focus	- Selection of final material topics through review by ESG Group and management
- Previous year's issue analysis - Media analysis¹⁾ - Industry benchmarking - Analysis of ESG global standards, guidelines (GRI, SASB, S&P, ESRS)	- Stakeholder engagement-based assessment²⁾ - Materiality analysis through online survey - Impact Materiality : general stakeholders for impact measurement (employees, customers, suppliers, local communities, etc.) - Financial Materiality : stakeholders with high interest in financial performance impact measurement (employees above manager level)	- Selection of key core issues and linkage to the report after internal review - Composition of main content

1) Media analysis

Collection Period	Analysis Data
Based on 2025.1.1 ~ 11.30 Keyword search for Hanmi Pharmaceutical, Beijing Hanmi Pharmaceutical, Hanmi Fine Chemical	Extracted from 4,147 news articles Hanmi Pharmaceutical 3,994 articles/Beijing Hanmi Pharmaceutical 102 articles/Hanmi Fine Chemical 51 articles

2) Details of Stakeholder Engagement-based Assessment

Period	2026. 1. 9(Fri) ~ 1. 21(Wed)
Assessment Items	Response regarding the impact of each issue on external society/environment and on the financial performance of Hanmi Pharmaceutical (Hanmi Fine Chemical, Beijing Hanmi Pharmaceutical).
Subjects	Stakeholders of Hanmi Pharmaceutical, Beijing Hanmi Pharmaceutical, and Hanmi Fine Chemical

Survey Stakeholder Details (Total 300 respondents)							
Category	Employees (Managers)	Employees (Staff)	Suppliers	Customers	Shareholders & Investors	Government & Policy Institutions	Local Community/ NGOs
Share (%)	18%	36%	35%	4%	1%	2%	5%
Respondents (persons)	53 Hanmi Pharm-29 Beijing Hanmi Pharm-18 Hanmi Fine Chemical-6	107 Hanmi Pharm-75 Beijing Hanmi Pharm-22 Hanmi Fine Chemical-10	106 Hanmi Pharm-15 Beijing Hanmi Pharm-86 Hanmi Fine Chemical-5	13	2	5	14

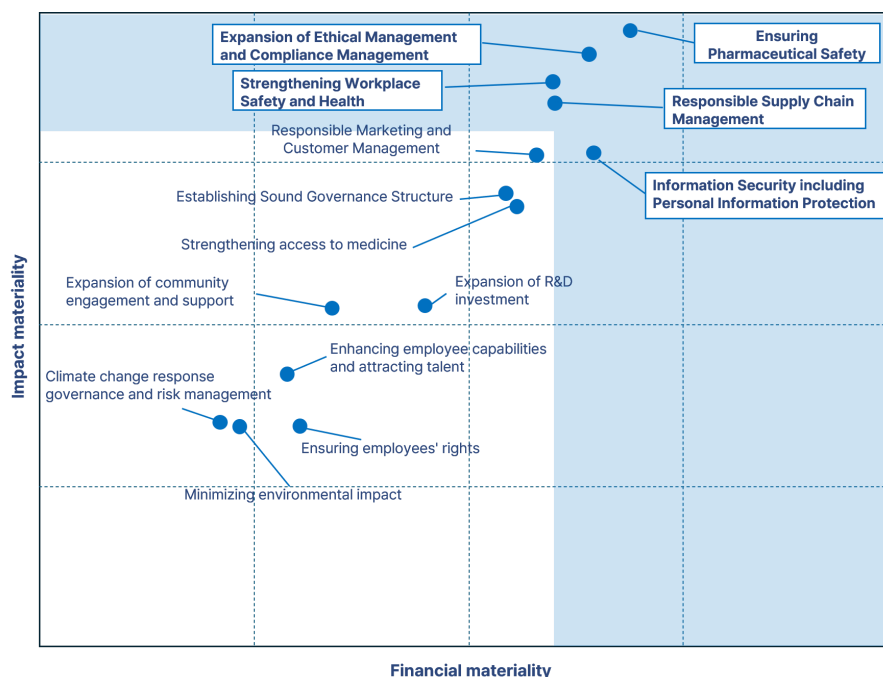
Hanmi Pharmaceutical Materiality Assessment Results

Hanmi Pharmaceutical derived a total of 14 issue pools through media analysis, peer benchmarking, and global standard analysis. This was derived by deleting issues with high social understanding and integrating similar issues, compared to the 19 issues of the previous year. Furthermore, considering the ESRS double materiality concept, a materiality assessment was conducted based on financial materiality and impact materiality, resulting in the identification of 5 key issues with high impact materiality and financial materiality. The selected material issues will be more intensively addressed and transparently disclosed through Hanmi Pharmaceutical's 2025-26 ESG report, and will be actively reflected in future corporate activities.

■ : Material Issues

Category	Field	Issue	Impact Materiality	Financial Materiality	Contents	Rank Change from Previous Year
1	S	Ensuring Pharmaceutical Safety	■■■■■	■■■■■	Pharmaceutical Product Safety Assurance	2nd → 1st
2	G	Expansion of Ethical Management and Compliance Management	■■■■■	■■■■■	Expansion of Ethical Management&Compliance Management	3rd → 2nd
3	S	Strengthening Workplace Safety and Health	■■■■■	■■■■■	Strengthening Workplace Safety&Health	1st → 3rd
4	S	Responsible Supply Chain Management	■■■■■	■■■■■	Responsible Supply Chain Management	No Change
5	S	Information Security including Personal Information Protection	■■■■■	■■■■■	Information Security including Personal Information Protection	No Change
6	S	Responsible Marketing and Customer Management	■■■■■	■■■■■	Responsible Marketing	15th → 6th
7	G	Establishing Sound Governance Structure	■■■■■	■■■■■	Corporate Governance	6th→7th
8	S	Strengthening access to medicine	■■■■■	■■■■■	Pharmaceutical support for medically vulnerable groups	17th→8th
9	S	Expansion of R&D investment	■■■■■	■■■■■	R&D Investment	No Change
10	S	Expansion of community engagement and support	■■■■■	■■■■■	Social Contribution	19th→10th
11	S	Enhancing employee capabilities and attracting talent	■■■■■	■■■■■	Human Capital	14th→11th
12	S	Ensuring employees' rights	■■■■■	■■■■■	Human Rights Management	11th→12th
13	E	Minimizing environmental impact	■■■■■	■■■■■	Climate Change Response & Environmental Management	8th→13th
14	E	Climate change response governance and risk management	■■■■■	■■■■■	Climate Change Response & Environmental Management	7th→14th

Materiality Assessment Matrix



ESG Management

Stakeholder Communication

Stakeholder Communication

Hanmi Pharmaceutical has categorized its key stakeholders into 6 groups, referencing its business model, business activities, and the current state of sustainable management among global pharmaceutical companies. From the planning stage for sustainability, we communicate with stakeholders to share their concerns and our responses through the Sustainability Report and other channels. Going forward, Hanmi Pharmaceutical will actively incorporate the opinions of its various stakeholders into management activities to achieve sustainable management and growth.

1. Employees and Other Internal Stakeholders		
Key Concerns	Company's Response	Communication Channels
Entities directly performing business activities Expectation of compensation through fair and responsible business operations Expectation of growth through work	- Various welfare benefits support - Employee health/safety management - Collection and improvement of suggestions from employee councils at each workplace - Job-group specific performance evaluation and compensation, rank-specific training	- Internal Intranet - Employee Council - Clean Management Whistleblower System - Grievance Handling System - K-Whistle
2. Business Partners		
Key Concerns	Company's Response	Communication Channels
Entities providing products and services necessary for business activities Expectation of mutual growth through stable collaboration with us	- Fair Trade-based Compliance Program - Educational support for partners on CP/GMP/ESG, etc. - Support for partners including cash payment - Establishment of supply chain management system and supply chain due diligence	- Constant communication channels (Hmeps, e-Sarangbang, etc.) - Partner meetings - Supply chain due diligence - K-Whistle
3. Customers		
Key Concerns	Company's Response	Communication Channels
Physicians/Pharmacists Entities providing medical services to patients Expectation of receiving innovative medicines with ensured safety Patients, etc. Ultimate beneficiaries to whose health improvement Hanmi Pharmaceutical aims to contribute Expectation of innovative drug development and expansion of treatment areas	- Operation of Pharmacovigilance System - Operation of product-related call centers - Continuous response through various communication channels (Constant monitoring of market status and customer Needs)	- VOC collection - Various sales/marketing activities - Healthcare-related forums and seminars, etc. - K-Whistle
4. Shareholders and Investors		
Key Concerns	Company's Response	Communication Channels
Creation of financial and non-financial performance resulting from business activities and Expectation of increased corporate value accordingly	- Shareholder Meetings - IR meetings, including investor presentations and overseas NDRs - Publication of ESG Reports/Corporate Governance Reports and corporate disclosures - Dividends, stock splits, etc. - Establishment of carbon neutrality and climate change response systems	- Shareholder Meetings - IR meetings (investor presentations and overseas NDRs, etc.) - ESG Reports/Corporate Governance Reports - K-Whistle
5. Government and Policy Institutions/Organizations		
Key Concerns	Company's Response	Communication Channels
Promote sound development of the industry through regulations and policies Support and control companies to ensure legitimate business activities	- Operation of compliance systems - Establishment of a compliance monitoring system - Introduction and operation of international management systems such as ISO	- Policy discussions with various institutions and organizations - Policy proposals from the Korea Pharmaceutical and Bio-Pharma Manufacturers Association - Pharmaceutical and healthcare-related forums, etc. - K-Whistle
6. Local Community, NGOs		
Key Concerns	Company's Response	Communication Channels
Entities sharing social influence with Hanmi Pharmaceutical Expectation of social contribution activities for welfare blind spots in the local community	- Participation in local community social contribution projects - Collaboration on social contribution activities with local governments	- VOC collection - Meetings with local governments and experts - Discussions with social contribution beneficiaries, etc. - K-Whistle

03

Material Issues

Pharmaceutical Product Safety Assurance	44
Strengthening Ethical & Compliance Management	53
Strengthening Workplace Health & Safety	65
Responsible Supply Chain Management	76
Information Security including Personal Information Protection	82

Material Issue 1

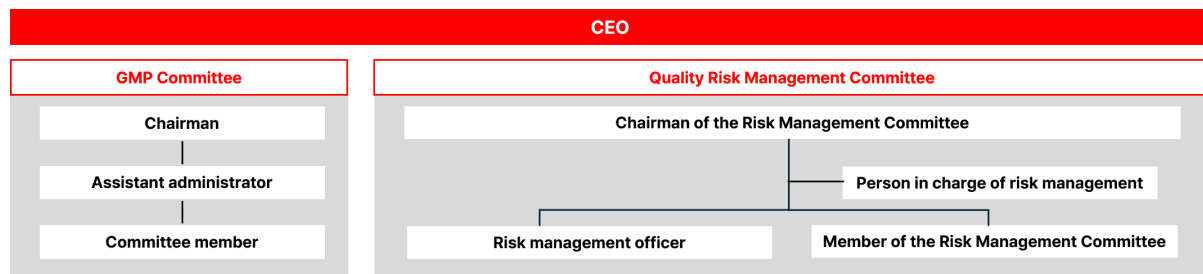
Pharmaceutical Product Safety Assurance

Pharmaceutical Product Safety Assurance

I. Governance

Decision-making Structure

Hanmi Pharmaceutical enhances product quality by consistently producing all pharmaceuticals it manufactures and manages. To maintain a high level of GMP (Good Manufacturing Practice), we establish and operate a GMP Committee at each production facility, capable of guiding and supervising tasks related to GMP operations. In necessary production facilities, a Quality Risk Management Committee is convened and operated for the overall management of quality risk.



Pharmaceutical Safety Assurance Management Committee

Category	Frequency	Role
GMP Committee	At least once a month or at least once a quarter	· Guide/supervise tasks related to GMP operations to maintain a high level of GMP (Good Manufacturing Practice)
Quality Risk Management Committee	Ongoing	· Operating procedures that enable effective and consistent risk-based decision-making related to pharmaceutical quality

Roles of Dedicated Organizations

Category	Roles/Authorities	
CEO	· Overall supervision of pharmaceutical safety assurance	
GMP Committee	Chairman	· Chair of the GMP Committee, overall management of operations
	Secretary	· Assists the Chairman, reports important matters to top management
	Member	· Heads of respective departments, experts in each field, decides on various GMP-related matters
Quality Risk Management Committee	Risk Management Chairman	· Overall responsibility for risk management, reports to the head of the company
	Risk Management Coordinator	· Convenes the Risk Analysis Committee, compiles risk management data, responsible for the appropriateness of procedures
	Risk Management Member	· Selects risk management tools, conducts analysis / initiates and evaluates mitigation of potential risks · Reviews procedures for monitoring and reducing potential risks
	Risk Management Officer	· Coordinates the convening of the Risk Analysis Committee, manages documents

Training for Maintaining Professional Expertise in Pharmaceutical Safety Assurance

Hanmi Pharmaceutical consistently attends all manufacturing manager training required by regulatory authorities, thereby continuously maintaining its professionalism and qualifications for ensuring pharmaceutical safety.

Category	Subject	Hours	Training Content
Manufacturing Manager Training	Manufacturing Site Manufacturing Manager	16 hours/2 years	· Manufacturing/Quality Control Standards, latest technologies by field, relevant regulations such as the Pharmaceutical Affairs Act

II. Strategy_Identification of Risks and Opportunities

Based on the analysis results from experts (IROs), Hanmi Pharmaceutical identifies key risks and opportunities that could significantly impact stakeholders and sustainability related to pharmaceutical safety assurance, and continuously strives to develop effective response strategies based on this identification.

RISK	
Production stoppage, administrative measures due to quality risk occurrence	
Nature of Impact	Actual Impact
Affected Stakeholders	Customers
Severity of Impact on Society and Environment	Magnitude ■■■■□ / Scope ■■■■□ / Recoverability ■■■□□
Expected Financial Impact	Likelihood ■■□□□ / Magnitude ■■■■□
Impact on the Company	Drug safety is a core value and social responsibility of the pharmaceutical industry, and inadequate responses can lead to fatal consequences for a pharmaceutical company's sustainability.
Company's Response Approach	· Compliance with international-level Good Manufacturing Practice (GMP) standards and establishment of a corresponding quality management system · Systematic quality assurance system · Advanced quality control system
OPPORTUNITY	
Strengthening Drug Safety based on a Pharmacovigilance System	
Nature 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 drug safety throughout the entire lifecycle of pharmaceuticals through detection, assessment, interpretation, and prevention of safety-related issues, based on a pharmacovigilance system.
Company's Response Approach	· Transparent disclosure of recall and administrative disposition matters · Voluntary recall (operator recall) in case of risk detection

II. Strategy_Risk and Opportunity Response Plan

Compliance with International-level Quality Management Standards (GMP)

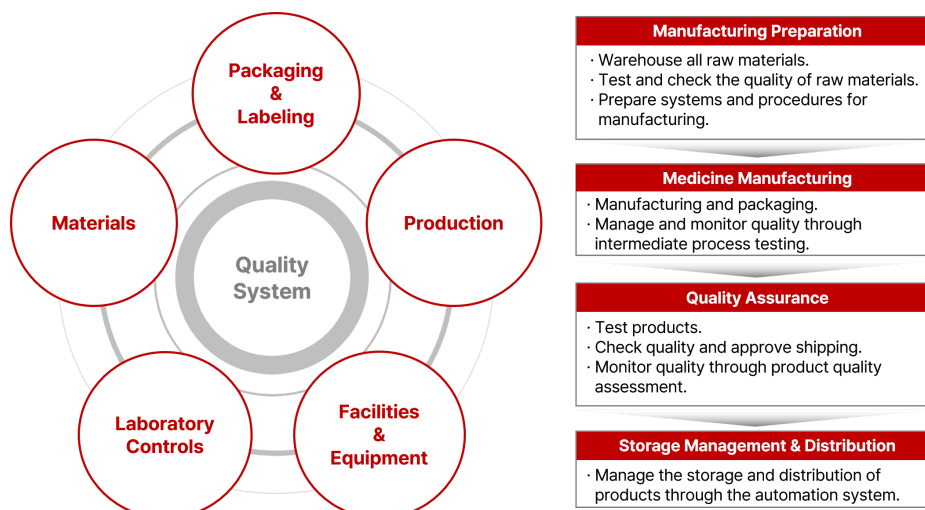
5 Main Quality Policies for High Product Quality

To supply pharmaceuticals with guaranteed efficacy, safety, and quality to the market, Hanmi Pharmaceutical establishes and maintains a quality management system that meets the requirements of cGMP, laws, regulatory bodies, and ISO standards throughout the entire drug manufacturing process. Furthermore, based on know-how gained through numerous audits and collaborations with domestic and international regulatory bodies and partners over many years, our quality management system is capable of meeting not only domestic (MFDS) but also Global standard Quality system (US FDA six sigma / EMA) requirements. Based on production and distribution technologies that satisfy global standards and a high-quality system, we are doing our utmost based on five virtues to grow into an even higher global pharmaceutical company.

High Quality	We guarantee that the pharmaceuticals manufactured and supplied are produced and managed under a high-level quality system.
Compliance	We operate systems and procedures in compliance with GMP regulations and guidelines distributed by international regulatory authorities.
Integrity	We guarantee the accuracy and completeness of data generated throughout the entire process of drug manufacturing and management.
Innovation	We encourage and support continuous innovation across all GMP areas.
Partnership	We maintain amicable cooperative relationships with domestic and international partners to expand our business areas.

Hanmi Pharmaceutical Quality System

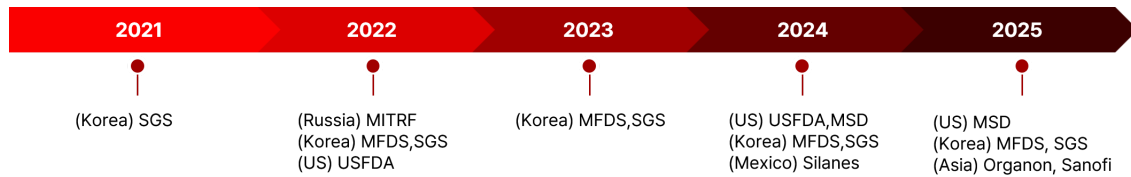
Under the management goal of providing safe and reliable medicines to consumers, all finished pharmaceutical products developed, produced, stored, and manufactured at Hanmi Pharmaceutical are managed within a quality system from the stage of pharmaceutical development, including the receipt of related raw materials, testing, dispatch, manufacture of semi-finished/finished products, In Process Control (IPC), product testing, labeling and packaging, storage, shipment, and distribution. Even after distribution, continuous monitoring is conducted from the perspective of safety and efficacy, thereby strictly and thoroughly managing the entire life cycle of distributed pharmaceuticals.



Performance and Development Plan of the Quality Management System

Hanmi Pharmaceutical's quality management system encompasses all elements of the quality system and management responsibilities, demanding the achievement, maintenance, and continuous improvement of pharmaceutical efficacy, safety, and quality control levels. Accordingly, Hanmi Pharmaceutical establishes quality objectives based on business goals, and the performance is regularly reported to management through committees. To continuously supply high-quality pharmaceuticals, management reviews and supports the necessity of facility investment, employee recruitment, software improvements, and the introduction of computerized systems, thereby striving to maintain the production and supply of high-quality pharmaceuticals. To more thoroughly ensure the efficient operation of the quality system and the Data Integrity of data generated throughout pharmaceutical development, manufacturing, and quality control, computerized systems such as ERP (Enterprise Resource Planning), EDMS (Electronic document management system), MES (Manufacturing Execution system), and LIMS (Laboratory Information Management System) have been introduced and are in use across various areas. Furthermore, by assigning Data Integrity specialists to each department, we ensure the integrity of data generated throughout pharmaceutical manufacturing, track related issues, and take timely actions on matters requiring improvement. Our company conducts regular risk assessments for each GMP department to continuously strengthen the level of data integrity, and based on these assessments, we are continuously evolving our quality management system.

Regulatory Authority and Partner Audit History



To date, Hanmi Pharmaceutical has certified the effectiveness and suitability of its operational quality management system through inspections by regulatory bodies such as MFDS (Korea), US FDA (United States), EMA (Europe), PMDA (Japan), and MITRF (Russia). By regularly undergoing audits from partners in various countries, we assure them that a reliable GMP system is in operation. In 2025, we underwent a total of 10 inspections from domestic and international regulatory/certification bodies and partners, including the US FDA and Korea's Ministry of Food and Drug Safety (MFDS), through which we confirmed that our manufacturing facilities and quality system are robustly maintained.

History of Major Regulatory Agency Inspections Over the Last 5 Years

No	Period	Country/Regulatory Authority	Content
1	2021.10.18	Korea / SGS	· ISO 13485 Surveillance Audit
2	2022.04.11~14	Russia / Ministry of Industry and Trade of the Russian Federation (MITRF)	· Regular GMP Inspection 1) Amlodipine+Losartan Tab. 2) Amlodipine+Losartan+Rosuvastatin Tab.
3	2022.05.09~13	Korea / Ministry of Food and Drug Safety (MFDS)	· Regular GMP Inspection (Biopharmaceuticals)
4	2022.06.27~07.05	USA / USFDA(CDER)	· Drug PLI Inspection: Rolvedon (Pre-License Inspection)
5	2022.07.11~15	Korea / Ministry of Food and Drug Safety (MFDS)	· Regular GMP Inspection
6	2022.10.17~20	Europe / NSF Health Sciences Limited	· QP Inspection: HM43239 20mg & 80mg Tab. (EU CT number issuance completed)
7	2022.09.26~28	Korea / SGS	· ISO 13485 Renewal Audit
8	2023.04.11~14	Korea / Ministry of Food and Drug Safety (MFDS)	· CMO Suitability Assessment
9	2023.11.09	Korea / SGS	· ISO 13485 Surveillance Audit
10	2024.07.25~08.02	USA / USFDA	· Regular Inspection of Pharmaceutical Manufacturing Site (Surveillance inspection)
11	2024.08.19~22	Europe / NSF	· EU Qualified Person Regular Audit
12	2024.09.10~12	Korea / Ministry of Food and Drug Safety (MFDS)	· Pre-GMP Inspection (Pyeongtaek Solid Dosage Form)
13	2024.11.11~12	Korea / SGS	· ISO 13485 Post-Audit
14	2025.02.17~21	Korea / Ministry of Food and Drug Safety (MFDS)	· Regular GMP Inspection and Pre-GMP Inspection (Pyeongtaek Bioplant)
15	2025.02.17~21	Korea / Ministry of Food and Drug Safety (MFDS)	· Regular GMP Inspection (Pyeongtaek Solid Dosage Form)
16	2025.04.14~17	Korea / Ministry of Food and Drug Safety (MFDS)	· Regular GMP Inspection
17	2025.09.29~10.01	Korea / SGS	· ISO 13485 Renewal Audit

2025 Partner Audits Received Status

No	Period	Partner	Content
1	2025.05.13~14	Organon	· Partner Regular Audit
2	2025.06.09~11	MSD	· Partner Regular Audit
3	2025.06.12~13	GC Pharma	· Partner Regular Audit
4	2025.10.22~23	Sanofi	· Partner Regular Audit
5	2025.11.27	TEVA-Handok	· Partner New Audit
6	2025.12.09~11	MSD	· Partner Regular Audit

Systematic Quality Assurance System

Establishment of Risk-based Quality Assurance System

Hanmi Pharmaceutical operates a quality assurance system by applying risk management procedures to all processes in the GMP area that require a risk management approach throughout the entire product lifecycle. By making effective and consistent decisions based on risk assessment results related to pharmaceutical quality, we prevent foreseeable risks and implement measures to minimize the extent of risks that must be accepted.



Education and Training

Hanmi Pharmaceutical manages GMP training through its electronic learning management system, LMS (Learning Management System). All employees working at business sites are assigned duties only after completing training appropriate for their respective roles, including on-the-job training. Regular basic GMP-related training is conducted to ensure that employees are adequately aware of the key concepts of the quality system and the importance of pharmaceutical quality control. Additionally, employees are supported to complete external training operated by pharmaceutical-related institutions, universities, the Ministry of Food and Drug Safety (MFDS), and overseas regulatory agencies based on their required topics, in addition to internal training. When necessary, secondary training is appropriately conducted by providing cascade training to required personnel.

Category	2023	2024	2025
Total Number of GMP Training Sessions	6,777	7,482	16,418

* Change in training session count standard in 2025

Inspections for Pharmaceutical Safety

Hanmi Pharmaceutical voluntarily inspects the entire process and results of product manufacturing and quality control, as well as the integrity of all data generated during these processes, through its Quality Assurance department. We strive to improve any deficiencies ourselves to supply excellent pharmaceuticals to patients.

Self-Inspection	Conduct inspections of all departments related to pharmaceutical manufacturing/quality control activities at least once a year, and implement improvements through CAPA if factors posing risks to manufacturing/quality control are identified.
Quality Department On-site Inspection	A procedure performed separately from self-inspection, where the Quality Department strengthens inspection procedures for four areas: manufacturing, quality, manufacturing infrastructure, and support centers, thereby preventing potential issues in advance and enhancing the management status across all divisions.
Data Review	Periodically review and approve data (including audit trails) generated during manufacturing, manufacturing support, and testing by the relevant departments and the Quality Department to ensure compliance with related procedures and data integrity.

Genotoxic Impurity Management

Hanmi Pharmaceutical has established and operates procedures that enable quick and immediate responses upon the issuance of safety information and official directives regarding genotoxic impurities from overseas authorities and the MFDS. We identify affected products based on safety information, verify all batches currently on the market, establish analytical methods capable of detecting these impurities, and determine the impurity levels within distributed batches as quickly as possible. For previously produced batches exceeding the specified limits, sales suspension and recall measures are taken in accordance with MFDS review results. For future production batches, various methods to reduce the genotoxic impurities are reviewed, and quality tests for these impurities are performed upon batch release, thereby striving to ensure that only safe pharmaceuticals are supplied to patients.

Advanced Quality Control System

Hanmi Pharmaceutical's Quality Control Group collects samples of raw materials, intermediates, and final products used in pharmaceutical manufacturing, conducts product characteristic analyses required by authorities, and performs evaluations across all development stages, including release testing and stability testing for pharmaceuticals manufactured according to verified analytical methods and approved specifications, to ensure the safety, stability, and overall quality of manufactured and distributed raw materials/finished pharmaceuticals.

Quality Control Testing

Hanmi Pharmaceutical ensures that the quality of all distributed pharmaceuticals is maintained throughout their product lifecycle by performing raw material testing, in-process controls (IPC), drug product release testing, and stability testing related to the pharmaceuticals manufactured. Furthermore, in accordance with ICH Q2(R1) guidelines, method development and method transfer for developed methods are possible, and method verification as required by domestic and international regulatory agencies is also performed. A system is established to manage the release and distribution of only finished pharmaceutical products whose quality has been confirmed to meet standards through release testing, and employees performing quality control duties are regularly qualified through job-specific training and evaluations.

Physicochemical Testing	Appearance, moisture, pH, osmolarity check
Microbiological test	Sterility test, microbial limit test, microbial identification, endotoxin, insoluble particulate matter
Instrumental analysis	HPLC, UPLC, GC, GC-MS, FT-IR, UV, TOC

Stability program

Hanmi Pharmaceutical guarantees that the quality of pharmaceuticals manufactured by the company remains stable throughout the product lifecycle. Generally, stability rooms/chambers for long-term and accelerated conditions are operated according to product storage conditions, and facilities capable of performing stability tests under other special requirements are prepared to collect physical/mechanical stability data for pharmaceuticals. The stability data collected is monitored in real-time, and in the event of significant changes or non-conformities in drug quality, immediate impact assessments and reports to regulatory authorities are made according to relevant procedures to ensure necessary measures are taken.

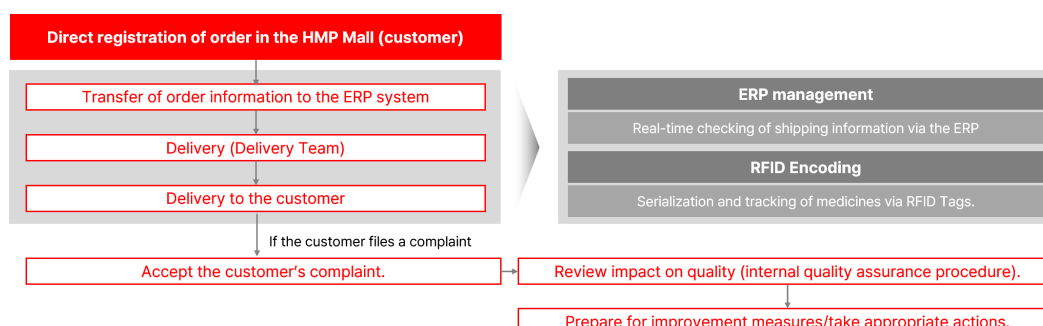
Environmental and clean utility monitoring

Hanmi Pharmaceutical designs and manages all areas where pharmaceuticals are manufactured, packaged, and stored to be suitable for operation, maintenance, and cleaning. Walls are managed with clean panels for easy cleaning and maintenance, and floor surfaces are epoxy-coated to prevent contamination in the manufacturing environment and facilitate cleaning. Furthermore, environmental monitoring is conducted by categorizing cleanliness levels for each area, and process water, water for injection, and compressed air used in manufacturing are periodically sampled and subjected to quality tests. During environmental monitoring, tests are performed for airborne viable particles (settle plates), airborne non-viable particles (active air sampling), surface microbial counts, and particulate matter for each cleanliness grade. For water monitoring, tests for appearance, total organic carbon, conductivity, nitrate, pH, and endotoxin are conducted. All air compressors are oil-free type and supplied after passing through a 0.2µm filter.

Monitoring system within the lifecycle of shipped pharmaceuticals

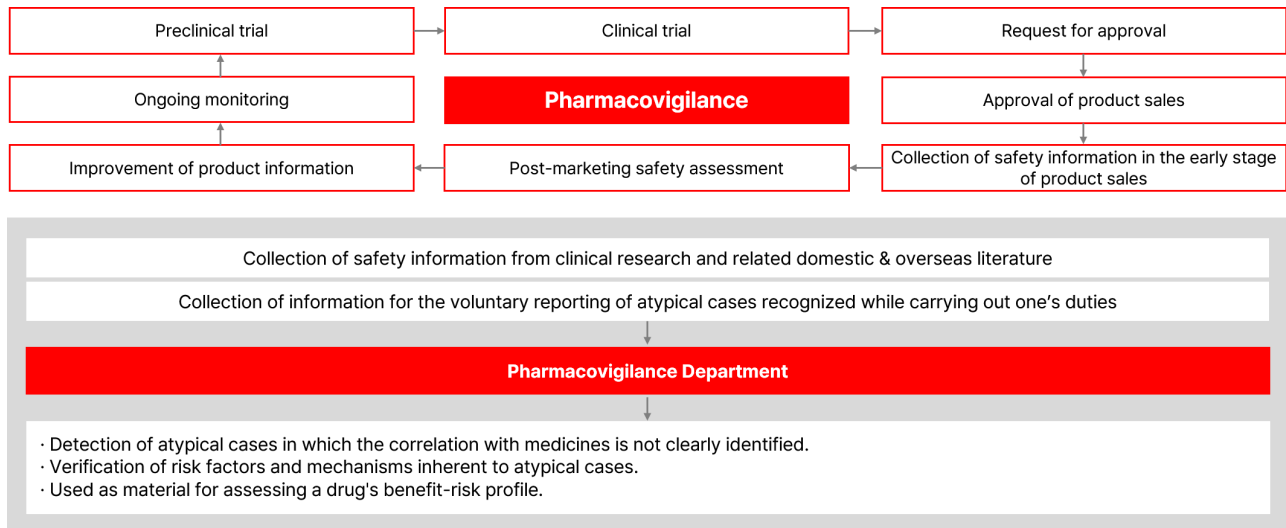
Drug theft and counterfeiting monitoring system

Hanmi Pharmaceutical has established and operates a system for preventing counterfeit drugs and ensuring safety management from the manufacturing to the final distribution stage of finished pharmaceuticals, utilizing an ERP (Enterprise Resource Planning) system and unique identification devices like RFID (Radio-Frequency Identification) Tags. When a headquarters sales representative inputs order information received from a client company into the ERP system, this information is automatically transmitted to the delivery team via the system, and subsequently, shipment information for the ordered products can be confirmed in real-time through the system. All finished pharmaceuticals manufactured and shipped by Hanmi Pharmaceutical support the use of serialization and tracking technologies using RFID Tags, thereby strengthening supply chain security and establishing and managing a system compliant with distribution management policies in relevant export countries, including South Korea. Detailed information (manufacturing date, batch number, shipment date, customer information, etc.) for all finished pharmaceuticals dispatched and distributed is recorded in the internal system, enabling tracing and prompt action in the event of a report regarding counterfeit drugs. Furthermore, upon receipt of a consumer complaint, a swift investigation is conducted according to internal quality assurance procedures to assess the potential impact of the complaint on product quality, after which improvement measures are formulated to ensure appropriate actions are taken in a timely manner.



Pharmacovigilance system

Pharmacovigilance refers to the scientific activities concerning the detection, assessment, understanding, and prevention of adverse drug reactions or safety-related problems of pharmaceuticals. Pharmacovigilance is an activity conducted throughout the entire lifecycle of a drug, from the collection of drug safety information to risk management. In Korea, continuous supplementation and development of the pharmacovigilance system are being made by introducing and strengthening policies such as the drug re-evaluation system, the voluntary adverse event reporting system, the risk management plan system, recommendations for appropriate drug use, and the drug adverse reaction relief system. Hanmi Pharmaceutical, aiming to contribute to enhancing drug safety, has established and operates its own pharmacovigilance system, collecting and analyzing safety information for its own pharmaceutical products through various channels.



Pharmacovigilance training

Hanmi Pharmaceutical conducts its own regular pharmacovigilance training for all employees annually. This training emphasizes the necessity and importance of pharmacovigilance while providing guidelines for all employees to timely report information about adverse events they may encounter in their work to the pharmacovigilance department. This strengthens the company-wide pharmacovigilance system and contributes to improving Hanmi Pharmaceutical's drug safety management.

Category	Unit	2022	2023	2024	2025
No. of employees	persons	2,350	2,315	2,476	2,553
Training completion rate	%	99.4	99.7	91.1	91.3

* Eligible employees: Includes employees on leave of absence or who have resigned

Customer health and safety

As all products manufactured by Hanmi Pharmaceutical are directly linked to health and life, we continuously strengthen and monitor our capabilities to ensure product safety. Hanmi Pharmaceutical transparently discloses publicly available product information to ensure that customers can safely take all its products, and considers customer safety and health aspects from the product development stage. Furthermore, customer feedback related to products is collected and managed in accordance with the regulations of the Ministry of Food and Drug Safety (MFDS).

Status of Pharmaceutical Product Recalls

Criteria: Dec. 31, 2025

Category	2023		2024		2025	
	Cases	Recalled Volume (ton)	Cases	Recalled Volume (ton)	Cases	Recalled Volume (ton)
Total	3	3.97	1	1.07	6	6.41
Class I	0	0	0	0	0	0
Class II	2	2.77	1	1.07	6 ¹⁾	6.41
Class III	1	1.20	0	0	0	0

1) Viteron Duo Tab., Ambrocol Syrup, Moroxacin Tab. 400mg, Trasfen Tab., Trasfen Semi Tab., TenTen Chewable Tab.

Status of Administrative Dispositions in 2025

Product	Content	Disposition
Abiteron Duo Tab. 500/2.5mg	Manufactured differently from approved specifications (direct container material)	Administrative fine of KRW 1,800,000 imposed

Group Integrated Call Center

Hanmi Pharmaceutical established its Group Integrated Call Center in 2014 and has been dedicated to listening to customers' voices. By managing collected issues and based on frequently asked questions about product usage, the company is actively working to eliminate factors causing customer inconvenience. This initiative is part of Hanmi Pharmaceutical's commitment to customer satisfaction management, aiming to enhance customer convenience and reach out to customers.

Category	Unit	2023	2024	2025
Total No. of Customer Interactions	Cases	66,890	62,906	63,689
Hanmi Pharmaceutical		12,920	10,635	10,726
Hanmi Science		8,790	6,716	5,887
Online Pharm		45,180	45,555	47,076

Hanmi Pharmaceutical's Major Customer Feedback Received and Actions Taken in 2025

Product	Customer Feedback	Actions Taken
TenTen Chewable Tab.	Empty packaging	Empty packaging occasionally occurs during packaging material roll changes in the packaging process. The empty packaging removal device fan was replaced and installed to ensure smooth removal of empty packaged products.
Hanmi Tams Capsule 0.4mg	Dent/crushed capsule	To prevent human error that may occur during the defective product disposal process, the defective product discharge direction was indicated, and the bottom of the good product discharge section of the capsule weight sorter was reinforced.
Coza XQ Tablet 5/50mg 30T	RFID lookup unavailable	A cover was installed on the defective product sorting bin of the RFID process inspection machine to physically block the possibility of human error.
Amosartan Tablet 5/50mg Amoprel Tablet	Similar design	Design change implemented to prevent the possibility of medication errors due to similar ingredient products and similar packaging designs.

III. Risk Management

Hanmi Pharmaceutical effectively manages enterprise-wide risks and maximizes potential opportunities to foster sustainable growth by integrating its risk and opportunity management process, related to pharmaceutical safety assurance, with the Enterprise Risk Management (ERM) system.

Risk and Opportunity Monitoring	Frequency	Subjects	Method	Oversight
Regulatory Authority Audits	Upon request	All domestically approved products Overseas export products	· Maintain high GMP standards at all times through a voluntary regular inspection system, such as self-inspection, on-site quality department inspections, and data verification · Reflect and maintain compliance with regulatory requirements of each country through regular audits of partner companies	QA team
Risk Assessment	As needed	When evaluation within QMS is required	· Risk assessment using risk management tools presented in the quality risk management procedure · Identification of acceptable risks, implementation of measures for risk mitigation	QA team
Pharmacovigilance system	On an ongoing basis	Entire lifecycle of pharmaceutical products	· Monitoring and analyzing domestic and international academic literature, regulations, and adverse drug event reporting data to collect the latest safety information · Proactively detecting adverse events and safety signals that may occur during drug use, and based on the collected data evaluating to identify safety issues	PV team

IV. Indicators and Targets

Key Indicators	2025 Targets	2025 Performance	Attainment	2026 Targets	Mid-to-Long-Term Plan (2030)
Global level GMP Compliance	· Zero Critical findings per case 2 or fewer Major findings	Regulatory Audits 0 Critical/Major findings 1 Minor finding	Achieved	· Preparation for EU GMP certification at Paltan plant · To expand bio-pharmaceuticals into overseas markets, maintain a continuous audit-ready system	· Maintain a continuous audit readiness system
Quality System Advancement	· Selection of over 30 quality indicators and continuous operation of target management	Operated continuously at least once per quarter	Achieved	· Establishment of a real-time quality monitoring system (LIMS data automation)	· Through quality indicator monitoring, quality system operation status verification and identification of improvement points

Material Issue 2

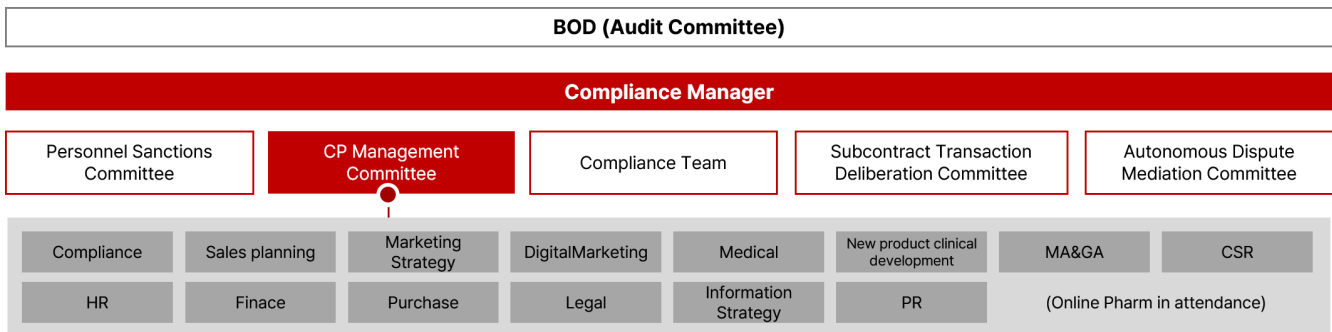
Strengthening Ethical & Compliance Management

Strengthening Ethical & Compliance Management

I. Governance

Decision-making Structure

Hanmi Pharmaceutical operates a compliance team dedicated to the practical operation of its compliance program, along with a Compliance Officer appointed with the approval of the Board of Directors (Audit Committee), to strengthen ethical and compliance management and establish a fair and transparent corporate culture. The Audit Committee, a committee within the Board of Directors, acts as an internal audit body, continuously overseeing CP operations and the internal accounting system to ensure sound management and maintain social trust. To support the Audit Committee's efficient audit performance, the compliance team carries out tasks such as regular audits, ad-hoc audits, special audits, and CP operations for the company, and regularly reports the results to the Audit Committee.



Ethical & Compliance Management Committee

Category	Operating Frequency	Role
Talent Committee	Monthly	- Investigation and disciplinary action for employees violating CP - Reward for employees recognized for their contributions to fair trade compliance
CP Management Committee	Monthly	- Sharing key current status of CP operations and disseminating to each department - Checking CP operations in each department - Sharing internal and external information related to CP - Reporting key issues related to CP operations
Autonomous Dispute Resolution Committee	Biannually	- Support for quick and fair resolution in case of disputes - Analysis of dispute causes and prevention of recurrence
Subcontracting Transaction Review Committee	Monthly	- Review of the legality of contracts exceeding a certain amount - Review of the appropriateness of criteria and procedures for partner registration and cancellation

Roles and Responsibilities

Category	Role
Board of Directors (Audit Committee)	- Appointment of Compliance Officer - Organization and authorization for the operation of the Compliance & Anti-Corruption Management System - Accounting and operational audits - Performance management of the Self-Compliance Program
Compliance Officer	- Establishment of CP operating standards and procedures - Overall management of the Self-Compliance Program - Reporting performance to the CEO and Board of Directors (Audit Committee) (at least once per quarter) - Reporting management review to the Board of Directors (at least once per year) - Evaluation and improvement of CP operational effectiveness
Compliance Team	- CP monitoring - Identification of changes in CP-related laws and regulations and policy application - Operation of the Compliance & Anti-Corruption Management System - Operation of compliance training programs - Imposition of CP sanctions and incentives - Design and operation of internal accounting control system

Ethics and Compliance Management Professionalism Enhancement Training

To strengthen expertise in ethical and compliance management, Hanmi Pharmaceutical provides education to its CEO, executives of key departments, and members of the CP Management Committee on fair trade-related laws and regulations, latest trends, CP monitoring results, and case studies. Additionally, to enhance the expertise of members of the dedicated CP department (Compliance Team), the company continuously offers educational opportunities through external specialized institutions.

Category	Subjects	Frequency	Role
Talent Committee Training	Mandatory CEO Attendance	Monthly	Provision of comprehensive compliance training including fair trade-related laws and regulations (Fair Trade Act and Subcontracting Act), Pharmaceutical Affairs Act, Medical Service Act, Medical Device Act, Fair Competition Code for Pharmaceutical Transactions, Fair Competition Code for Medical Device Transactions, and Compliance & Anti-Corruption Management System.
CP Management Committee Training	Members of the CP Management Committee	Monthly	

II. Strategy_Identification of Risks and Opportunities

Based on the analysis results from internal and external experts (IRO), Hanmi Pharmaceutical identifies major risks and opportunities that could significantly impact stakeholders and sustainability related to strengthening ethical and compliance management, and continuously strives to establish effective response strategies based on these findings.

RISK	
Decline in market trust due to legal and regulatory risks	
Nature of Impact	Actual Impact
Affected Stakeholders	Shareholders and Investors, Customers
Severity of Impact on Society and Environment	Scale ■■■□□ / Scope ■■■□□ / Recoverability ■■■□□
Expected Financial Impact	Likelihood ■■□□□ / Scale ■■■□□
Impact on the Company	· Increased financial costs and strengthened oversight by regulatory authorities · Weakened investor confidence and a decline in corporate value
Company's Response Approach	· Establish a compliance management system capable of continuously monitoring activities related to legal and regulatory changes · Enhance transparency through the operation of internal control systems, including the internal accounting control system
OPPORTUNITY	
Establish a company-wide compliance system, including the operation of a fair trade voluntary compliance program	
Nature of Impact	Potential Impact
Affected Stakeholders	Shareholders and Investors, Customers
Severity of Impact on Society and Environment	Scale ■■■□□ / Scope ■■■□□
Expected Financial Impact	Likelihood ■■□□□ / Scale ■■■□□
Company's Response Approach	· Enhance corporate value through efficient operation of the fair trade voluntary compliance program, including reviewing CP rating 'AAA' evaluation criteria · Secure global standards through ISO 37001 & ISO 37301 certification · Strengthen company-wide compliance education and spread CP culture
Expected Effects	· Internalization of company-wide compliance culture · Risk prevention through a proactive monitoring system (risk assessment, CP monitoring, etc.) · Continuous improvement of programs based on effectiveness assessment results

II. Strategy_Risk and Opportunity Response Plan

Compliance Management System

Hanmi Pharmaceutical's Compliance Team aims for all employees to uphold ethical management as their top priority within a fair and transparent company, contributing to sustainable growth and the leap towards becoming a global enterprise. To achieve this, Hanmi Pharmaceutical has established and published its Code of Ethics on its website, making it easily accessible to employees, and is further strengthening the foundation of compliance management by having them sign various pledges.

Hanmi Pharmaceutical's Ethical Management >

Hanmi Pharmaceutical's Code of Ethics

While the Code of Ethics does not provide all criteria for the question "What is right?", it serves as a fundamental guideline to help employees determine proper conduct and make value judgments. It takes compliance with applicable laws and ethics as its core element and is a promise from Hanmi people to uphold personal dignity and the company's honor.

Ethic Chapter 1. Basic Ethics for Employees	· Fulfillment of Hanmi People's Mission · Hanmi People's Promise for Fair Business Practices · Hanmi People's Promise for Anti-Corruption
Ethic Chapter 2. Fair Competition and Transactions	· Hanmi People's Promise for Fair Competition and Transactions
Ethic Chapter 3. Ethics Towards All Customers	· Hanmi People's Promise Towards All Customers · Hanmi People's Promise Towards Shareholders and Investors · Hanmi People's Promise for Transparency and Trust in Financial Management
Ethic Chapter 4. Bioethics	· Hanmi People's Promise to Uphold Human Dignity and Value · Hanmi People's Promise for Pharmaceutical Safety
Ethic Chapter 5. Supplementary Provisions	· Obligations and Responsibilities for Compliance, Rewards and Disciplinary Actions, Reporting and Counseling for Violations · Establishment of a dedicated department and committee for ethical management

In addition to its Code of Ethics, Hanmi Pharmaceutical strives to enhance company-wide ethical and compliance management awareness by implementing the following policies for all executives and employees.



The Fair Trade Compliance Handbook includes various cases and Q&As related to legal compliance, and is structured to effectively respond to various risks that may arise during the course of business.



Hanmi Pharm's Compliance Policy



Hanmi Pharm's 2025 Fair Trade Compliance Handbook

Operation of Fair Trade Compliance Program

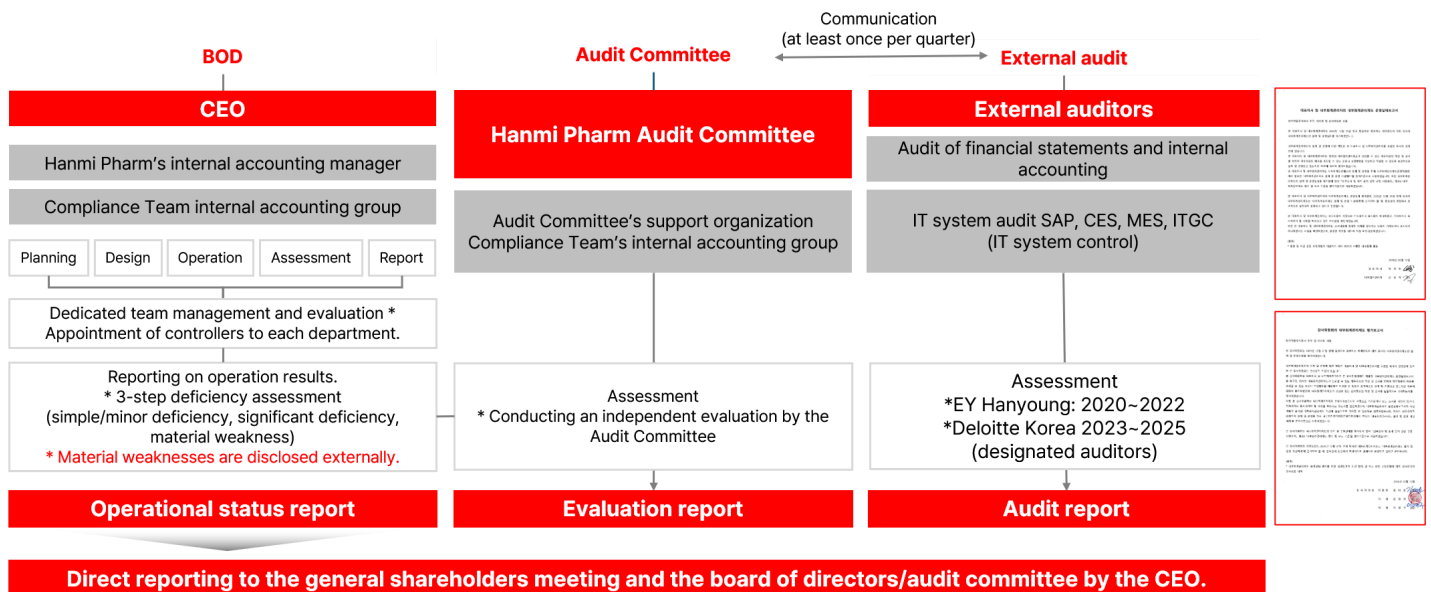
Hanmi Pharmaceutical establishes systematic plans for the effective operation of its CP, identifying areas for improvement derived from internal and external audits, including effectiveness evaluations. It develops strategies to swiftly respond to changes in laws and regulations, promotes compliance education, and analyzes risks through an internal control system. In 2007, Hanmi Pharmaceutical became the first in the pharmaceutical industry to voluntarily introduce and operate a compliance system, the Fair Trade Compliance Program (CP), to ensure companies adhere to fair trade laws. It meets all 8 key CP implementation standards required by the 'Regulations on CP Operation and Incentive Provision' and annually reviews and improves the program to enhance the level of ethical and compliance management.

Hanmi Pharmaceutical's 8 Key CP Implementation Standards	
1. Establishment and Implementation of CP Standards and Procedures	5. Continuous and Systematic Compliance Education
2. Top Management's Commitment and Support for Compliance	6. Establishment of Internal Monitoring System
3. Appointment of a Compliance Officer Responsible for CP Operation	7. Sanctions for Executives and Employees Violating Fair Trade-Related Laws and Regulations
4. Production and Utilization of Compliance Handbook	8. Effectiveness Evaluation and Improvement Measures

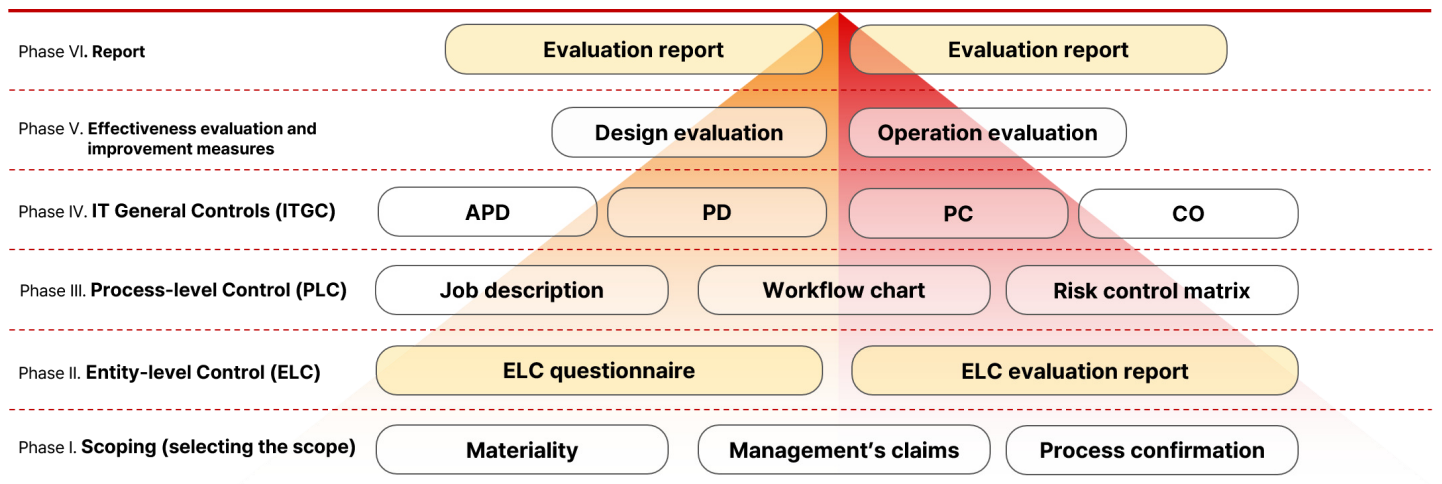
Category	Activity Status and Plans
Establishment of Top Management's Policy for CP Introduction and Operation	· CEO's expression of commitment to CP implementation (New Year's address, Compliance Day, newsletters, etc.) · Voluntary disclosure of performance and operating plans (Electronic Disclosure System)
Support for budget and personnel from top management	· Formalization of the role of the Compliance Team within the 'Fair Trade Self-Compliance Program Operating Regulations' · Operation of the CP Management Committee, Autonomous Dispute Resolution Committee, Subcontracting Transaction Review Committee, and Talent Committee
Provision of CP operating standards, etc.	· Production and distribution of Fair Trade Self-Compliance Handbook in booklet/electronic file format · Distribution of Ethics Management Guidebook, Handbook, and Newsletter (including cases, precedents, and FAQs)
Activation of CP Education	· Conduct supplementary or special training for high-risk departments and individuals lacking CP competency · Conduct annual and regional training · Conduct post-training surveys/signatures
Activation of Pre-monitoring System	· Reporting CP operational matters to the CEO and Board of Directors (Audit Committee) · Operation of the pre-business consultation system · Conducting risk assessment according to risk assessment regulations · Operation of the internal reporting system
Sanctions and Incentives	· Revising the sanction process for each violation case in conjunction with the Talent Committee · Incentives for excellent regions/departments based on CP scoring system operation results · Incentives for top performers based on CP High Level Test results · Incentives for excellent risk assessment groups/internal auditors
Assessment of CP Operational Effectiveness	· Conducting evaluations in accordance with the 'Guidelines for Assessing the Effectiveness of the Fair Trade Self-Compliance Program' · Surveys, audits, monitoring, internal assessments, risk assessments, etc. · Utilization of ethics management self-assessment indicators

Internal Accounting Control System

Hanmi Pharmaceutical effectively manages financial reporting risks by designing and operating internal control regulations for each business process to provide reasonable assurance that the company's financial statements are prepared and disclosed accurately and reliably. The internal accounting control system has been strengthened and operated since January 2020, and the CEO and the Chairman of the Audit Committee attend board meetings and regular general meetings of shareholders to report on the operational status of the internal accounting control system in accordance with internal accounting control regulations. Furthermore, the company prepares and discloses operational status reports and evaluation reports for the internal accounting control system, attaching them to the business report along with the auditor's opinion. Based on the 'Conceptual Framework for the Design and Operation of Internal Accounting Control System' in 2025, the internal accounting control system was assessed and deemed to be effectively designed and operated from a materiality perspective. The Audit Committee, upon receiving this report, also made the same judgment, and the external auditor also expressed an 'unqualified opinion'.



* The details of the CEO's report can be delegated to the internal accounting manager. (However, the reason must be documented and submitted to the audit.)

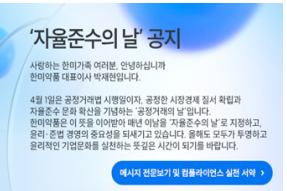


Hanmi Pharmaceutical operates its internal accounting control system, aiming to enhance the reliability and transparency of information provided to users and prevent fraud and errors, classifying it into **Entity Level Control (ELC)**, **Process Level Control (PLC)** and **IT General Control (ITGC)**.

Furthermore, the dedicated internal accounting department maintains a Risk Control Matrix (RCM) which systematically describes procedures for identifying potential risks and evaluating control activities for each area, and conducts change management, risk assessment, design evaluation, and operational evaluation every fiscal year. Through regular identification of deficiencies and improvement processes, internal accounting control risks are effectively managed.

Self-Compliance Day

Hanmi Pharmaceutical designates April 1st of each year as 'Self-Compliance Day' to commemorate Fair Trade Day and strives to spread a culture of ethical and compliance management throughout the company. In 2025, a total of 2,854 executives and employees participated in the compliance pledge ceremony on 'Self-Compliance Day', and an ethical management promotional video containing the '3A Principles' of employee code of conduct was produced and distributed to raise employee awareness. Additionally, 842 employees participated in the <CP O/X Quiz> event, which served to further enhance employees' interest in and understanding of compliance.

Compliance Pledge *Total of 2,854 participants	Distribution of Ethics Management Promotional Video	CEO's Message	'CP O/X Quiz' Event *Total 842 participants
			

Fair Trade for Shared Growth with Partners

Hanmi Pharmaceutical operates a 'Business Partner Compliance' website to support the ethical and compliance management of its partners, publishing self-compliance handbooks, compliance policies, and quarterly newsletters. Furthermore, unethical conduct or legal violations can be reported at any time through the 'Report' function on the website. In 2025, the company introduced a fair trade agreement performance evaluation system, signed fair trade agreements with partners, and conducted compliance training. This enhances understanding of fair trade-related laws and regulations and contributes to establishing a culture of mutual cooperation throughout transactions with partners.



Hanmi Pharmaceutical Business Partner Compliance



Signing Ceremony for Fair Trade Agreements with Partners

Compliance Training

Hanmi Pharmaceutical continuously enhances its compliance training programs every year. The company conducts monthly regular training for employees of the domestic sales division (sales, marketing), as well as customized training considering job level, years of service, and region, and supplementary training for those who have faced HR sanctions, missed regular training, or scored low on the CP TEST. Furthermore, emphasizing the necessity and importance of ethical and compliance management, training is conducted at all stages across the entire enterprise, targeting representatives and practical staff of affiliates, subsidiaries, and partners.

1. Ethical and Compliance Management	2. Compliance - Compliance Program - Understanding CP Grade Evaluation - Operation of Internal Accounting Control System	3. Key Issues in the Pharmaceutical Industry - Expenditure Report System - Fair Competition Code - Corporate Credit Card Usage Guide - Unfair Trade Practices
4. Key CP Violation Cases	5. Work-Related Compliance Activities	6. Internal Reporting

Site	Category	No. of Training Sessions (Cases)	No. of Participants (Persons)
Total	Audit Committee Training	1	3
	ISO 37301 & ISO 37001 Internal Auditor Training	2	32
	Internal Control Training	15	88
	Internal Accounting Employee Training (Online)	1	2,301
	Subcontracting Transaction Review Committee Training	6	56
Headquarters	CP Management Committee Training	11	176
	Ethical Management Training	2	42
	New Employee Training	3	83
	Experienced Employee Orientation Training	3	50
Paltan Plant	Ethical Management Training	1	19
Pyeongtaek Plant	Ethical Management Training	1	26
Domestic Sales Division	Talent Committee Training	11	114
	Regular Sales Training	16	7,390
	Manager Training	3	131
	Annual Training	20	251
	New Employee Training	1	25
	Regional Visit Training	3	32
	Regular Marketing Training	2	81
	Marketing Department-Specific Training	10	42
	Planning/Strategy Training	1	27
	Competency Enhancement Training	2	63
	CP Ambassador Roundtable Training	4	34
Affiliates/Partner Companies	Affiliated company (subsidiary) training	1	202
	Supplier training	2	13
External	External training	2	200
Cumulative		124	11,481

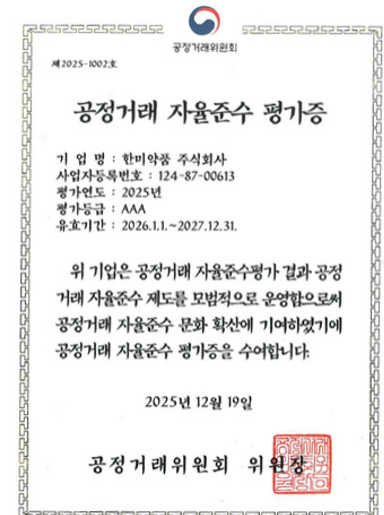
CP Rating and Major Awards

Maintaining CP Rating 'AAA' for 7 Consecutive Years

Hanmi Pharmaceutical first participated in the Fair Trade Commission's CP rating evaluation in 2013, and since then, has achieved the highest rating of 'AAA' in 2020, 2022, 2023, and 2025, becoming the first domestic company to maintain the highest rating for seven consecutive years.

The CP rating evaluation system comprehensively assesses the overall operational performance of companies that have adopted and operated the Fair Trade Compliance Program (CP) for more than one year, assigns ratings, and provides incentives to outstanding companies, thereby promoting the effective operation of CP. Furthermore, Hanmi Pharmaceutical has been recognized for its contribution to spreading a CP culture as an exemplary company in ethical management based on fair trade and mutual growth, receiving numerous commendations from government agencies. Moving forward, Hanmi Pharmaceutical will continue to strive for the establishment of a compliance culture and the fulfillment of social responsibilities based on transparent and fair management.

Year	Rating	Applicable Period
2013	BBB	2014.01.01. ~ 2014.12.31.
2014	A	2015.01.01. ~ 2015.12.31.
2015, 17, 19	AA	2016.01.01 ~ 2020.12.31.
2020, 22, 23, 25	AAA	2021.01.01 ~ 2027.12.31



Reporting and Handling of Internal and External Violations

Hanmi Pharmaceutical operates an internal reporting system, K-Whistle, accessible without restriction to all stakeholders, including employees. This system allows for the early detection of violations of critical regulations in the pharmaceutical and bio-industry, such as the Pharmaceutical Affairs Act, Fair Competition Rules, Fair Trade Act, and internal CP operating standards. All received reports are directly verified by the compliance manager and reported to the CEO when necessary.

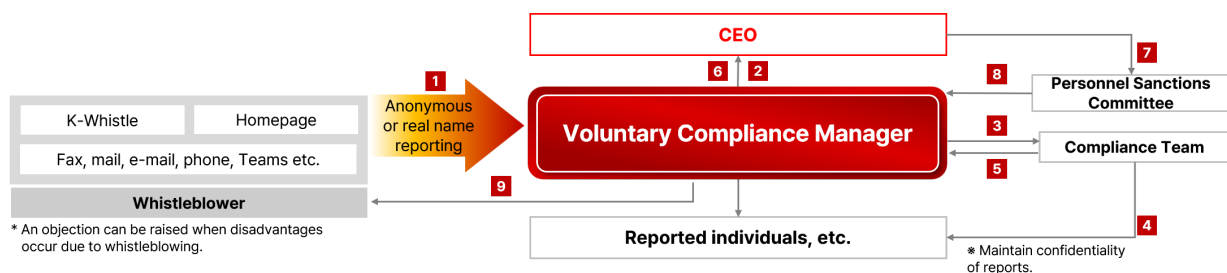
Through continuous education and promotional activities, Hanmi Pharmaceutical **actively promotes channels like Report (K-Whistle) on CES (internal intranet), the K-Whistle website, and QR codes (employee ID cards, posters, quarterly newsletters), and others**, as reporting channels. Separate regulations and guidelines have been established to protect the confidentiality of internal whistleblowers, ensuring fair and independent handling of reports.

Category	Unit	2021	2022	2023	2024	2025
Reports	Cases	7	2	0	2	18
Measures such as HR disciplinary actions	Cases	7	2	0	2	16
Personnel disciplined	persons	3	2	0	2	6

Internal Reporting Channels

Category	Report (K-Whistle) (CES)	Internal messenger Teams	Clean Management Newsletter Ethical Management Newsletter	Homepage	K-Whistle Homepage	Mail/FAX/E-mail
Internal/External	Internal		Internal/External			
Subjects	Employees		Employees, partners, customers (healthcare professionals), etc.			
Constant Accessibility	· Always accessible · Promotion of internal reporting through Clean Management-Ethical Management newsletters and access to K-Whistle via QR scan · Access to K-Whistle by attaching QR code stickers to employee IDs					
Anonymity	· Anonymous reporting is possible (reporter's own choice) · Related information regarding internal reports is disclosed only to the Compliance Officer · Reports made through Reporting (K-Whistle) are processed via K-Whistle, a third party, thus, unless reported under a real name, the reporter's personal information cannot be verified					
Reporting Requirements	· No restrictions					

Internal Reporting Process

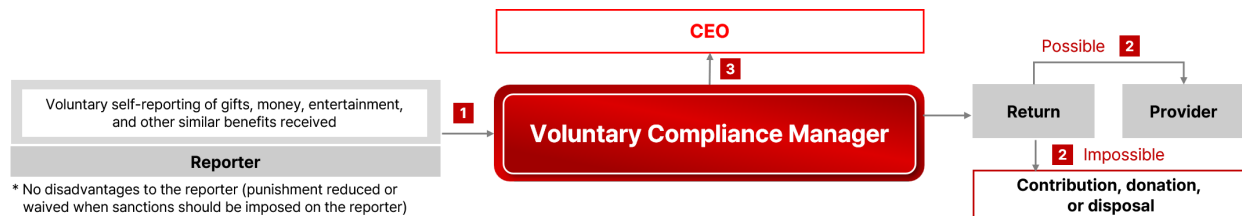


Internal Reporting Process Flow		
1. Receipt of reports through various boards	4. Conduct audit (of reported parties, etc.)	7. Submission to the Human Resources Committee
2. Report to the CEO	5. Report on investigation results	8. Decision on sanctions
3. Instruction for investigation to the Compliance Team	6. Report to the CEO	9. Issuance of sanction notice and notification of results

Voluntary Reporting of Receipt of Gifts and Entertainment

Hanmi Pharmaceutical prohibits the receipt of money, entertainment, or other similar benefits (hereinafter referred to as 'gifts, etc.') from individuals with whom there is a causal relationship with work, and operates a system for voluntary reporting in case of violation. If an individual who has received gifts, etc. voluntarily reports the fact, sanctions for the violation may be reduced or waived. An individual who has received gifts, etc. must immediately return the received items, and if return is not possible, they must follow the procedures outlined in the 'Operating Guidelines for Voluntary Reporting of Receipt of Gifts and Entertainment.' Subsequently, the compliance officer informs the gift provider of the facts related to the processing procedures for such gifts, etc. to prevent recurrence. This system is a measure to eradicate implicit and customary work-related solicitations and to clearly communicate Hanmi Pharmaceutical's commitment to self-compliance not only to its employees but also to providers (suppliers or other stakeholders, etc.).

Voluntary Reporting Process for Receipt of Gifts and Entertainment



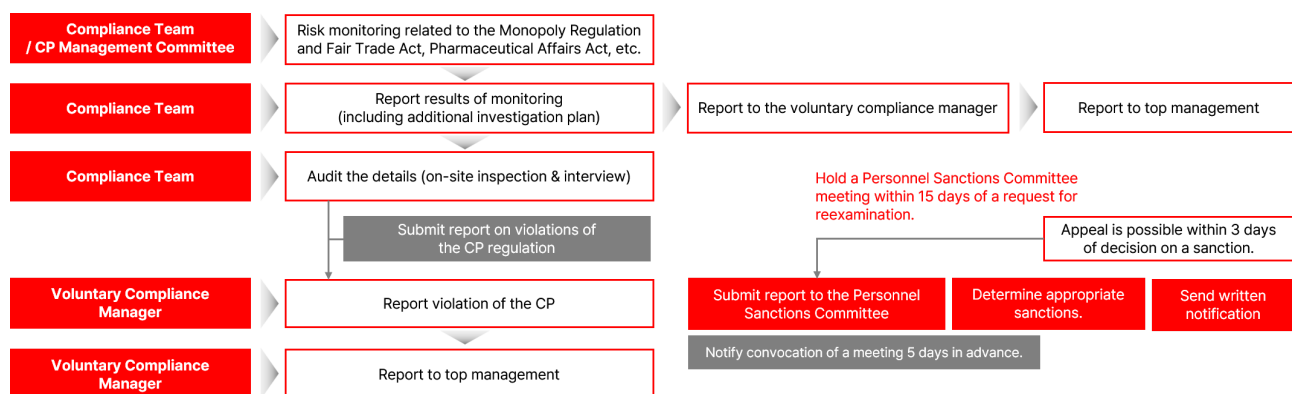
Voluntary Reporting Process for Receipt of Gifts and Entertainment Flow

1. Report reception through the compliance officer or 'Voluntary Reporting of Receipt of Gifts and Entertainment'
2. Confirmation of possibility of return (Return to provider or disposal/donation)
3. Reporting of processing results

Sanctions and Incentives for Employees Regarding Fair Trade Regulations

Hanmi Pharmaceutical implements fair and consistent disciplinary measures for employees who violate fair trade-related laws and internal CP regulations, in accordance with its 'Rules of Employment' and 'Guidelines for Employee Sanctions and Rewards.' By identifying violations through various channels such as monitoring, audits, and internal reporting, and combining appropriate personnel sanctions with education, we continuously carry out preventive activities to prevent recurrence. Employee disciplinary procedures are carried out according to the Talent Committee's disciplinary process, and all disciplinary matters are documented. However, for minor violations that can be immediately improved, corrective and preventive measures (e.g., education) are prioritized. Furthermore, Hanmi Pharmaceutical implements various programs, such as providing incentives for excellent performers and operating CP events, to encourage employees' participation in ethical management, compliance management, and their commitment to self-compliance.

<Talent Committee Process>



<Personnel Sanctions and Incentives>

Category	2021	2022	2023	2024	2025
Personnel Sanctions	16 persons	15 persons	2 persons	48 persons	28 persons*
Incentives	Top: 4 persons Excellent: 16 persons	Top: 4 persons Excellent: 16 persons Event: 30 persons	Top: 4 persons Excellent: 14 persons Event: 50 persons	Top: 4 persons Excellent: 8 persons Event: 100 persons	Top: 4 persons Excellent: 12 persons Excellent Internal Auditors: 5 persons Event: 100 persons
	12 teams	12 teams	12 regions	15 teams	13 regions/parts/groups

*28 persons = Warning 17 persons, Reprimand 9 persons, Salary Reduction or higher 2 persons

III. Risk Management

Hanmi Pharmaceutical integrates its risk and opportunity management process related to ethical management and compliance management with its Enterprise Risk Management (ERM) system. By doing so, the company effectively manages overall corporate risks, maximizes potential opportunities, and fosters sustainable growth.

Risk and Opportunity Monitoring	Frequency	Subjects	Method	Oversight
Departmental Risk Assessment	Once a year	All employees	- Conduct interviews with the Compliance Team and each group - Identify all risks that may arise in operations and confirm management measures	Compliance Team
Prior Business Consultation	On an ongoing basis	All employees	- Prior inquiry to the Compliance Team regarding illegal risks before performing work - Phone consultation at sales/marketing sites and review of draft documents	Compliance Team
Report (K-Whistle) Voluntary reporting of receiving money, gifts, and entertainment	On an ongoing basis	All employees	- Provision of usage guidelines and reporting channels on the website - Received by the Self-Compliance Manager and reported to the CEO - Protection of whistleblower identity through thorough anonymity guarantee	Compliance Team
Business Partner Due Diligence	Once a year	Suppliers	- Selection of key suppliers and operation of CP due diligence - Operational evaluations and surveys - Verification of compliance policies and execution of pledges	Compliance Team
Analysis of Internal and External CP Environment	On an ongoing basis	-	- Monitoring of relevant laws and regulations, including the Fair Trade Act, Subcontracting Act, Pharmaceutical Affairs Act, and Fair Competition Code - Participation in seminars such as the Korea Pharmaceutical and Bio-Pharma Manufacturers Association and CP Forum, and understanding ethical management trends - Disclosure of ethical management performance (voluntary disclosure, CP performance report, ESG report)	Compliance Team

IV. Indicators and Targets

Hanmi Pharmaceutical maintains ISO 37301 (Compliance Management System) and ISO 37001 (Anti-bribery Management System) certifications, using these as a foundation to advance its ethical and compliance management standards. To internalize compliance awareness among executives and employees, we are increasing the frequency of training and scoring and analyzing CP monitoring results, reflecting the specific characteristics of the pharmaceutical industry. Key inspection items specifically include the prohibition of unfair customer inducements (rebates) under fair trade-related laws and regulations. Furthermore, we measure the practical impact of training and monitoring through effectiveness evaluations, using these results to identify improvement tasks and set objectives. These efforts lead to enhanced corporate competitiveness and increased external trust.

Key Indicators	2025 Targets	2025 Performance	Attainment	2026 Targets	Mid-to-Long-Term Plan (2030)
Compliance Management System Strengthening	ISO 37301 & ISO 37001 Certification Maintenance	- ISO 37301 & ISO 37001 Surveillance Audits - Maintain CP Rating 'AAA' for 7 consecutive years	Achieved	- ISO 37301 Surveillance Audit - ISO 37001 Renewal Audit	Hanmi Group Compliance Management System Expansion
Risk Assessment	100% Implementation of Risk Assessment	- Achieved 100% company-wide implementation rate - Awards for Excellent Teams (3 teams) - Awards for Excellent Internal Auditors (5 individuals)	Achieved	100% Implementation of Risk Assessment	Ongoing Compliance Risk Diagnosis
CP Training Enhancement	- Operation of customized training by department - Systematization and re-implementation of annual training - Expansion of online and offline training	- Training conducted by Planning /Strategy and Marketing departments - Training for Domestic Sales Division managers and by year of service - Expansion of fair trade training, including the Fair Trade Act and Subcontracting Act	Achieved	- Expansion of online training - Expansion of supplier training - Customized compliance training for executives and employees (by region/manager/office/site)	- Training Enhancement - Strengthening of Self-Purification for CP Compliance
CP Monitoring Strengthening	Establishment and Planning of a Monitoring System for the Use of a Corporate Card in-service Work	- Operation of corporate card usage monitoring system for office staff - Review of proposal document submission, details of specific issues, etc.	Achieved	- Establishment of a continuous legal monitoring system - Dissemination of CP standards and policies utilizing AI	- AI-based monitoring of laws and regulations - Advancement of data analysis through AI

Material Issue 3

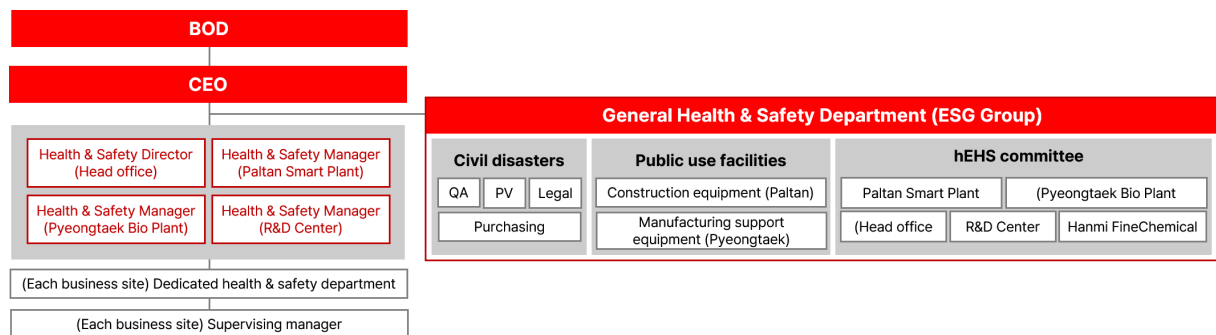
Strengthening Workplace Health & Safety

Strengthening Workplace Health & Safety

I. Governance

Decision-making Structure

Hanmi Pharmaceutical operates a comprehensive safety and health department to strengthen company-wide safety and health management and protect the health and safety of its workers. This department oversees Hanmi Pharmaceutical's industrial safety and worker protection policies, and establishes strategies and action plans for preventing serious accidents and managing safety and health risks. Hanmi Pharmaceutical also emphasizes the role and responsibility of management for thorough control and proactive prevention of safety and health risks. The CEO 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 swift decision-making. In particular, Hanmi Pharmaceutical conducts company-wide environmental, safety, and health decision-making centered around the hEHS Committee, and the comprehensive safety and health department reports the safety and health management plan to the CEO once every half year. Furthermore, by reporting company-wide safety and health activity details to the Board of Directors once a year, the company reviews its overall safety and health system and promotes continuous improvement. In addition, Hanmi Pharmaceutical sets and operates KPIs related to safety and health to prevent industrial accidents in all workplaces, and plans to expand its performance-linked compensation system in the future to strive for more practical industrial accident prevention.



Roles and Responsibilities

Category	Roles and Responsibilities
Board of Directors	· Key safety and health strategies and plans, supervision
CEO	· Responsibility for final decision-making on safety and health matters · Approval of safety and health management goals and action plans
hEHS Committee	· Review/monitoring of safety and health activities including serious industrial accidents and serious civil disasters · Proposals and suggestions for management support activities related to environment, safety, and health
General Health & Safety Department	· Compilation, operation, and monitoring of key workplace safety and health matters
Health & Safety Manager	· Responsibility for safety and health decision-making in each workplace, overall operation and approval of workplace-specific safety and health
Dedicated health & safety department	· Guidance and advice based on workplace safety and health inspections and operations
Supervising manager	· Safety and health management and guidance for each department

Mandatory Professional Training

Subjects	Frequency	Training Contents
Health & Safety Manager	2 years 1 time (6 hours)	Establishing an occupational safety and health management system for the workplace and overall safety and health coordination-management methods
Safety Managers Health Managers	2 years 1 time (24 hours)	Workplace risk assessment, safety inspections, accident prevention and related regulations health management, work environment measurement, hazardous material management and health-related regulations
Supervising manager	Annually 1 time (16 hours)	Industrial safety and accident prevention, occupational disease prevention, methods for identifying and supervising actual risks within the organization, such as building a safety culture within the organization

II. Strategy_Identification of Risks and Opportunities

Based on the results of its IRO analysis, Hanmi Pharmaceutical identifies key risks and opportunities that could significantly impact stakeholder interests and sustainability related to strengthening occupational safety and health in the workplace, and is continuously striving to develop effective response plans based on these findings.

RISK	
Production line disruption due to safety accidents	
Nature of Impact	Actual Impact
Affected Stakeholders	Shareholders and investors, customers, employees
Severity of Impact on Society and Environment	Scale ■■■□□ / Scope ■■■□□ / Recoverability ■■■□□
Expected Financial Impact	Likelihood ■■□□□ / Scale ■■■□□
Impact on the Company	Concerns about corporate losses due to human and material damage, production halts, and legal liabilities in the event of an accident
Company's Response Approach	· Company-wide full inspection of aging facilities, and establishment and implementation of mid- to long-term replacement goals · Operation of integrated and linked self-regulatory prevention system and safety risk assessment · Strengthening equipment maintenance cycles and expanding inspection rates
OPPORTUNITY	
Ensuring employee safety and achieving a zero-accident workplace through advanced safety management systems	
Nature of Impact	Actual Impact
Affected Stakeholders	Shareholders and investors, customers, employees
Severity of Impact on Society and Environment	Scale ■■■□□ / Scope ■■■□□
Expected Financial Impact	Likelihood ■■□□□ / Scale ■■■□□
Company's Response Approach	· Enhancing occupational safety and health management capabilities and strengthening industrial accident prevention · Securing global standards through company-wide ISO 45001 certification
Expected Effects	· Enhancing the speed of safety decision-making and strengthening safety management efficiency through the implementation of online systems for risk assessments, safety work permits, etc. (mobile linkage) · Compliance with occupational safety and health laws, including the Industrial Safety and Health Act, and minimization of legal and financial risks · Enhancing external corporate credibility

II. Strategy_Risk and Opportunity Response Plan

Company-wide Occupational Health and Safety System Operation Structure

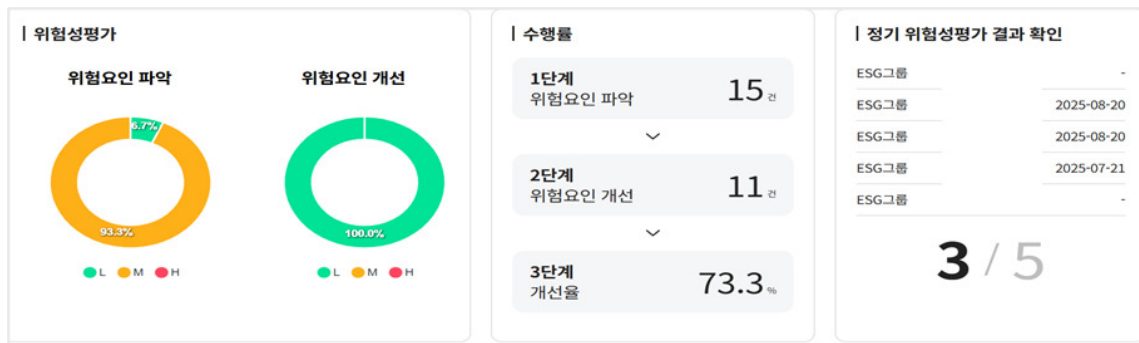
Occupational Health and Safety Management System (ISO 45001)

Hanmi Pharmaceutical, Hanmi Fine Chemical, and Beijing Hanmi Pharmaceutical maintain ISO 45001 certification for all employees and contractors (100%) across all business sites, thereby operating an international-level occupational health and safety management system.

Category	Headquarters / R&D Center	Paltan Smart Plant	Pyeongtaek Bioplant	Hanmi Fine Chemical	Beijing Hanmi Pharmaceutical
ISO 45001 Validity Period	2027.10.28	2027.09.22	2026.12.06	2028.05.19	2027.03.22
Certifying Body	BSI	System Korea Certification	Korea Foundation for Quality	System Korea Certification	UICC

Operation of Occupational Health and Safety Online System

To enhance the efficiency and on-site applicability of occupational health and safety management, Hanmi Pharmaceutical has independently developed and operated a field-customized occupational health and safety online system since 2021. The Hanmi Pharmaceutical occupational health and safety online system is designed to manage overall safety and health operations, including safety inspections and risk assessments, as well as the safety and health regulations and policies of each business site. In particular, it is equipped with mobile connectivity, significantly improving accessibility for working departments. This strengthens the efficiency of occupational health and safety tasks and allows for efficient and systematic management by real-time monitoring of safety and health activities across all business sites. In 2025, to strengthen risk assessment, the KRAS methodology was applied to the online management system, improving employee accessibility and work convenience. The effectiveness of risk assessment was further enhanced by linking Job Safety Analysis (JSA) risk assessments when issuing safety work permits. In 2026, a new incident and accident monitoring function will be introduced to systematically manage accident history and strengthen the management foundation for continuous high-risk factor-focused prevention activities by linking accumulated accident cases with risk assessments.

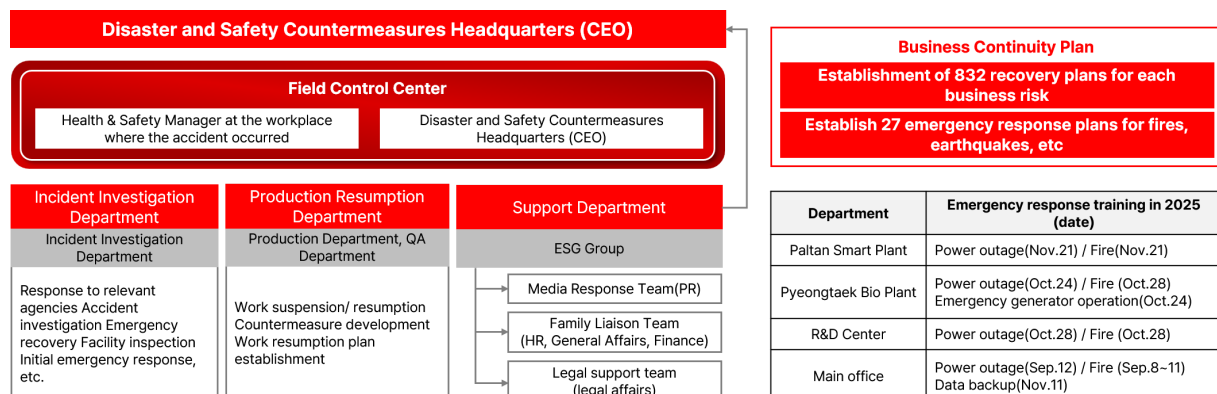


* Hanmi Pharmaceutical Occupational Health and Safety Online System

Business Continuity Management System (ISO 22301)

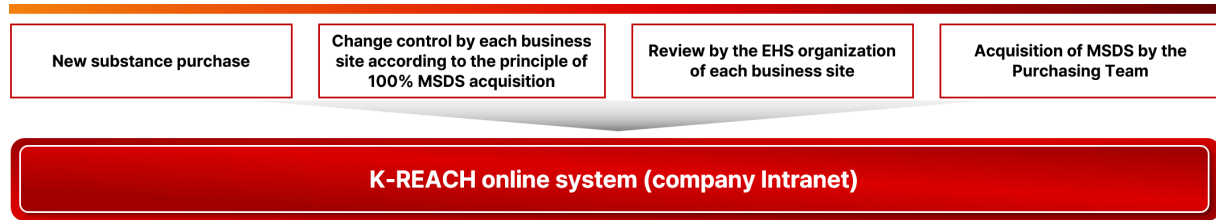
Since 2019, Hanmi Pharmaceutical has been operating with company-wide ISO 22301 (Business Continuity Management System) certification, a first in the Korean pharmaceutical industry. We systematically conduct emergency drills and proactively prevent risks through regular statutory inspections and internal occupational health and safety checks in preparation for fires. Furthermore, an early response system linking automatic fire detection systems with real-time CCTV monitoring has been established to enable quick and safe evacuation in the event of a crisis.

<Emergency Response System>



Systematized Management of Chemical Material Safety Data

In accordance with amendments to the Industrial Safety and Health Act, Hanmi Pharmaceutical has secured 100% of Material Safety Data Sheets (MSDS) for all chemical substances and manages them systematically. We conduct pre-reviews and strict change management when introducing new chemical substances and continuously manage the latest information through the K-REACH online system. Furthermore, we have introduced a system to prevent false entries in MSDS by partner companies and have mandated accurate information provision through a partner company pledge.



Self-Regulatory Prevention System

Hanmi Pharmaceutical has implemented and operates a self-regulatory prevention system in accordance with the Ministry of Employment and Labor's self-regulatory prevention policy. The self-regulatory prevention system is Hanmi Pharmaceutical's unique occupational health and safety management system, which involves identifying, improving, and monitoring risk factors where safety accidents are expected to occur at each business site. Hanmi Pharmaceutical conducts an annual preliminary identification of hazardous and dangerous factors for each business site and derives management targets by comprehensively analyzing existing risk assessment results, internal accident cases, and high-risk factors for industrial accidents. The identified risk factors are reflected in regular safety audits conducted in the first and second halves of the year (audits by external specialized agencies and headquarters-led safety audits) and are thoroughly inspected. Based on the inspection results, necessary improvements are prioritized and acted upon. We also identify potential risks that may arise during work through safety culture awareness surveys targeting employees and promote follow-up measures such as strengthening education and improving procedures. Furthermore, Hanmi Pharmaceutical systematically manages assessment results and improvement implementation status through an integrated risk assessment management system based on its proprietary online system. We also guarantee all workers 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 Pharmaceutical plans to continuously strengthen risk factor management capabilities at each business site to foster a safe working environment.

Self-discipline Prevention System

Hanmi Pharmaceutical's own voluntary safety and health prevention system that includes finding, taking measures, and preventing recurrence of safety and health risks



2025 H1 Preliminary Risk Factor Identification - 21% increase compared to 2024

Category	Paltan Smart Plant	Pyeongtaek Bioplant	R&D Center	Total
Major Risks	10 cases	8 cases	0 cases	18 cases
Caution	18 cases	38 cases	6 cases	62 cases
Improvement Recommendations	962 cases	1,990 cases	1,303 cases	4,255 cases
Total	990 cases	2,036 cases	1,309 cases	4,335 cases

2025 second half awareness survey

Survey content	Survey results (Total 87 participants)
What safety and health issues require prompt improvement?	- Strengthening compliance with safety rules (26%) - Strengthening the practical substance of risk assessment (22%)
What are the necessary safety and health education topics for the future?	- Education based on accident cases (28%) - Practical risk assessment (25%)



2026 Safety and Health Target Reflection
- Conducting education on accident cases and risk assessment, targeting departments with low awareness in the survey Strengthening safety and health education, including establishing specialized training programs - Enhancing worker participation through promotion of safety & health activities, such as near-miss incident discovery campaigns and awards for excellent safety and health departments

Company-wide Safety Diagnostics Implementation

Hanmi Pharmaceutical conducts semi-annual third-party safety diagnostics by external specialized institutions and headquarters-led safety diagnostics. Risks identified through these inspections are categorized into critical risks, warnings, and improvement recommendations, with measures implemented according to priority by grade.

Category		Paltan Smart Plant		Pyeongtaek Bioplant		R&D Center	
		Third-party Safety Diagnostics (cases)	Headquarters-led (cases)	Third-party Safety Diagnostics (cases)	Headquarters-led (cases)	Third-party Safety Diagnostics (cases)	Headquarters-led (cases)
Risks Identified	Major Risks	Partner companies EHS due diligence alternative	-	-	-	-	-
	Caution		-	1	-	-	-
	Improvement Recommendations		9	13	22	10	7
Total		-	9	14	22	10	7
Action Rate		100%		93% (100% targeted by Q2 2026)		100%	



Mid-to-long-term Full Survey Status and Replacement Plan for Aging Facilities

To prevent safety incidents such as breakdowns, production stoppages, fires, and explosions due to aging facilities, Hanmi Pharmaceutical has conducted a company-wide comprehensive survey of aging facilities and has been implementing phased facility replacements. As a result, approximately 70% of replacements were completed by 2025, and the company plans to complete approximately 80% by 2026. Furthermore, in 2026, a comprehensive survey of aging facilities will be re-conducted company-wide to comprehensively inspect facility conditions and establish action plans, thereby continuously strengthening facility reliability and safety.

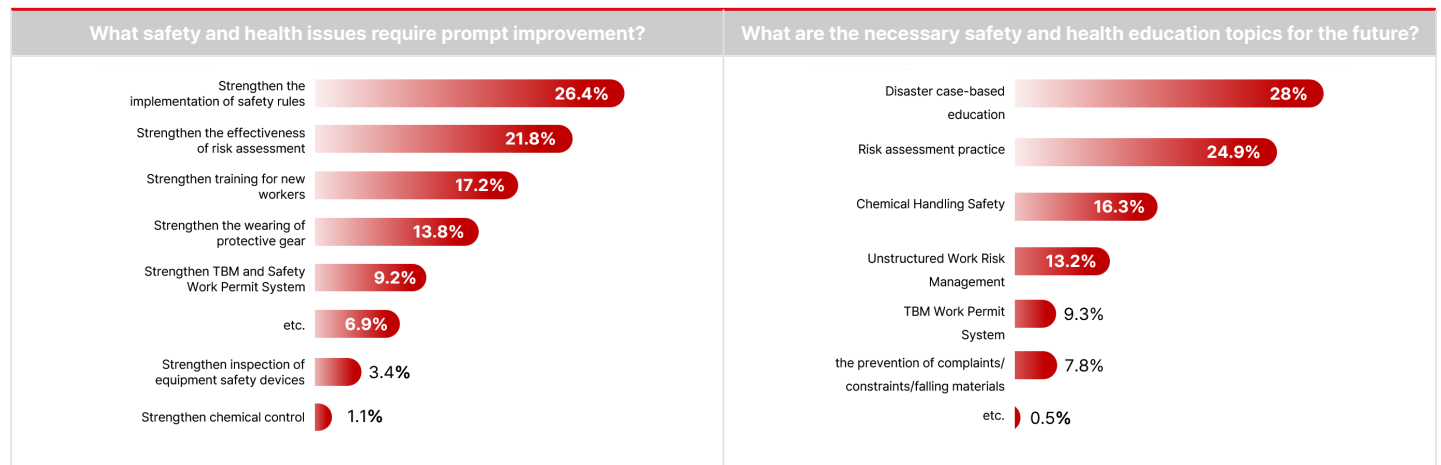
Annual Action Plan and Status

Year	Action Plan (Cases)	Replacement Completed (Cases)	Budget (KRW 100 million)	Annual Action Rate (%)
2023	18	18	0.5	100%
2024	29	23	100.5	79% ¹⁾
2025	2	2	2.0	100%
2026	7	7 (Planned)	21.9	-

¹⁾ Following a re-evaluation of the workplace facility replacement plan, the aging status of some facilities was found to be better than expected and will be reflected in future replacement plans.

Employee Awareness Survey

Prior to the headquarters-led inspection in the second half of the year, Hanmi Pharmaceutical conducts a preliminary awareness survey through questionnaires, and during on-site visits, directly listens to employees' voices and necessary improvements for safety and health through interviews, thereby promoting continuous improvements.



Reflecting 2026 Health and Safety Training Goals

Conducting accident case-based training to strengthen adherence to safety rules
Conducting practical risk assessment training to enhance the effectiveness of risk assessment

Industrial Safety and Health Committee

Hanmi Pharmaceutical, Hanmi Fine Chemical, and Beijing Hanmi Pharmaceutical hold quarterly Industrial Safety and Health Committee meetings to discuss the direction and key policies of safety and health management. Through this, safety and health policies, plans, and regulations are deliberated and resolved, operating a consultative body where workers and management jointly participate to exchange practical opinions.



Hanmi Pharmaceutical Health and Safety Day

Hanmi Pharmaceutical designates the week including April 28th annually as 'Safety and Health Day' to strengthen its employees' safety and health culture. From April 27th to May 1st, it is designated as 'Safety and Health Week' to execute various events and awards, aiming to enhance safety culture and improve employee participation and awareness.

Key Activities

Awards for Excellent Safety and Health Departments

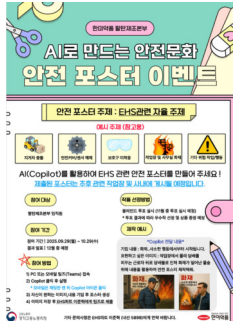
→ Evaluation of annual performance and achievement of accident-free status

Awards for Near Miss Incident Reporting

→ Evaluation of hazard reporting and improvement performance



In-house Safety Programs

Safety Joint Declaration Ceremony	Safety Slogan Campaign	EHS Poster Creation Campaign
Joint Safety Declaration Ceremony with Labor, Management, and Partner Companies	Safety Slogan Contest for Spreading Safety Culture	Poster Contest for Spreading EHS Culture
		

Diversification of Safety and Health Education

Hanmi Pharmaceutical continuously provides safety and health education for all employees, and since the enforcement of the Serious Accidents Punishment Act, has strengthened and managed re-education for those who have not completed the training. In addition, special management training is provided monthly to partner companies, and regular external training is conducted concurrently to enhance the expertise of safety and health managers. In 2025, on-site response capabilities were strengthened through education focused on accident cases and risk assessments, and in 2026, the company plans to further enhance the effectiveness of education and proactive prevention capabilities by expanding specialized departmental training that reflects the results of awareness surveys.

Total Safety and Health Education Hours in 2025 - Total 78,953 hours

Category	Business Site	Education Hours	Content
Statutory Mandatory Training	Headquarters	22,080h	- Regular statutory mandatory education related to industrial safety and health - Regular training for supervisors - Job-specific training for safety and health managers - Training for safety and health management officers, etc.
	Paltan Smart Plant	15,972h	
	Pyeongtaek Bioplant	14,780h	
	R&D Center	5,148h	
	Hanmi Fine Chemical	6,592h	
	Beijing Hanmi Pharmaceutical	1,904h	
Training Other Than Statutory Mandatory Training (e.g., Training for Safety/Health Personnel)	Headquarters	227h	- ISO 45001 Safety and Health Training - External Professional CPR Training - Safety and Health Symposiums, etc.
	Paltan Smart Plant	1,814h	
	Pyeongtaek Bioplant	236h	
	R&D Center	422h	
	Hanmi Fine Chemical	674h	
	Beijing Hanmi Pharmaceutical	1,240h	
Emergency Scenario Drills	Headquarters	243h	- Confined Space Training - Fire Evacuation/CPR Training - Power Outage Drills linked to BCP, etc.
	Paltan Smart Plant	26h	
	Pyeongtaek Bioplant	485h	
	R&D Center	356h	
	Hanmi Fine Chemical	43h	
	Beijing Hanmi Pharmaceutical	600h	
For Partner Companies Ad-hoc Training	Paltan Smart Plant	39h	- Work Permit Training - CPR Training, etc.
	Pyeongtaek Bioplant	31h	
	R&D Center	13h	
	Beijing Hanmi Pharmaceutical	40h	
PSM Training	Pyeongtaek Bioplant	312h	Training for business sites subject to Process Safety Management (PSM)
	Hanmi Fine Chemical	5,676h	

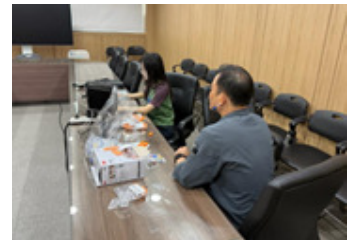
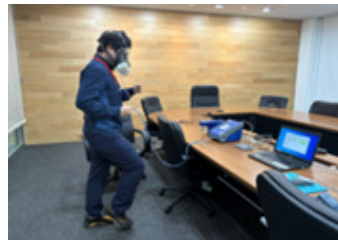
Accident Case-Based Safety and Health Education

Hanmi Pharmaceutical operates accident case-based safety and health education for supervisors to enhance the on-site applicability of workplace safety and health management. By sharing key risk factors centered on in-house accident cases and strengthening understanding of core management matters such as the roles and responsibilities of supervisors, management of qualified contractors, and risk assessments, the company supports responsible decision-making and execution by supervisors and ensures that a proactive prevention-focused safety and health management system is stably established across all operations.



Education on correct wearing methods through personal protective equipment (PPE) fit testing

Hanmi Pharmaceutical operates a personal protective equipment (PPE) fit testing program to prevent occupational diseases by ensuring all employees who wear PPE use it correctly and by providing PPE suitable for their work environment. Starting in 2023, the company introduced PPE fit testing for employees wearing half-face and full-face respiratory protective equipment. From 2025, it will further strengthen its hearing conservation program by introducing hearing protector fit testers to precisely measure the attenuation of earplugs and earmuffs and educate on correct wearing methods.



Key Health Activities

Health-Friendly Company Certification

Hanmi Pharmaceutical officially received recognition for its health-friendly management level by acquiring the Health-Friendly Company Certification in 2025, organized by the Ministry of Health and Welfare and the Korea Health Promotion Institute. This certification is a nationally verified outcome of the company's continuous efforts in health-friendly management, creation of a health-friendly organizational culture, and operation of various employee health promotion programs. It is a significant achievement that demonstrates Hanmi Pharmaceutical's sustainable management philosophy of striving to create a safer and healthier working environment for its employees.



Smoking Cessation Success Program

Hanmi Pharmaceutical actively operates a smoking cessation success program to promote the health of its employees. To enhance the success rate, the company collaborates with hospitals and clinics to support smokers in completing smoking cessation treatments, and in the final stage, verifies the achievement of cessation through testing. The program's scope has been expanded to allow not only smoking employees but also their families to participate, thereby providing more practical support for smoking cessation.



Operation of In-house Health Management Center

Hanmi Pharmaceutical's Health Management Center is equipped with various facilities and equipment to manage the health of its employees. The center provides InBody analyzers, scales, foot massagers, breast pumps, and other amenities for employees' free use. It also offers a space for fatigue recovery and health promotion, along with health consultations and emergency first aid support when needed. Through these efforts, the company supports employees in working in a more comfortable and healthy environment.

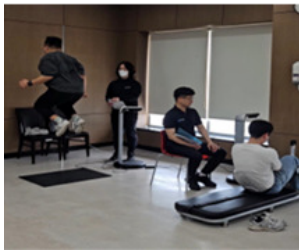
Employee Health Management

Hanmi Pharmaceutical operates regular health check-ups that consider the age and life cycle of its employees. By identifying health conditions early and linking post-examination management and health consultations based on the results, the company actively supports disease prevention and health promotion. Based on these systematic health management activities, Hanmi Pharmaceutical strives to create a healthy workplace where employees can work in an even healthier and more pleasant environment.

Work-Related Stress Management

Hanmi Pharmaceutical operates a systematic work-related stress management system to prevent health impairments caused by employees' mental stress and to create a healthier working environment. Employees can check their stress levels through in-house programs, and a systematic management process is in place to support up to six psychological counseling sessions annually through external professional counseling agencies when needed.

In-house Health Programs

Between Immersion and Relaxation	Musculoskeletal Disorder Prevention Program	Good Mind Project	Spring for Your Eyes
Pop Art Portrait Drawing, and planting companion plants as part of the Work-Related Stress Relief Program	Musculoskeletal Disorder Prevention Exercise Program	for alleviating prenatal and postnatal depression psychological counseling program	with ophthalmologists eye health program
			

III. Risk Management

Hanmi Pharmaceutical integrates risk and opportunity management processes related to strengthening workplace safety and health into its Enterprise Risk Management (ERM) system, thereby effectively managing company-wide risks, maximizing potential opportunities, and contributing to sustainable growth.

Risk and Opportunity Monitoring	Frequency	Subjects	Method	Oversight
Self-Regulatory Prevention System - Third-party safety diagnosis - Head office-led inspections - Inspection of old facilities	Semi-annually	Hanmi Pharm Workplaces	- Identification of risk factors and establishment of improvement priorities through regular on-site inspections by third-party specialized companies and head office safety and health managers - Discovery of potential risk factors and elimination of blind spots in management through safety and health awareness surveys and interviews with on-site workers - Strengthening implementation management and spreading autonomous improvement activities through company-wide sharing of inspection results and improvement measures	ESG Group
On-site Safety & Health Inspection	Monthly	Hanmi Pharm Workplaces	- Discovery of risks through self-safety and health inspections, including Safety Golden Rules and monthly checks - Uploading action items to the online system and ongoing monitoring	Workplace Health & Safety Manager ESG Group
Serious Accidents Punishment Act Implementation Status Check - Public Accidents - Public Facilities	Semi-annually	Hanmi Pharm Workplaces	- Activities for preventing public accidents during pharmaceutical quality and clinical processes, and monitoring public facility inspections - Reporting workplace-specific safety and health activities to the Board of Directors and head office-level inspection and management of implementation status (e.g., legal compliance and budget execution)	ESG Group
Risk Assessment	Annually	Hanmi Pharm Workplaces	- Identification of risk factors by work stage and facility through regular risk assessments of work processes and facilities at each workplace - Ensuring objectivity of assessments through joint participation of workers, supervisors, and safety and health managers, and establishment and implementation of improvement plans based on risk levels according to assessment results	Workplace Supervisors Health & Safety Managers
TBM Tool Box Meeting	Daily	Hanmi Pharm Workplaces	- Through daily TBM meetings before work begins, the day's key work details, risk factors, and safety rules are shared - Recording daily meeting contents to continuously manage and track the status of risk factor management and improvement history	Workplace Supervisors

IV. Indicators and Targets

Key Indicators	2025 Target	2025 Performance	Achievement
Minimization of safety incidents and accidents caused by aged facilities	Implementation of action plan based on comprehensive survey of aged facilities ('23)	2 out of 2 replacements completed by 2025 (100%) (2 cases in Pyeongtaek)	Achieved
	Strengthening equipment maintenance cycles and expanding inspection rates	- Implemented improvement measures by modifying safety devices at 15 production facilities (Paltan) - Implemented improvement measures for 27 near-miss prevention proposal system facilities (Pyeongtaek) - Conducted daily routine inspections and implemented improvement measures for facilities (R&D Center) - Completed regular inspections and O/H for aged facilities (21EA) (Fine Chemicals)	Achieved
Strengthening employee evacuation capabilities in case of incidents/accidents	ISO 22301 certification renewal and implementation of improvement measures	- Completed ISO 22301 certification renewal audit (Hanmi Pharma, December) 0 non-conformities, 8 recommendations for improvement (scheduled for action in '26) - Completed ISO 22301 certification renewal audit (Fine Chemicals, December) 0 non-conformities, 6 recommendations for improvement (action completed)	Achieved
	Strengthening safety & health evacuation drills and organization	- Conducted confined space emergency rescue drills (excluding headquarters) - Conducted practical training through internal CPR instructor development (headquarters) - Operated building-specific self-defense fire brigades and conducted joint fire drills for all employees (Pyeongtaek) - Conducted employee fire response drills (R&D Center) - Conducted employee emergency response and evacuation drills (Fine Chemicals)	Achieved
	Strengthening automatic fire detection systems and fire-fighting facilities	- Prepared and submitted annual fire safety management plans (excluding headquarters) - Installed 56 automatic fire extinguishing devices within fume hoods (R&D Center) - Installed flame detectors, emergency showers, and grounding clamps (Pyeongtaek) - Installed access floor fire detection equipment in computer rooms, etc. (Paltan) - Replaced foam extinguishing agents and tanks, and installed monitoring equipment (Fine Chemicals)	Achieved

Key Indicators	2026 Target	Mid- to Long-Term (2030) Plan
Minimization of safety incidents and accidents caused by aged facilities	- Implementation of action plan based on comprehensive survey of aged facilities ('23) - Total 7 replacements to be carried out in 2026 (Paltan 2, Pyeongtaek 2, R&D Center 3) - Conduct comprehensive survey of aged facilities ('26)	- Implementation of action plan based on comprehensive survey of old facilities ('26) - Conduct a comprehensive survey of old facilities ('29)
	- Facility improvements based on suggestions received from near-miss prevention system (Pyeongtaek) - Establishment and application of M365-based safety inspection system (R&D Center) - Accumulation of failure data for old facilities and analysis of failure patterns (Fine Chemicals)	- Online regular inspection and history management system for all company facilities - Establishment of a goal to achieve 100% pre-emptive action rate for non-conforming facilities
Strengthening employee evacuation capabilities in case of incidents/accidents	- Completion of the 1st surveillance audit for ISO 22301 certification - Achieve 100% implementation rate of corrective actions for identified issues	- Regularization of internal mock drills and introduction of effectiveness review system - Development of supply chain-linked crisis response scenarios and expansion of practical application training
	- Conduct emergency rescue drills in confined spaces (excluding headquarters) - Conduct specialized CPR training (headquarters) - Conduct infectious disease response and life-saving drills (Paltan) - Regularize safety training for handling chemical substances (R&D Center) - Conduct employee emergency response and evacuation drills (Fine Chemicals)	- Establish a system for periodic evacuation drills based on disaster scenarios for each workplace and effectiveness evaluation - Expand specialized training for high-risk tasks such as confined spaces and chemical leaks
	- Preparation and submission of annual fire safety management plan (excluding headquarters) - Installation of underground fire and flame detectors, and diffusion fire extinguishers (R&D Center) - Installation of safety belt attachment hangers in hazardous material handling areas (Pyeongtaek) - Installation of sprinkler system for warehouse storage racks (Fine Chemicals)	Establishment of annual investment plans for replacement and reinforcement of old fire-fighting facilities

Material Issue 4

Responsible Supply Chain Management

Responsible Supply Chain Management

I. Governance

Decision-making Structure

Hanmi Pharmaceutical has established and operates four fair trade principles and a procurement code of ethics to ensure fair and ethical transactions. In particular, we are striving for responsible supply chain management through the establishment of supply chain management regulations and the formulation of green purchasing policies. Since 2023, Hanmi Pharmaceutical has been operating an ESG due diligence system for its supply chain, identifying and assessing negative impacts on human rights, the environment, and other areas. The targets for ESG due diligence are Hanmi Pharmaceutical's activity-chain-based partners, for whom negative impacts on human rights, the environment, etc., are identified, and regular inspections and monitoring are conducted. To achieve this, a Sustainable Supply Chain Due Diligence TF has been formed, with collaboration between the Procurement Team, Quality Assurance Group, and the dedicated ESG department. Furthermore, HSRM is a supply chain management platform independently developed by Hanmi Pharmaceutical, serving as a communication channel between Hanmi Pharmaceutical and its partners. HSRM includes not only partner announcements but also a partner communication channel, bidding system operation, and export/import management functions, facilitating close communication with partners. Hanmi Pharmaceutical plans to address this as a material issue for sustainable management in the pharmaceutical industry by reviewing partner supply chain ESG risk management plans and performance and expanding relevant training through the ESG Committee, which will be established under the Board of Directors within 2026.



Roles and Responsibilities

Category	Roles and Responsibilities
Supply Chain Manager	Overall responsibility for responsible supply chain management
Purchasing Team	- Establishment of partner registration criteria - Partner bidding, selection, contracting, etc. - Due diligence and evaluation through procurement checklist items (price, credit, quality, delivery, etc.)
Quality Assurance Group	Due diligence and evaluation of partners through quality checklist items (quality/GMP inspection)
ESG Group	- Establishment of supply chain ESG strategy - Enactment/revision and management of codes of conduct and due diligence checklists - Partner due diligence and evaluation, derivation of improvement tasks, etc.

II. Strategy_Identification of Risks and Opportunities

Based on the results of the IRO analysis, Hanmi Pharmaceutical identifies key risks and opportunities that may significantly impact stakeholders and sustainability related to responsible supply chain management, and continuously strives to develop effective response measures based on these findings.

RISK	
Demand from global customers to cease transactions in case of partner's environmental/human rights risks	
Nature of Impact	Potential Impact
Affected Stakeholders	Shareholders and investors, suppliers
Severity of Impact on Society and Environment	Scale ■■■□□ / Scope ■■■■□ / Recoverability ■■■□□
Expected Financial Impact	Likelihood ■■□□□ / Scale ■■■□□
Impact on the Company	- Termination of global client transactions if supplier ESG due diligence is not conducted - Increased costs due to supplier ESG due diligence
Company's Response Approach	- Establishment of a sustainable supply chain - Strengthening the mutually beneficial cooperation system in the supply chain
OPPORTUNITY	
Maintaining transparent and fair relationships with suppliers	
Nature of Impact	Actual Impact
Affected Stakeholders	Shareholders and Investors, Customers
Severity of Impact on Society and Environment	Scale ■■■□□ / Scope ■■■□□
Expected Financial Impact	Likelihood ■■□□□ / Severity ■■■□□
Company's Response Approach	- Reorganization of the supply chain centered on suppliers with ESG risk management capabilities - Securing Hanmi Pharmaceutical's product competitiveness through support for supplier capacity building - Enhancing customer trust through the establishment of a supply chain due diligence system

II. Strategy_Risk and Opportunity Response Plan

Establishing a sustainable supply chain

Supply Chain Management Principles

To ensure fair supply chain management by preventing improper conduct, Hanmi Pharmaceutical has established and shared its Four Major Fair Trade Principles and Procurement Code of Ethics with its suppliers. Hanmi Pharmaceutical manages its suppliers in accordance with its Supplier Code of Conduct and Four Major Fair Trade Principles.

Hanmi Pharmaceutical's 4 Major Fair Trade Principles

Signing appropriate contracts for win-win cooperation	Fair selection & operation of suppliers
Issue & file appropriate documentation	Prevent unfair trade by operating an internal review committee

Ten Principles of Procurement Ethics

1	No consideration other than the company's interests should be made in transactions with suppliers.
2	No collusive acts that could influence decision-making should be committed in any procurement activities with suppliers.
3	The selection and registration of business partners shall be carried out in a reasonable manner, based on objective and fair evaluation criteria.
4	Transactions based on personal connections such as regional or academic ties are excluded, and fair competition is prioritized.
5	Do not accept any form of entertainment or private gifts from business partners.
6	Do not engage in any form of unfair conduct using superior authority or status.
7	Never disclose the company's key information.
8	Do not engage in fictitious or false reporting in all purchasing activities, and always adhere to transparent principles.
9	Remind that any company found to be providing entertainment or personal gifts to our employees will be immediately suspended from transactions.
10	If the above contents are violated, accept any disciplinary action from the company.

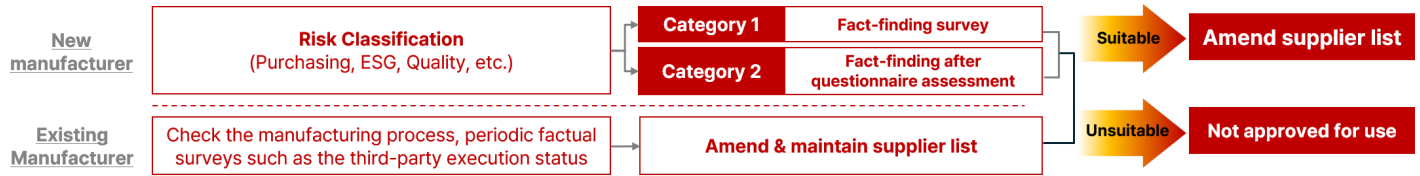
Hanmi Pharmaceutical Supply Chain Management Status

As a company that produces life-saving pharmaceuticals, Hanmi Pharmaceutical dedicates meticulous effort to discovering and selecting suppliers that meet stringent standards to provide quality medicines. Hanmi Pharmaceutical manages all existing and new suppliers separately each year. Furthermore, to provide consumers with quality-assured excellent medicines, we operate a Supply Chain Management Portal (HSRM) aimed at managing and evaluating all suppliers providing raw materials, semi-finished products, finished products, or services.

Company	Supplier Classification	Unit	2023	2024	2025
Hanmi Pharmaceutical	Total Suppliers	Companies	1,040	1,149	1,140
	New Suppliers	Companies	124	67	333
	Existing Suppliers	Companies	916	1,082	807
	Direct partners(significant)	Companies	286	343	276
	Direct partners(Other)	Companies	754	739	864
	Total Purchase Amount	KRW 100 million	2,255	2,166	2,449
Beijing Hanmi Pharmaceutical	Total Suppliers	Companies	168	169	184
	New Suppliers	Companies	22	12	22
	Total Purchase Amount	thousand CNY	485,675	428,801	452,857
Hanmi Fine Chemical	Total Suppliers	Companies	2,070	2,161	2,252
	New Suppliers	Companies	87	91	91
	Total Purchase Amount	KRW 100 million	743	615	368

Responsible Supply Chain Management

Hanmi Pharmaceutical inspects suppliers' ESG performance to identify and improve potential ESG risks within the supply chain. We have established and distributed the Hanmi Pharmaceutical Supplier Code of Conduct, referring to the global pharmaceutical supply chain initiative PSCI (Pharmaceutical Supply Chain Initiative) and K-ESG guidelines. Notably, in 2025, we conducted **level assessment** through an online supply chain due diligence platform, and on-site due diligence by a third party, namely **in-depth assessment** to check the suppliers' ESG status. Hanmi Pharmaceutical annually updates assessment items by referencing domestic and international supply chain ESG guidelines and current laws, and plans to continuously strengthen supply chain management through evaluation, inspection, and improvement.



2025 Supply Chain ESG Assessment Results

Hanmi Pharmaceutical identifies key raw material suppliers among its entire supply chain partners, considering business impact and the number of available suppliers for highly business-relevant partners such as raw materials and packaging materials. The 2025 supply chain ESG assessment was conducted through a level assessment (online self-diagnosis) and an in-depth assessment (on-site audit by a third party). For the assessment, an RTO for each area (Environment, Social, Governance, Information Disclosure)¹⁾ or lower was identified as a supplier requiring improvement. A total of 109 companies participated in the level assessment, with 82 of them identified as needing improvement, showing particular vulnerabilities in the environmental and information disclosure sectors. Furthermore, among the companies that underwent the level assessment, 36 key suppliers were selected for an in-depth assessment, and of these, 20 companies were identified as needing improvement, showing vulnerabilities in the safety and health sector. Hanmi Pharmaceutical plans to identify areas requiring management and support for suppliers identified as needing improvement and monitor the progress of their risk improvement implementation. Additionally, the company plans to revise its 2026 supply chain ESG due diligence regulations and SOPs to establish a global-level supply chain ESG due diligence system.

1) RTO : Risk Trade-Off / Certain Level

<Level Assessment Results>

Category	Content					
Assessment Method	Online Platform Self-Diagnosis					
Assessment Scope	109 direct suppliers of Hanmi Pharmaceutical					
Assessment Areas	Sufficiency and transparency of information in Environment/Social/Governance/Information Disclosure sectors					
Grading System	5 (HIGHEST, HIGH, MEDIUM, LOW, LOWEST)					
Identification of Companies Requiring Improvement	Companies graded RTO or lower in each area					

Results	HIGHEST	HIGH	MEDIUM	LOW	LOWEST	Total
By Grade	27	27	25	25	5	109
Companies Requiring Improvement	-	27	25	25	5	82

<In-Depth Assessment Results>

Category	Content					
Assessment Method	Third-Party Assessment (On-site Audit)					
Assessment Scope	Suppliers identified as needing improvement after the level assessment, who are expected to continue transactions and supply key materials					
Assessment Areas	Environment / Social / Governance					
Grading System	Assignment of A/B/C/D/E grades					
Identify companies requiring improvement	Companies with RTO-below ratings in each area					

Results	A	B	C	D	E	Total
By Grade	-	11	15	10	-	36
Companies Requiring Improvement	-	-	10	10	-	20

* No suppliers had their contracts terminated due to the 2025 evaluation results

Strengthening supply chain win-win cooperation system

Hanmi Pharmaceutical practices co-growth through various supplier support policies. We not only provide diverse educational support, such as training for the ESG advancement of our suppliers, but also operate systems like improved payment terms, volume assurance, long-term contracts, priority contracts for new products, and a supplier proposal system. Furthermore, in 2025, for effective and practical co-growth, we enhanced security risks and improved supplier convenience by upgrading 'e-Sarangbang', a multilateral communication channel among relevant departments, buyers, and suppliers. We also introduced and operate a third-party anonymous reporting channel (K-Whistle) where grievances such as power abuse, harassment, or sexual harassment against suppliers can be reported. Hanmi Pharmaceutical plans to undertake various improvement activities in the future to strengthen the win-win cooperation system with its suppliers.

Operating Hanmi Pharmaceutical-Supplier Communication Channels

HSRM Site	We streamline the product and service supply process through the Supplier Relationship Management (HSRM) system. Through systematic and transparent system operation, we develop mutually beneficial relationships among stakeholders and identify and develop strategic supply partners by measuring supplier performance.
e-Sarangbang	Through the operation of e-Sarangbang, a multilateral communication channel for stakeholders (relevant departments), buyers, and suppliers, we aim for fair and efficient business processes.
Anonymous Reporting Channel (K-Whistle)	Hanmi Pharmaceutical has introduced and operates a third-party anonymous reporting channel (K-Whistle) where grievances such as power abuse, harassment, or sexual harassment against suppliers can be reported.
Supplier Mentorship	Hanmi Pharmaceutical operates a supplier mentorship program to practice co-growth with its suppliers.

2025 Supplier Support Status

Category	Content	
Education Support Program	Ethical Management	HSRM announcements and educational materials distributed regularly
	GMP Training	GMP Audit Support and Offline Training
	ESG Education	ESG supply chain due diligence online training and on-site training during due diligence
Improvement of payment terms	100% cash payment	
Securing volume	Provision of advance payments for raw material imbalanced items to secure safety stock	
Long-term contracts	Automatic annual contract renewal for excellent suppliers	
Priority contracts for new products	Conclusion of priority supply contracts for new products	
Supplier suggestion system	Review of joint projects upon supplier business collaboration proposals	
Welfare services	Provision of Hanmi Pharmaceutical employee welfare mail services	

III. Risk Management

Hanmi Pharmaceutical integrates risk and opportunity management processes related to responsible supply chain management with its Enterprise Risk Management (ERM) system, thereby effectively managing company-wide risks, maximizing potential opportunities, and promoting sustainable growth.

Risk and Opportunity Monitoring	Frequency	Subjects	Method	Oversight
Raw/subsidiary material quality inspection	Ongoing	Raw/subsidiary material delivery Suppliers	To ensure excellent pharmaceutical production/management, supplier due diligence and evaluation are conducted through quality inspection items (quality/GMP inspection).	Quality Assurance Group
Ad-hoc ESG monitoring	Once a year	Key suppliers	- Evaluation by ESG domain (Environment, Social, Governance, Disclosure) (document/on-site assessment) - On-site assessment and monitoring of improvements for identified suppliers - Introduction of an incentive program for high-performing suppliers in the future	ESG Group
Qualified Contractor Assessment	On an ongoing basis	Facility construction and maintenance contractors within business sites	- Assessment of essential safety and health items such as industrial accident rate and risk assessment - After self-assessment by subcontractors, a review is conducted by the responsible person - Qualification determined by achieving a certain score or higher, and contract signed after submission of the qualified contractor assessment report	ESG Group
Business Partner CP	Once a year	Exceeding a certain amount in transactions with partner companies	- Evaluation conducted through fair trade-related indicators - Distribution of codes of conduct and implementation of compliance training	Compliance Team

IV. Indicators and Targets

Key Indicators	2025 Targets	2025 Performance	Attainment	2026 Targets	Mid-to-Long-Term Plan (2030)
Supply chain management system establishment	Introduction of an online platform for supply chain due diligence	Implementation and operation of online platform	Achieved	- Supply chain due diligence system reorganization - Supply chain due diligence SOP revision	ESG supply chain due diligence report production/distribution
	Expansion of ESG supply chain due diligence targets compared to the previous year	- Level assessment of 109 companies - In-depth assessment of 36 companies (40 companies planned for 2024)	Achieved	Monitoring of companies requiring improvement	ESG supply chain due diligence for all direct suppliers
Supply chain mutual cooperation reinforcement	Supplier mentorship conducted more than twice a year	Not implemented	Unachieved	Implementation of supplier mentorship	Conducting supplier mentorship programs at least twice a year

Material Issue 5

Information Security including Personal Information Protection

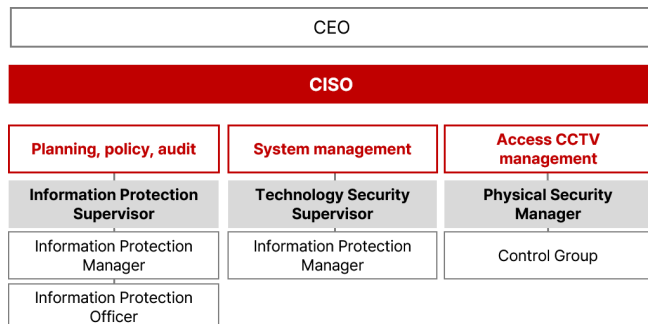
Information Security including Personal Information Protection

I. Governance

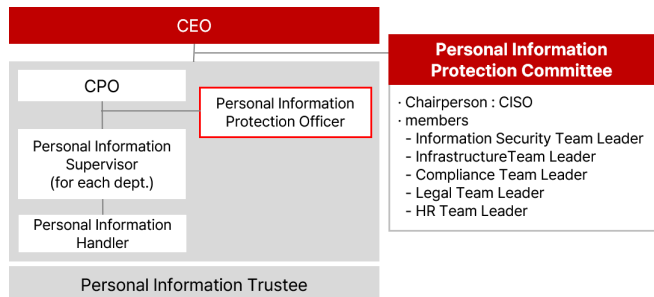
Decision-making Structure

Hanmi Pharm operates an Information Security Committee for systematic and effective information protection activities. In addition, the CEO is designated as the Chairperson of the Information Security Committee to review and decide on major agenda items related to information security and personal information protection. When important issues arise, the Information Security Committee holds meetings every week. As cyber-attacks, personal information leaks, and hacking incidents targeting pharmaceutical and bio companies have continuously increased recently, the Information Security Committee has established and is actively implementing a systematic and independent information protection management system to proactively respond to these threats. In particular, to respond quickly to information security breaches, a reporting system and penalty regulations for violations have been established, and response measures and penalty levels are reviewed and determined according to the severity of the violation, thereby systematically addressing breach incidents. Furthermore, to prepare for increasing cyber threats, regular penetration testing and vulnerability assessments are continuously conducted, identifying potential security vulnerabilities that may arise during information system and personal information processing in advance and implementing improvement measures. The inspection results are shared with relevant departments to establish recurrence prevention measures and continuously enhance the level of information protection. To date, not a single personal information leak or security breach incident has occurred, and ongoing 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 acquire specialized information and capabilities, including information security threat trends and related control measures. Additionally, an Information Security Steering Committee operates to review and decide on matters related to the planning, execution, evaluation, and improvement of (personal) information protection tasks. Members of the Information Security Committee, including the CISO, strengthen mutual communication and cooperation through weekly security meetings. We also plan to provide regular training to enhance the expertise of responsible executives.

Information Security Committee



Personal Information Protection Operating Organization



Operating Method

Category	Operating Frequency	Role
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_Identification of Risks and Opportunities

Based on the results of the IRO analysis, Hanmi Pharmaceutical identifies key risks and opportunities that can significantly impact stakeholders and sustainability related to information security, including personal information protection. We are continuously striving to develop effective countermeasures based on this understanding.

RISK	
Imposition of punitive administrative fines and liability for compensation in the event of a large-scale data breach.	
Nature of Impact	Potential Impact
Affected Stakeholders	Customers
Severity of Impact on Society and Environment	Scale ■■■□□ / Scope ■■■□□ / Recoverability ■■■□□
Expected Financial Impact	Likelihood ■■□□□ / Scale ■■■□□
Impact on the Company	Imposition of punitive administrative fines and liability for compensation in the event of an incident.
Company's Response Approach	· Establishment of an integrated protection system focused on personal information leakage response and prevention · Conducting education and campaigns to raise personal information awareness for personal information handlers
OPPORTUNITY	
Establishment of Information Security Management System	
Nature of Impact	Actual Impact
Affected Stakeholders	Employees
Severity of Impact on Society and Environment	Scale ■■■□□ / Scope ■■■□□
Expected Financial Impact	Likelihood ■■■□□ / Severity ■■■□□
Impact on the Company	· Enhancing customer trust by minimizing legal risks · Ensuring business continuity · Preventing financial losses due to legal disputes

II. Strategy_Risk and Opportunity Response Plan

Establishment of an International Standard Information Security Management System

Strengthening Information Security Regulations/Guidelines and Personal Information Processing Policy

[Hanmi Pharm's Information Security Declaration](#) ⌵

[Hanmi Pharmaceutical Privacy Policy](#) >

Based on the management's strong commitment to information security, Hanmi Pharmaceutical fully revised and amended 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) based, the standards for overall information security, including access control, account management, data protection, and log management, were reorganized to align with the M365 environment, reflecting the characteristics of cloud environments and collaborative systems. All information security-related documents, including these information security regulations and guidelines, the personal information processing policy, and the internal personal information management plan, are established and operated to reflect amendments to the Personal Information Protection Act and internal operational status, and are kept up-to-date through periodic review and revision in accordance with changes in relevant laws and the environment. Furthermore, Hanmi Pharmaceutical continuously updates its personal information processing policy whenever there are changes to the Personal Information Protection Act or issues requiring changes within the personal information processing policy, and makes it publicly available on its main website so that employees and data subjects can easily check it. Hanmi Pharmaceutical's Personal Information Processing Policy and Information Security Declaration, which demonstrates the management's commitment to information security, can be checked via the link above.

ISO 27001 International Standard Information Security Certification Renewed for 8 Consecutive Years

Hanmi Pharmaceutical obtained ISO 27001, the international standard certification for information security management, in 2018, becoming the first in the pharmaceutical industry to do so. In 2025, we renewed the certification to the ISO 27001:2022 version, maintaining our certification for 8 consecutive years. Furthermore, to objectively verify the safety of the information security management system across all new drug and formulation technology research activities, external auditors are involved in internal audits. Hanmi Pharmaceutical will continue to maintain these international standard certifications and further develop a superior and safer information security management system, thereby strengthening its competitiveness as a global pharmaceutical company.



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

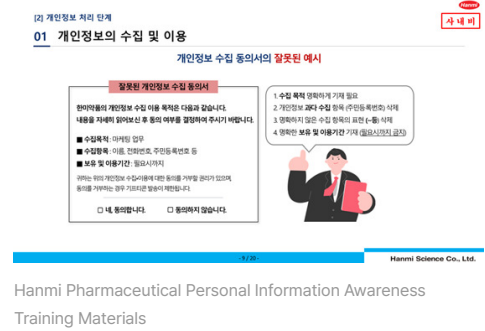
Hanmi Pharmaceutical undertakes various activities, including thorough pre- and post-measures, to protect personal information. In preparation for potential customer personal information leaks, the company establishes relevant regulations and guidelines, maintains a system for rapid response in case of an incident, and subscribes to personal information protection liability insurance to mitigate additional risks. Furthermore, in the event of a personal information leak, a personal information leak response manual is in place to prevent damage escalation and ensure quick recovery. According to this manual, incidents trigger immediate root cause identification, additional leak prevention measures, notification to affected parties, and reporting to relevant authorities. Specifically, the Chief Privacy Officer reports incidents to the CEO, forms a rapid response team for personal information leaks to manage the situation systematically, and also devises relief for victims and recurrence prevention measures. Concurrently, in collaboration with the Personal Information Protection Commission, response measures and penalty levels are reviewed and determined based on incident severity, and regular security training and internal management plans are implemented to prevent infringement incidents. Additionally, key service platforms that process customer personal information and provide payment functions are regularly audited through simulated hacking, and any identified vulnerabilities are immediately addressed and improved. Moreover, all Hanmi Pharmaceutical websites publicly accessible undergo a pre-opening security review process, including simulated hacking, and all discovered vulnerabilities are 100% remediated, followed by implementation verification, and finally opened after confirmation by the CISO, operating under a comprehensive system.

Personal Information Protection Infringement Incident Reporting/Response Process



Personal Information Awareness Enhancement Training for Personal Information Processors

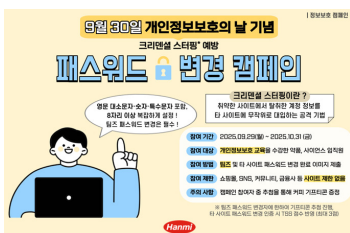
Hanmi Group conducted personal information protection awareness enhancement training for all employees, reflecting the amended Personal Information Protection Act for 2025. The training was particularly practice-oriented to ensure employees handling personal information could learn with greater attention. The curriculum focused on common errors during personal information processing and frequent violations during personal information collection, providing realistic guidance on how to respond swiftly and appropriately if a personal information leak occurs. Furthermore, to prevent indiscriminate processing when outsourcing or sharing personal information, personal information processors were educated to clearly recognize their legal and ethical responsibilities and to strictly adhere to secure processing procedures. This initiative supported employees in establishing a secure personal information management culture and preventing legal risks. Hanmi Pharmaceutical plans to continue expanding customized training programs to strengthen practical capabilities related to personal information protection.



Security Awareness Enhancement Campaign for Preventing Personal Information Leakage and Security Incidents

Hanmi Pharmaceutical conducts various participatory campaigns to strengthen employees' information protection awareness and foster a secure work environment. Notably, in 2025, a password prevention campaign was launched to combat credential stuffing attacks, guiding employees to practice secure password management habits. Furthermore, quiz-format content was utilized to allow employees to naturally review personal information and information protection regulations frequently encountered in their work, providing opportunities for them to read and understand the rules directly. This campaign focused on actual security incident cases and prevention methods, raising employees' vigilance and supporting them in naturally applying security protocols in their daily tasks. Additionally, during periods when the likelihood of security incidents increases, such as vacation seasons or holidays, posters containing practical information protection rules—including precautions for external access, device loss prevention, and guidelines for handling personal information—are produced and distributed to help employees re-recognize security in their daily lives. Hanmi Pharmaceutical plans to continue developing an employee-participation-centric information protection culture.

2025 Information Security Campaign	
Proactive Blocking Guidance for Unauthorized External AI Services	Personal Information Protection Day Password Change Campaign in Progress
Security Precautions Guidance Regarding Telecommunication Company Hacking Incident	Company-wide Implementation of Personal Information Protection Training for Preventing Personal Information Leaks
Security Guidance Regarding MS SharePoint Hacking Incident	Information Protection Day Quiz Event Campaign
Windows 11 Upgrade Implementation Guidance	Malicious Email 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

Hanmi Pharmaceutical integrates risk and opportunity management processes related to information security, including personal information protection, with its Enterprise Risk Management (ERM) system. By doing so, the company effectively manages overall corporate risks, maximizes potential opportunities, and promotes sustainable growth.

Risk and Opportunity Monitoring	Frequency	Subjects	Method	Oversight
Preventing Personal Information Leaks	Ongoing	Employees	- Operating employee security awareness training and campaigns to prevent security incidents - Checking compliance with internal security policies	Information Strategy Group
Preventing information leakage by ex-employees	Ongoing	Employees scheduled for departure	- Account deactivation immediately upon receipt of resignation - Revocation of all access rights, including VPN and business systems	Information Strategy Group
Risk of similar incidents due to increased hacking cases at other companies	Ongoing	Personal information handling systems	- Strengthening continuous monitoring due to numerous hacking cases at other companies - Conducting vulnerability assessments on all sites that process, store, and transmit personal information - Managing regular penetration testing and vulnerability remediation for key systems	Information Strategy Group
Additional security risks arising after M365 implementation	Ongoing	Employees	- Phased implementation of Entra ID-based M365 security features - Continuous enhancement of access control and account security policies	Information Strategy Group
Need for security response due to changes in laws and regulations	Ongoing	Company-wide	- Monitoring changes in laws and regulations - Reviewing business impact and revising internal regulations	Information Strategy Group

IV. Indicators and Targets

Key Indicators	2025 Targets	2025 Performance	Attainment	2026 Targets	Mid-to-Long-Term Plan (2030)
Establishment of an international standard information security management system	Maintaining ISO 27001 certification	Successful renewal audit for ISO 27001	Achieved	Maintaining ISO 27001 certification	ISO 27001 Continuous certification
Information security employee awareness enhancement in progress	Information security employee awareness enhancement in progress	Employee information protection awareness maturity enhancement	Achieved	Personal information protection training, phishing email simulation training, information protection campaigns conducted	Information security training design tailored to employee job roles and ranks
(Personal) information leakage incident prevention	Achieved zero incidents related to personal information leakage or security breaches	0 cases of personal information leakage or security breaches	Achieved	Achieved zero incidents related to personal information leakage or security breaches	Achieved zero incidents related to security breaches or personal information leakage

04

ESG Performance

GOVERNANCE	
Corporate Governance	88
Risk Management	94
ENVIRONMENTAL	
Climate Change Response & Environmental Management	97
Biodiversity Conservation	120
SOCIAL	
Human Rights Management	126
Human Capital	132
Welfare & Culture	137
Responsible Marketing	139
Social Contribution	143

GOVERNANCE

Corporate Governance

Corporate Governance

Shareholders

General Meeting of Shareholders

Hanmi Pharmaceutical makes various efforts to enhance the convenience of shareholders' attendance at General Meetings of Shareholders and to guarantee the exercise of their voting rights. To strengthen shareholders' rights and facilitate the exercise of voting rights, we introduced and have been operating an electronic voting system at the General Meeting of Shareholders on December 12, 2019. Additionally, notices of convocation, including the agenda for the General Meeting of Shareholders, are sent to shareholders holding 1% or more of the shares within the timeframe specified in our Articles of Incorporation and disclosed through the Korea Exchange's electronic disclosure system, etc. Furthermore, to increase shareholder participation, we strive to hold the General Meeting of Shareholders outside of peak dates.

Category	Date of Meeting	Agenda Item	Resolution
Annual General Meeting of Shareholders	2025.03.26	Agenda Item No. 1: Approval of the 15th Fiscal Period Financial Statements	Proceeded as a reporting item with Board of Directors' approval
		Agenda Item No. 2: Partial Amendment to the Articles of Incorporation	Approved as proposed
		Agenda Item 3: Appointment of Directors	
		Agenda Item 3-1: Appointment of Inside Director Choi In-young	Approved as proposed
		Agenda Item 3-2: Appointment of Non-Executive Director Kim Jae-gyo	Approved as proposed
		Agenda Item 4: Appointment of Outside Director Lee Young-gu, who will serve as a member of the Audit Committee	Approved as proposed
		Agenda Item 5: Approval of the Remuneration Limit for Directors	Approved as proposed

Information Disclosure and Shareholder Communication

[Hanmi Vision Day](#)

To facilitate smooth communication with shareholders, Hanmi Pharmaceutical conducts fair disclosures of its operating (provisional) performance after the end of each quarter, as well as regular corporate presentations. Furthermore, content related to performance announcements is provided through the company's website and the electronic disclosure system, and an English website is operated for foreign shareholders to enhance the information access of foreign investors. In addition, through ongoing IR activities such as corporate presentation conferences hosted by domestic and international securities firms, domestic and international NDRs (Non-Deal Roadshows), conference calls, and Face-to-Face investor meetings, various domestic and international investors are met, and if necessary, top management directly meets with investors, conducting proactive IR activities. Furthermore, in December 2025, Hanmi Vision Day was held to present a new vision for mid-to-long-term future growth targets, research and development (R&D), and measures to enhance shareholder value.



2025.12.04 Hanmi Vision Day

Subjects	Category	Number of participations (cases) in 2025
Domestic and international institutional investors and analysts	Face-to-Face investor meetings	72
	Conference calls	61
	Participation in securities firm IR events	16
	In-house corporate presentations	1
Minority shareholders	Phone inquiries	Ongoing support

Board of Directors

Hanmi Pharmaceutical's Board of Directors, as the supreme standing decision-making body, resolves matters stipulated by laws or Articles of Incorporation, matters delegated by the general meeting of shareholders, fundamental policies of company management, and important matters regarding the execution of duties, and supervises the performance of duties by directors. To ensure effective execution of the Board's duties, the Board Regulations (Article 13) allow directors to request the submission, investigation, and explanation of relevant materials if there is a concern that their performance of duties might violate laws or articles of association. Furthermore, Board Regulations (Article 10) stipulate that directors with a special interest in a resolution cannot exercise their voting rights. Hanmi Pharmaceutical's Board of Directors is divided into regular board meetings held quarterly and extraordinary board meetings held as needed when matters requiring a Board resolution arise. Hanmi Pharmaceutical through the General Meeting of Shareholders on March 31, 2026, changed some of its articles of association pursuant to Article 433 of the Commercial Act, thereby changing the title of outside director to independent director. Hanmi Pharmaceutical's Board of Directors as of April 30, 2026, consists of a total of 10 members (4 inside directors, 2 non-executive directors, and 4 independent directors). To prevent conflicts of interest and ensure efficient operation reflecting the characteristics of the pharmaceutical industry, the Chairman of the Board is appointed by a resolution of the Board. Currently, Independent Director Lee Young-gu has been appointed as the Chairperson of the Board through a Board resolution. The specific roles of the Board of Directors are defined in Chapter 5 of the Articles of Association and the Board Regulations.

Composition of Hanmi Pharmaceutical's Board of Directors

As of April 30, 2026

Category	Name	Position	Responsibilities	Major Career	Term Ends
Inside Director	Hwang Sangyoun	CEO & President	Overall Management	- Head of PE Division, HB Investment Co., Ltd. - CEO, Brain Asset Management Co., Ltd. - CEO, Chong Kun Dang Holdings Co., Ltd. - CIO, Allianz Global Investors Co., Ltd. - Head of Research Center, Mirae Asset Securities Co., Ltd. - Biotech Research Institute, LG Chem Co., Ltd.	2029.03.31
	Lim Jong-hoon	President	Group Support	- Graduated from Bentley University, Business Administration - Vice President, Hanmi Pharmaceutical Co., Ltd. - Current CEO, Hanmi Fine Chemical Co., Ltd.	2027.06.18
	Choi In-young	Executive Director	R&D Center	- Ph.D. in Biopharmaceutical Sciences, Sungkyunkwan University Graduate School - Managing Director, R&D Center, Hanmi Pharmaceutical Co., Ltd.	2028.03.26
	Kim Nayoung	Executive Director	New Product Development Division	- Head of New Product Development Division, Hanmi Pharmaceutical - Managing Director of Development, Hanmi Pharmaceutical - Team Leader of Development Team, Hanmi Pharmaceutical	2029.03.31
Non-Executive Director	Shin Dong-guk	Non-Executive Director	Non-Executive Director	- CEO of Gahyun Co., Ltd. - CEO of Hanyang S&C Co., Ltd. - Current) CEO of Hanyang Precision	2027.06.18
	Kim Jae-gyo	Non-Executive Director	Non-Executive Director	- VP and Head of IND Division, Meritz Securities - Executive Director and Head of Pharmaceutical Division, Yuhan Corporation - Current) Vice Chairman, Business Management, Hanmi Science	2028.03.26
Independent Director	Kim Tae-yoon	Independent Director	Audit Committee Member	- President, Korean Association for Regulatory Studies - Member, Regulatory Reform Committee - Current) Professor, Department of Public Administration, College of Policy Science, Hanyang University	2029.03.31
	Lee Young-gu (Chairman of the Board)	Independent Director	Audit Committee Member	- Presiding Judge, Seoul High Court - Attorney, Law Firm Sejong LLC - Mediator, Seoul Bankruptcy Court - Current) Managing Partner, Law Firm Daehan Aju LLC	2028.03.26
	Chae Yi-bae	Independent Director	Audit Committee Member	- CEO, Gyeonggi Job Foundation 20th Member of the National Assembly - Research Fellow, Korea Corporate Governance Service - Current) Standing Director, Iroum Foundation (Lead Researcher, Climate Finance Forum)	2029.03.31
	Han Taejun	Independent Director	Independent Director	5th President, Korean Society of Environmental Risk and Health Sciences - Director, Institute of Basic Science Research, Incheon National University - Current) President, Ghent University Global Campus	2029.03.31

Board Composition Based on Expertise/Diversity

Hanmi Pharmaceutical's independent directors are comprised of experts in the pharmaceutical industry and individuals with rich experience and expertise in accounting, to reflect the characteristics of the pharmaceutical industry and support R&D management. Furthermore, the company has secured diversity by appointing one female director (one inside director) to the board.

Board Expertise and Diversity Composition Table (Board Skill Matrix)

Category		Inside Director				Non-Executive Director		Independent Director			
		Hwang Sangyoun	Lim Jong-hoon	Choi In-young	Kim Nayoung	Shin Dong-guk	Kim Jae-gyo	Kim Tae-yoon	Lee Young-gu	Chae Yi-bae	Han Taejun
Expertise	Leadership	●	●	●	●	●	●	●	●	●	●
	Industry	●	●	●	●		●				●
	Legal · Policy							●	●	●	
	Finance · Accounting	●					●	●	●	●	
	Management	●	●			●	●	●	●	●	●
	Global Competency	●	●	●	●		●	●			●
	Risk Management	●	●	●	●	●	●	●	●	●	●
Diversity	By Gender	Male	Male	Male	Female	Male	Male	Male	Male	Male	Male
	Age ¹⁾	55	48	54	50	75	58	64	67	50	65

1) Age: As of 2025.12.31

Hanmi Pharmaceutical Board of Directors Appointment and Compensation

Hanmi Pharmaceutical's directors are appointed transparently and fairly, based on their ability to contribute to the company's development. Director candidates who have no transaction history with Hanmi Pharmaceutical for the past three years, and whose abilities are recognized and recommended by the Board of Directors, are appointed as directors after approval by the ordinary general meeting of shareholders. Prior to the general meeting of shareholders, details regarding the director candidates' recommenders, relationships with major shareholders, and transactions with the company are disclosed through the electronic disclosure system. Furthermore, directors' compensation is paid within the limits approved by the general meeting of shareholders, in accordance with the Commercial Act and Hanmi Pharmaceutical's Articles of Incorporation. The compensation limit approved at the 2025 general meeting of shareholders is KRW 5 billion, and the total actual compensation paid is KRW 2.298 billion. When evaluating independent directors, attendance rates at board and committee meetings, independence, and expertise are comprehensively considered, and management is evaluated once a year comprehensively on performance such as business operations, achievements, and management innovation.

Independent Director Support Organization

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

Key Board of Directors Resolutions for 2025

Edition	Date of Meeting	Key Details
1	2025.02.04	· 2024 Financial Report · Report on Management Review of Compliance and Anti-corruption Management System · Approval of Amendments to Internal Accounting Control Regulations
2	2025.03.05	· Report on the CEO's Operation Status of the Internal Accounting Control System · Report on the Audit Committee's Evaluation of the Operation Status of the Internal Accounting Control System · Report on Plans for Enhancing Corporate Value · Resolution on Convening the 15th Annual General Meeting of Shareholders and Determining Meeting Objectives · Resolution on Cash Dividend
3	2025.03.24	· Approval of the 15th Period Financial Statements
4	2025.04.29	· 2025 Q1 Financial Report · Appointment of Compliance Officer and Autonomous Compliance Manager
5	2025.07.25	· 2025 Q2 Financial Report · Report on Key Amendments to the Commercial Act · Introduction of Stock-based Employee Compensation Scheme
6	2025.10.30	· 2025 Q3 Financial Report · Approval of Operating Regulations for Stock-based Compensation Scheme · Environmental, Safety, and Health Management: 2025 Performance and 2026 Plan

Audit Committee

Hanmi Pharmaceutical's Audit Committee is an auditing body designed to supervise and support the management in maximizing corporate value through checks and balances, and all its members are independent directors. The Audit Committee operates according to its regulations, holding quarterly regular Audit Committee meetings and ad-hoc meetings when necessary. In 2025, a total of four Audit Committee meetings were held, discussing not only agenda items related to Hanmi Pharmaceutical's financial statements and the operational status of internal accounting controls, but also matters related to management risks that could significantly impact Hanmi Pharmaceutical's business activities.

Composition of Our Audit Committee

As of April 30, 2026

Category	Name	Type of Accounting and Finance Expert		
		Applicable	Expert Type	Relevant Experience
Independent Director	Kim Tae-yoon (Chairman of Audit Committee)	○	Holder of a degree in Accounting and Finance (Procurement, Cost, Profit Policy)	- Director of Business Evaluation Bureau, National Assembly Budget Office - Member of National Financial Management Plan Committee - Evaluator, Fund Management Evaluation Team, Ministry of Planning and Budget - Outside Director and Audit Committee Member, CJ CheilJedang
	Lee Young-gu	-	-	-
	Chae Yi-bae	○	Certified Public Accountant	- Samil PwC Financial Division - EN Technologies Finance Team Leader - Research Fellow, Sound Corporate Governance Institute - Research Fellow, Economic Reform Research Institute

2025 Audit Committee Training Status

Training Provider	Attending Audit Committee Members	Key Training Contents
Samil PwC Audit Committee School Online Training	3 members	- Samil PwC Online Training - Key accounting issues for financial statement review by FSS - ESG disclosure/regulation trends and response strategies - Global business, global risks, etc.

Audit Committee Support Organization

Department Name	NO. of Staff	Staff(Years of Service)	Main Activities
Compliance Team	11	1 Director, 2 Group Leaders, 8 Team Members (Average 8 years 5 months)	Internal Accounting Control operation and audit, compliance-related tasks

2025 Key Resolutions of the Audit Committee

Edition	Date of Meeting	Key Details
1	2025.02.04	- Review and confirmation of 2024 financial statements - Matters regarding Q4 2024 compliance activities and Q1 2025 plan - Hanmi Pharmaceutical's internal accounting control operations - Guidance on Audit Committee training
2	2025.04.29	- Face-to-face meeting between external auditor and Audit Committee (Deloitte Anjin LLC) - Matters regarding Q1 2025 compliance activities and Q2 2025 plan - Report on Internal Accounting Control System - Guidance on 2025 Audit Committee training - Prior approval for non-audit services performed by the auditor
3	2025.07.25	- Face-to-face meeting between external auditor and Audit Committee (Deloitte Anjin LLC) - Review and confirmation of 2025 Q2 financial statements - Matters regarding Q2 2025 compliance activities and Q3 2025 plan - Report on Internal Accounting Control System - Guidance on 2025 Audit Committee training - Matters such as performing agreed-upon procedures for financial information included in the annual report of innovative pharmaceutical companies
4	2025.10.30	- Face-to-face meeting between external auditor and Audit Committee (Deloitte Anjin LLC) - Review and confirmation of 2025 Q3 financial statements - Matters regarding Q3 2025 compliance activities and Q4 2025 plan - Report on Internal Accounting Control System - Guidance on 2025 Audit Committee training - Prior progress on the appointment of external auditor

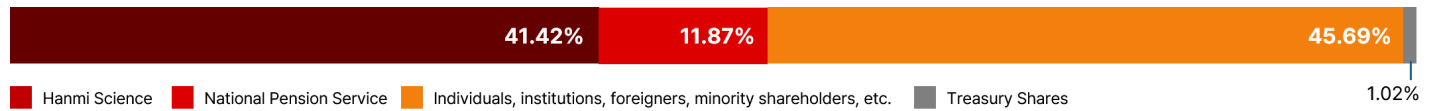
Future Plans

In the future, to improve advanced governance and enhance corporate value, Hanmi Pharmaceutical, as part of strengthening expertise within the Board of Directors, will establish and operate an ESG Committee within the Board and an Independent Director Candidate Recommendation Committee to secure the independence and transparency of the Board of Directors. Furthermore, the company plans to improve the decision-making structure for board-centric management from a mid-to-long-term perspective.

Shareholder Rights Protection through Shareholder-Friendly Policies

Hanmi Pharmaceutical is strengthening shareholder rights by continuously expanding its shareholder-friendly policies. Furthermore, it transparently discloses its corporate governance report annually. Additionally, Hanmi Pharmaceutical amended the method for shareholders to exercise their voting rights by proxy to include electronic documents, in addition to written forms, through the General Meeting of Shareholders on March 31, 2026. Moving forward, Hanmi Pharmaceutical will strive to strengthen its shareholder-friendly policies.

Shareholder Composition



Category	Unit	2023	2024	2025
Total Number of Shares Issued	Shares	12,562,158	12,810,991	12,810,991
Hanmi Science		5,202,080	5,306,121	5,306,121
National Pension Service		1,220,431	1,353,748	1,521,078
Individuals, Institutions, Foreign Investors, Minority Shareholders, etc.		6,019,184	6,020,345	5,853,015
Treasury Shares		120,463	130,777	130,777

Executive Stock Holdings

As of December 2025, a total of 3 executives (Board of Directors) hold the company's shares.

Category	Name	Number of Shares Owned (shares)
Inside Director	Park Jae-hyun	580
Non-Executive Director	Shin Dong-guk	988,597
Independent Director	Kim Tae-yoon	778

Shareholder Returns

Based on continuous growth and solid financial performance, Hanmi Pharmaceutical increased its 2025 year-end dividend to KRW 2,000 per share, aiming to provide higher shareholder value. This reflects the company's strong commitment to sustainable profit generation and shareholder return policies. Moving forward, Hanmi Pharmaceutical will continue to do its best to provide high value to its shareholders through measures such as increasing dividends per share and canceling treasury shares.

Cash Dividend Status

Category	Unit	2021	2022	2023	2024	2025
Par Value Per Share	KRW	2,500	2,500	2,500	2,500	2,500
Cash Dividend Per Share	KRW	500	500	500	1,250	2,000
Total Dividend Amount	KRW 1M	5,992	6,105	6,221	15,850	25,378
Cash Dividend Yield	%	0.2	0.2	0.2	0.5	0.8
(Consolidated) Cash Dividend Payout Ratio	%	8.9	7.4	4.3	13.1	14.6

Long-term Plans for Stock Acquisition, Disposal and Retirement

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

Category	Shares Held (Ratio)	Shares to be Disposed		Plan within Disposal Period (Planned Holding Period and Disposal Timing)
		Purpose	Total Quantity	
Treasury Shares' Type and Number	Common shares 121,880 ¹⁾ (Out of a total of 12,810,991 shares, ownership ratio 0.95%)	Cancellation (70%)	85,316 shares	Retirement of 85,316 shares (Day after the '26 Annual General Meeting of Shareholders. ~ '27. 8.)
		Employee Stock Compensation (30%) ²⁾	20,000 shares	Approximately 20,000 shares planned for disposal (Day after the '26 Annual General Meeting of Shareholders. ~ Day before the '27 Annual General Meeting of Shareholders.)
			16,564 shares	Disposal after separate Board of Directors and Shareholders' Meeting resolution (Day after the '27 Annual General Meeting of Shareholders. ~ Day before the '28 Annual General Meeting of Shareholders.)
Acquisition Method	Acquisition of Treasury Shares for Specific Purposes (to acquire fractional shares related to spin-off cash settlement and bonus issues)			

1) Number of treasury shares = December 2025 (130,777 shares) - Number of shares paid for employee compensation in Jan-Feb 2026 (8,897 shares)

2) Calculated considering the actual number of shares paid for employee compensation; the actual disposal quantity may vary depending on the compensation amount based on management performance, the employee stock compensation selection ratio, the stock price at the time of compensation, etc.

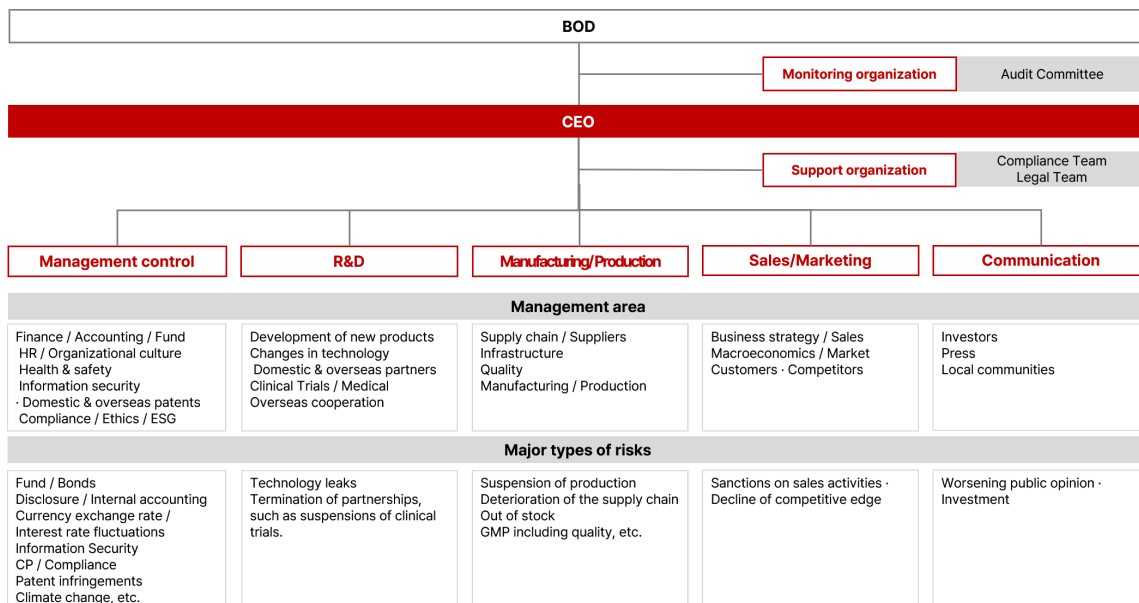
GOVERNANCE

Risk Management

Risk Management

Hanmi Pharmaceutical operates an integrated risk management system that reflects the characteristics and strategies of its business to prevent and manage potential risks that may arise throughout the entire business process. Risks for each division are identified, assessed, and their response plans reviewed/implemented by dedicated organizations for each area. The monthly Executive Meeting comprehensively manages company-wide risks, including actual and potential risks that may arise across the entire business.

Risk Management System



Potential Risks

To prevent and manage potential risks that may arise throughout its business processes, Hanmi Pharmaceutical categorizes these risks into areas such as climate change, unfair trade, production stoppage, safety and health, information security, and quality, with each risk type monitored and responded to by a dedicated department. In particular, each classified risk is managed through a global-level risk management system by applying international standard management systems.

Category	Risk	Opportunity factors	Response Plan
Climate Change Risks	- Strengthening domestic and international regulations on greenhouse gas reduction - Increased stakeholder demands related to climate change - Negative financial impact due to the introduction of renewable energy, etc.	- Meeting stakeholder expectations through proactive response - Minimization of mid- and long-term financial impacts, such as loss of assets from energy saving/ reduction.	- Operation of ISO 14001 - Establishment and implementation of carbon neutrality strategy - Operation of COST-Innovation
Domestic & International Macroeconomic Risks	- Uncertainty in domestic and international business due to political changes - Decrease in sales due to global economic recession	- Opportunity to expand export countries and share - Opportunity for business portfolio diversification	- Promotion of business portfolio diversification - Expansion of global network
Unfair Trade Risks	- Violation of fair competition rules for pharmaceuticals - Increased promotion costs due to overheated competition - Damage to brand image and reputation	- Enhancement of corporate value through strengthened ethical sales practices - Reduction of legal expenses through compliance with regulations	- Establishment of ISO 37001 - Establishment of ISO 37301 - Preparation of fair trade guidelines - Employee training and monitoring implementation - Operation of a whistleblowing system
Production Suspension Risks	- Facility damage and production disruption due to typhoons, earthquakes, etc. - Negative financial impact due to production schedule delays	- Disaster prevention - Increased competitiveness due to rapid production normalization	Establishment of ISO 22301
Information Security Risk	Occurrence of various financial losses, such as R&D key technology leaks, due to IT security errors, personal info leaks, unusable systems, etc	- Minimizing financial losses through the prevention of personal information breaches - Protecting intellectual property rights through the prevention of cyber terrorism - Ensuring stable production and business activities	- Operating a dedicated information protection department - Establishing ISO 27001

Tax Risk Management

Hanmi Pharmaceutical diligently adheres to national laws, files tax returns, and fulfills its tax obligations for transparent and legitimate tax practices. Furthermore, it promptly and transparently provides data when requested for investigation or information by tax authorities.

Management Principles	1. Compliance with National Laws
	2. Prompt and Transparent Provision of Information to Tax Authorities
	3. Prior Review and Analysis of Tax Risks Internally and Externally
	4. Adherence to Arm's-Length Principle for Related-Party Transactions
	5. Managing International Tax Risks according to OECD Transfer Pricing Guidelines

Tax Risk Management Activities

Hanmi Pharmaceutical conducts prior internal and external tax risk reviews to prevent tax risks that may arise from business activities. It regularly seeks review and advice from external experts on significant tax issues that may arise during business operations. Particularly for domestic transactions, it maintains fair transaction prices in dealings with third parties and related parties in accordance with relevant laws, and for global business transactions, it prevents international tax risks based on expert advice and the OECD Transfer Pricing Guidelines. Internally, tax personnel are assigned to proactively manage tax risks through review and analysis of tax law amendments that occur annually.

Tax Risk Assessment

Hanmi Pharmaceutical makes its best efforts to fulfill its social responsibilities based on transparent and legitimate tax practices and internal and external tax risk management through external experts and internal tax personnel. It proactively reviews tax risks for important business matters such as transactions of goods and services, acquisition of shares, international transactions, pursuit of new businesses, and changes in transaction structures, and reflects the results of these reviews in final decision-making.

Accounts Receivable Risk Management

Hanmi Pharmaceutical manages accounts receivable risk for smooth fund operation through stable debt collection.

Accounts Receivable Risk Management Activities

Hanmi Pharmaceutical's accounts receivable management is carried out through business managers and the accounts receivable management department. Based on an 'accounts receivable management system' optimized for our business operations, we regularly check and manage same-day sales, revenue, adherence to client payment terms, client collateral management, and accounts receivable status. Furthermore, we make our best efforts to proactively respond to the risk of bad debt occurrence by cooperating with external credit rating agencies to frequently assess the management and business activities of our clients.

Risk Management through Global Standard Management Systems

Hanmi Pharmaceutical categorizes potential risks that may arise throughout its business operations into 6 major crisis response areas and 11 key risks, including environment, labor, fair trade, information security, disaster, and medical device quality. Each risk type is then assigned to a dedicated department for monitoring and response activities. By applying international standard management systems to address these classified risks, the company operates a global-level risk management system.

Hanmi Pharmaceutical's ISO (Global Standard Management Certification System) Certification Status

Key Risks	Certification Name	Business Site	Validity Period	Content
Environment				
Environmental Pollution Minimizing Environmental Impact	ISO 14001	Paltan Smart Plant Pyeongtaek Bio Plant	2023.09.29~2026.09.28 2023.12.07~2026.12.06	- Establishment and application of control manuals/procedures/guidelines for water quality, air, waste, etc. - Systems for reducing the use of direct energy resources such as electricity and water, - Establishment of action plans for waste reduction and increased recycling
Human Rights/Labor				
Industrial Safety Safety & Health	ISO 45001	Headquarters R&D Center Paltan Smart Plant Pyeongtaek Bioplant	2024.10.29~2027.10.28 2024.10.29~2027.10.28 2024.09.23~2027.09.22 2023.12.07~2026.12.06	- Expanded investment in safety and health - Activities to build a safety culture - Evaluation of qualified contractors - Safety and health education
Information Security				
Internal Information Personal Information Leakage Virus Hacking	ISO 27001	R&D Center Paltan Smart Plant	2024.12.19~2027.12.18 2024.12.19~2027.12.18	- First ISO 27001 certification in the domestic pharmaceutical industry in 2018 - Security training, anti-phishing email drills, newsletters - Security manager workshops, group training
Fair Trade and Compliance Management				
Unfair Customer Inducement Corruption	ISO 37001	Headquarters R&D Center Paltan Smart Plant Pyeongtaek Bioplant	2024.11.29~2026.11.27 2024.11.29~2026.11.27 2024.11.29~2026.11.27 2024.11.29~2026.11.27	- First introduced in the domestic pharmaceutical industry in 2017 and validated through post-audits - Continuous enhancement of anti-corruption and ethical management awareness among executives and employees - Expansion of corruption management scope to reduce risks of legal violations
	ISO 37301	Headquarters R&D Center Paltan Smart Plant Pyeongtaek Bioplant	2024.11.29~2026.11.28 2024.11.29~2026.11.28 2024.11.29~2026.11.28 2024.11.29~2026.11.28	- First ISO 37301 acquisition in 2024 - Purpose of establishing a compliance management system aligned with international standards
Disasters				
Production Suspension	ISO 22301	Headquarters R&D Center Paltan Smart Plant Pyeongtaek Bioplant	2025.12.13~2028.12.12 2025.12.13~2028.12.12 2025.12.13~2028.12.12 2025.12.13~2028.12.12	- Identify the impact on business operations when risks occur through BCMS - Establish a system to ensure organizational resilience - Prevent in-house mass infections and manage human resources - Company-wide history management for employee/visitor health checks - Real-time response by emergency response organization
Quality				
Medical Device Quality Management	ISO 13485	Pyeongtaek Bioplant	2026.01.21~2029.01.21	- First acquired ISO 13485 in 2011, maintaining certification through regular external audits - Fulfillment of customer requirements/external regulations

ENVIRONMENTAL

Climate Change Response & Environmental Management

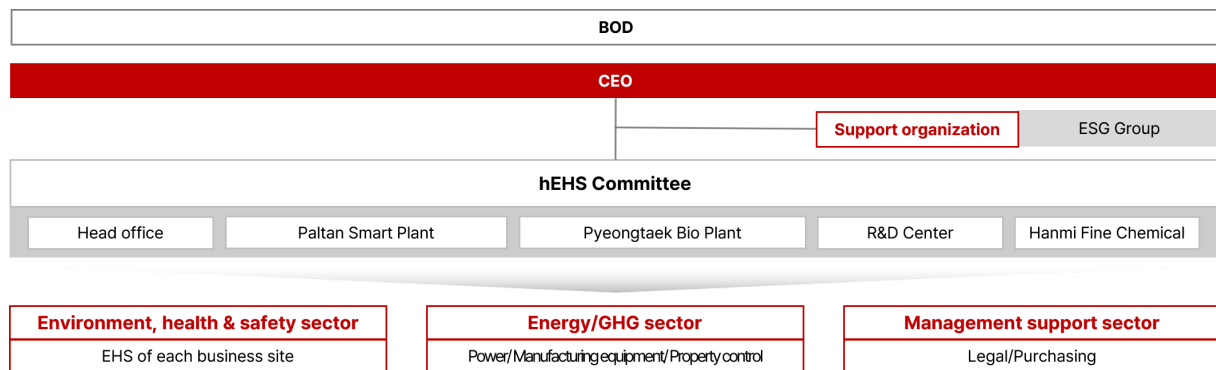
Climate Change Response & Environmental Management

I. Governance

Hanmi Pharmaceutical operates the hEHS Committee, led by the CEO, for clear and distinct environmental management, including carbon neutrality and climate change response. The hEHS Committee, established in 2019 as the first EHS (Environment, Health, Safety) overarching organization in the Korean pharmaceutical industry, identifies negative factors and opportunities related to environmental risks such as carbon neutrality and minimizing environmental impact, and establishes period-specific strategies and plans. Hanmi Pharmaceutical emphasizes the role and responsibility of management for effective carbon neutrality and climate change response. The CEO has overall responsibility and authority for final decision-making on environmental management matters and serves as the chairman of the hEHS Committee.

Furthermore, major environmental management issues are regularly reported to the Board of Directors at least once a year. In 2025, information such as greenhouse gas emission status (SCOPE 1&2&3) was reported, and the company plans to establish an ESG Committee within the Board of Directors in the future to strengthen its decision-making structure.

Decision-making Structure



Climate Change Management Committee

Method	Frequency
Board of Directors	Regular report once a year
hEHS Committee	Committee operates once semi-annually

Role of dedicated organization

Category	Role
Board of Directors	· Management and supervision of key environmental management strategies and plans
CEO	· Responsibility for final decision-making on environmental management matters · Approval of environmental management goals and action plans
ESG Group	· Establishment of key environmental management strategies and plans · Environmental management monitoring · Operation of communication channels for each business site
hEHS Committee	· Review/examine environmental management policies and plans related to greenhouse gas, water, wastewater, etc.
Dedicated Environment, Health, & Safety Department	· Implement detailed environmental management activities such as waste, water quality, and air pollution
Dedicated Energy/GHG Department	· Implement detailed energy/greenhouse gas management activities for equipment, production, and utility facilities
Dedicated department within Business Support Division	· Support for environmental management activities

II. Strategy

Hanmi Group ESG VISION

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

Environmental Management Strategy

Carbon Neutrality

2030
30% Reduction

2035
53~61% Reduction

2040
Net Zero

- Short-term: Expand environmental initiatives and strengthen management of the supply chain such as Scope 3, etc. → Enhance the climate change response system.
- Mid-term: Introduce renewable energy and set greenhouse gas reduction targets for the supply chain → 2040 Renewable Energy 100% conversion and introduction of eco-friendly equipment
- Long-term : Achieve carbon neutrality (for Scope 1 and 2).
Expanding Scope 3 Reductions and Considering Purchasing Carbon Credits

Minimizing environmental impacts

Improving
environmental
management
efficiency

Expanding the
circulation of
resources

Spreading an eco-
friendly culture

Preserving
biodiversity

- Minimizing pollutant emissions and enhancing safe chemical management
→ Minimizing Environmental Impact
- Minimizing natural capital such as waste and water and expanding recycling
→ Realization of resource circulation
- Expanding eco-friendly campaigns and purchases, strengthening the Nagoya Protocol system
→ Expanding eco-friendly corporate culture

Key Indicators of Environmental Management and 2030 Targets

Carbon Neutrality

Introduction of renewable energy and reduction of energy costs

- (Estimated renewable energy usage/estimated energy cost savings*)
- 2030: 30% Transition (RE30) → Approximately 50MW/KRW 700M
 - 2035: 53% or more Transition (RE50)
→ Approximately 80MW/KRW 3.2B±α
 - 2040: 100%Transition(RE100)→Approximately 100MW/KRW5.7B±α
- * The above figures are estimates based on internal analysis and are subject to change depending on the unit price / system / market of renewable energy
(±α: Estimated error due to change in renewable energy contract terms)

Advancement of Climate Change Response Systems and Activities

- Expand global initiatives (SBTi, RE100, etc.)
- New and expanded internal environmental incentive system and carbon pricing system
- Development and Operation of LCA Online Platform
- Replacement of eco-friendly facilities such as hydrogen and biomass and technology review
- Expand climate change and ESG education for supply chains

Greenhouse gas emissions

- 2030: 30% Reduction vs. 2018 / RE30
- 2035: 53% Reduction vs. 2018 / RE50
- 2040: 100% Reduction / RE100

Energy consumption

(Intensity) Reduce by 30% vs. 2018.

Improving environmental management efficiency

Air/water pollutants

(Emission concentration) 70%/30% or less of the legal acceptance level
(Intensity) Reduce by 40% vs. 2018.

Harmful chemical substances

(Amount used) Reduce by 2% every year vs. previous year.

Expanding the circulation of resources

Volume of water intake and reuse rate

(Volume of water intake) Reduce by 20% vs. 2018.
(Intensity) Reduce by 25% vs. 2018. (Reuse rate)
Achieve more than 12%.

General/Designated Waste

(Intensity) Reduce by 15% vs. generated amount in 2018.
(Treated amount) Reduce by 20% vs. 2018.
(Recycling rate) Achieve more than 75%.

Spreading an eco-friendly culture

Increase in eco-friendly purchases

Maintain an eco-friendly printed materials rate of more than 80%.
Maintain 100% use of eco-friendly packaging boxes for produced medicines.

Environmental protection activities

Carry out environmental protection activities more than 5 times per year. Ex)Removing invasive species and planting trees.
Conducting environmental protection activities
Plant 1,000 or more trees per year to create the Hanmi Green Forest.

Preserving biodiversity

AMR framework activities

Comply with the AMR framework (API PEC/PNEC<1).

Participation in Initiatives



II-(1) Carbon Neutrality Detailed Strategy

Hanmi Pharmaceutical has established detailed carbon neutrality strategies, reflecting the government's policy direction for renewable energy-centric energy transition. Hanmi Pharmaceutical plans to fully initiate the adoption of renewable energy in 2026, targeting RE50 by 2035 and RE100 by 2040. Furthermore, by 2040, the company aims to not only achieve RE100 but also complete its carbon neutrality (Net Zero) implementation through the introduction of eco-friendly facilities. Carbon neutrality is a critical issue for the survival and growth of all, and thus it is a global challenge that must encompass not only companies but also their supply chains and local communities. Accordingly, the introduction of renewable energy is a core strategy that reflects Hanmi Pharmaceutical's commitment to carbon neutrality and social responsibility, spanning across the company, its supply chain, and the broader community.

Hanmi Pharmaceutical Scope 1 & 2 Carbon Neutrality Roadmap

Approximately 95% of Hanmi Pharmaceutical's greenhouse gas emissions originate from Pyeongtaek Bioplant and Paltan Smart Plant. Accordingly, the company is promoting the introduction of renewable energy centered on these two sites and has calculated a BAU (Business As Usual) scenario reflecting increased operational rates. Hanmi Pharmaceutical aims to reduce greenhouse gas emissions by 30% by 2030 and 53% by 2035 compared to 2018, in line with the national 2035 NDC, and plans to achieve Net Zero by 2040. To achieve this, we will concentrate company-wide efforts on expanding renewable energy adoption, introducing eco-friendly facilities, and optimizing processes. Furthermore, having been designated as a target company for the Greenhouse Gas Emission Trading Scheme in 2020, we continue to manage greenhouse gas emissions through the annual purchase of emission allowances.

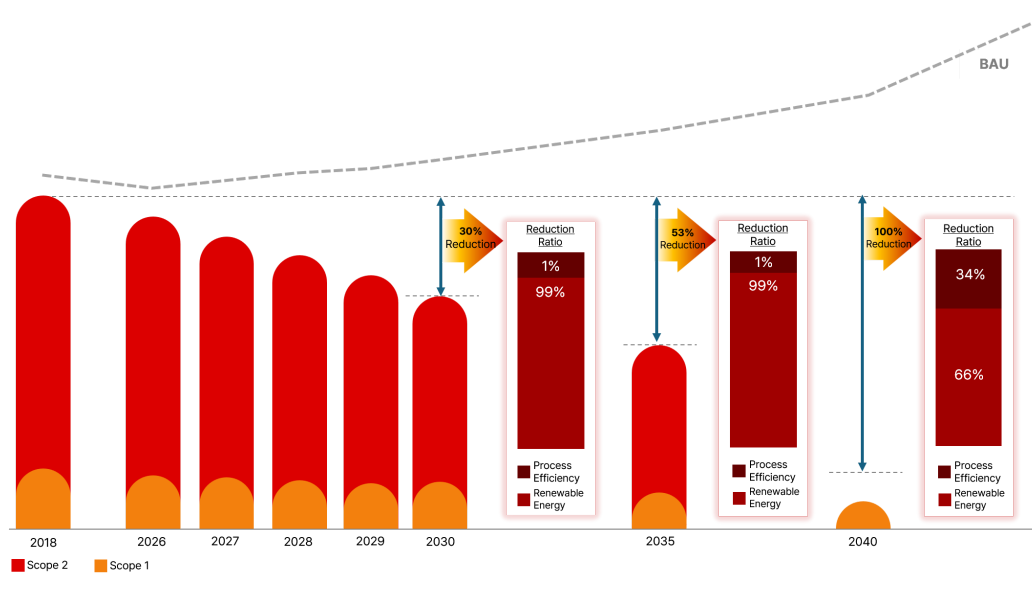
Hanmi Pharmaceutical Greenhouse Gas Emissions Status in 2025

Total Greenhouse Gas Emissions	149,942tCO _{2eq}	SCOPE 1 + 2 + 3
SCOPE 1	13,098tCO _{2eq} (9%)	Boiler 12,442tCO _{2eq} Vehicles and others 657tCO _{2eq}
SCOPE 2	55,327tCO _{2eq} (37%)	Electricity 45,665tCO _{2eq} Steam 9,664tCO _{2eq}
SCOPE 3	81,516tCO _{2eq} (54%)	Upstream 65,658tCO _{2eq} Downstream 15,859tCO _{2eq}

Scope 1 & 2 Reduction Targets

For Scope 1 greenhouse gases, emissions from LNG boiler fuel usage at Paltan Smart Plant and Pyeongtaek Bioplant account for the majority, and long-term plans for eco-friendly fuel boilers such as hydrogen and biomass will be reviewed by 2040. For Scope 2 greenhouse gas emissions in 2025, electricity accounts for 81% and steam for 19%. Hanmi Pharmaceutical has designated Scope 2 as a key target for carbon neutrality implementation and plans to fully initiate renewable energy adoption from 2026, primarily utilizing REC and PPA.

Through this, the company aims to achieve a 30% reduction by 2030 and a 53% reduction by 2035 compared to 2018 greenhouse gas emissions, with a target of achieving Net Zero by 2040.



Hanmi Pharmaceutical SCOPE 3 Carbon Neutrality Forecast Scenario

Hanmi Pharmaceutical is establishing a carbon-neutral foundation across its entire Value Chain, including calculating Scope 3 emissions for 2025, to achieve supply chain carbon neutrality.

Hanmi Pharmaceutical's Scope 3 emissions for 2025 are 81,516tCO_{2eq}, with products/services accounting for approximately 59%. Accordingly, we plan to expand carbon neutrality education for partners and encourage participation in supply chain carbon neutrality initiatives to strengthen supply chain greenhouse gas emission management.

Key Carbon Neutrality Activities for 2025

Hanmi Pharmaceutical conducts its own greenhouse gas/energy reduction activities annually to achieve the 2030/2035 NDC and 2040 Net Zero targets. Through these reduction activities, we are cumulatively reducing 3,523tCO_{2eq} of greenhouse gases and 70,988GJ of energy by 2025. Furthermore, in accordance with our Green Procurement Management Guidelines, we prioritize environmentally friendly products with excellent energy efficiency and low environmental impact when purchasing products and equipment, making procurement decisions accordingly. In 2025, the Paltan Smart Plant received commendation from the Gyeonggi Provincial Governor in recognition of its leading efforts in climate and environmental management activities such as carbon reduction and resource circulation. In the future, we plan to incorporate internal carbon costs into decision-making to increase the proportion of equipment investments with lower carbon emissions and continuously strive for long-term carbon emission reduction.



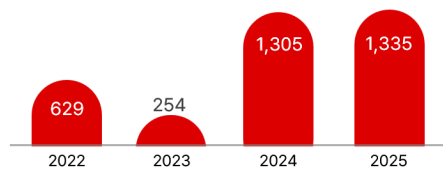
Expected Annual Reduction through 2025 Reduction Activities

Greenhouse gases
1,335 tCO_{2eq}

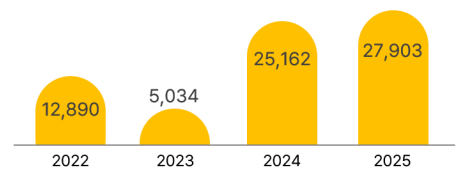
Energy
27,903 GJ

Saved amount
KRW 550M

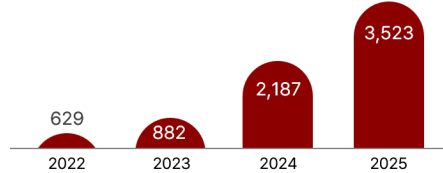
Reduction of GHG Emissions
Over the Past 4 Years _ unit : tCO_{2eq}



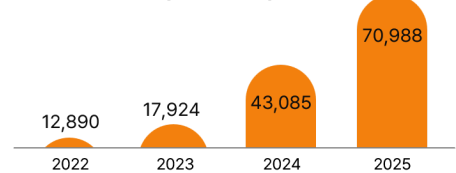
Reduction of Energy Consumption
Over the Past 4 Years _ unit : GJ



Reduction of GHG Emissions
Over the Past 4 Years (cumulative) _ unit : tCO_{2eq}



Reduction of Energy Consumption Over the Past 4 Years (cumulative) _ unit : GJ



Greenhouse Gas/Energy Saving Activities

Hanmi Pharmaceutical is reducing the use of energy, water, steam, and other resources through process efficiency improvements, such as efficient utility usage.

When replacing equipment or facilities costing KRW 5 million or more, we prioritize green procurement products, such as high-efficiency energy equipment and eco-labeled products, in accordance with the 「Green Procurement Management Guidelines」. We also publish Hanmi's green procurement policy promotional materials on our internal integrated procurement site, HSRM, to build an environmentally friendly and sustainable supply chain. Furthermore, by reflecting greenhouse gas and energy saving activities in the MBO evaluations of responsible executives, we are fostering company-wide cost-saving awareness and an eco-friendly organizational culture.

Category	2025 Activities	Type	Savings Amount (KRW 100M/year)	GHG Reduction (tCO _{2eq} /year)	Energy Savings (GJ/year)
Paltan Smart Plant	Introduction of Energy Solution (Compressor Central Control System)	Electricity	0.5	129	2,688
Pyeongtaek Biopant	Energy Saving of 1°C Ethylene Glycol Chiller through Relocation of -5°C Ethylene Glycol Chiller Circulation Pump	Electricity	5.0	1,207	25,215
Total			5.5	1,335	27,903

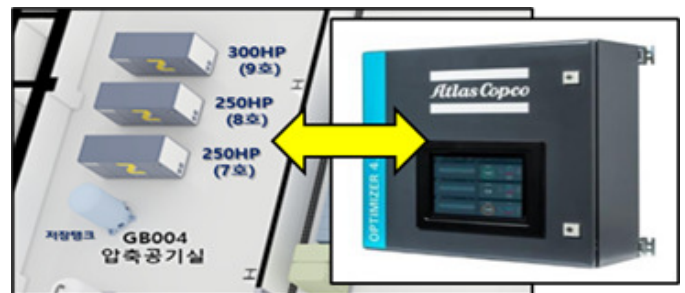
Key Activities at Paltan Smart Plant

Introduction of Energy Solution (Compressor Central Control System)



[Before Improvement]

Compressed air system operation: **Manual ON/OFF operation**



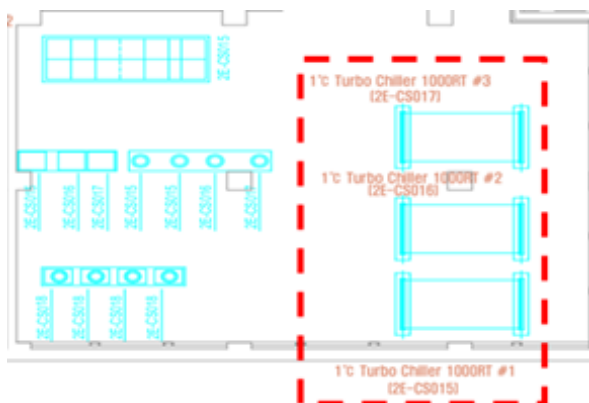
[After Improvement]

Compressed air system operation: **Automated**

By introducing an energy solution (compressor central control system), we have established a state-of-the-art monitoring system to manage energy usage more precisely. Based on this, an annual reduction of 129 tCO_{2eq} of greenhouse gases and 2,688GJ of energy is possible, and the resulting cost savings are estimated at approximately KRW 50 million per year.

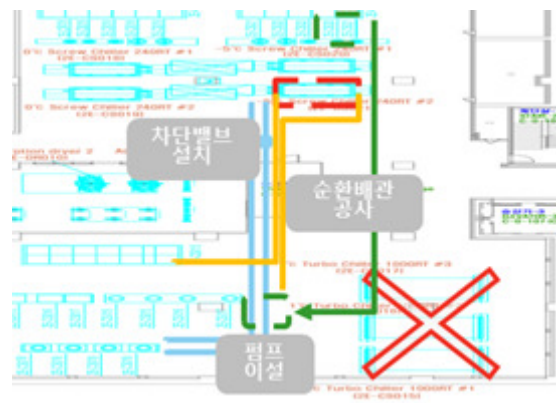
Key Activities at Pyeongtaek Bio Plant

Energy Saving of Adjacent Chillers through Relocation of Chiller Circulation Pumps



[Before Improvement]

Operation of 1°C 1000RT chiller



[After Improvement]

Alternative operation of -5°C 240RT chiller

Through circulation pump piping work, we transitioned to operate the -5°C 240RT chiller instead of the existing 1000RT chiller, halting the operation of the 1°C 1000RT chiller and its auxiliary facilities to pursue energy efficiency. Based on this, an annual reduction of 1,207 tCO_{2eq} of greenhouse gases and 25,215 GJ of energy is possible, and the resulting cost savings are estimated at approximately KRW 500 million per year.

HanmiGroup Introduces 'License-Plate-Based Driving Restriction' for All Affiliates: 'Preemptive Response to Energy Saving'

주차 차량 5부제 시행 안내
친환경정책강화 및 에너지 절약과 원유수급위기대응 목적

대상 한미사이언스, 한미약품, 온라인팜
한미정밀화학, JMM (한미그룹 전 사업장)

요일별 운행 제한 *차량 번호판 끝자리 기준으로 해당 하루 운행 제한

월요일	화요일	수요일
1-6번 00가 123 ¹ 00가 123 ⁶	2-7번 00가 123 ² 00가 123 ⁷	3-8번 00가 123 ³ 00가 123 ⁸
목요일	금요일	
4-9번 00가 123 ⁴ 00가 123 ⁹	5-0번 00가 123 ⁵ 00가 123 ⁰	

예외

- 전기차&수소차&하이브리드
- 전도 30km 이상 장거리 출퇴근
- 장애인 운전/동승 차량
- 한미(아민)집 등/하원차량 (귀동행 등)
- 임산부 동승 차량
- 영업직군

시행일 2026. 03. 31(화)

Hanmi

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 restricting vehicle operation on designated weekdays. 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.

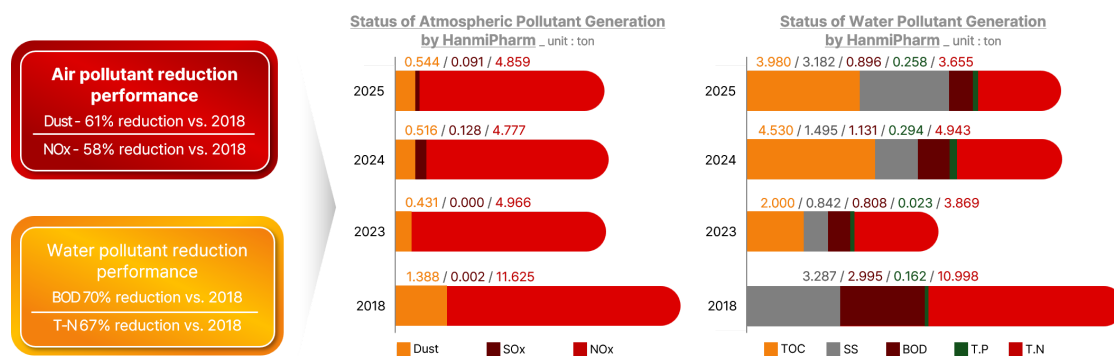
II-(2) Minimizing Environmental Impact

Hanmi Pharmaceutical continuously identifies and improves potential environmental issues that may arise during the product manufacturing process. Since 2012, we have adopted ISO 14001, an environmental management system, to establish a firm direction for environmental management and are building a global-standard environmental management system to minimize environmental pollution and negative impacts. Environmental targets are established for each detailed area of environmental management, including greenhouse gases, energy, water, waste, air pollutants, and water pollutants, and are regularly reported to and approved by the Board of Directors. Furthermore, to prevent accidents due to environmental risks, we have enacted risk management regulations and operate a pre-emptive environmental accident prevention system. In particular, by disclosing environmental information through the environmental information disclosure system, we are continuously striving to expand environmental management and green management.

Pollutant Management

Hanmi Pharmaceutical managed air pollutant emissions to be 70% below the legal permissible limits through activities to minimize pollutant discharge. In particular, dust emissions achieved a 61% reduction compared to 2018. Furthermore, the target of managing water pollutants to be 30% below the legal permissible limits for 2025 has been achieved. We continuously monitor and manage emission status using TMS (Telemonitoring System) and share data with the Ministry of Environment. In 2026, the Paltan Smart Plant plans to strengthen wastewater treatment performance through the construction of a wastewater process redundancy system and will continue to strive to prevent the generation of water pollutants in advance.

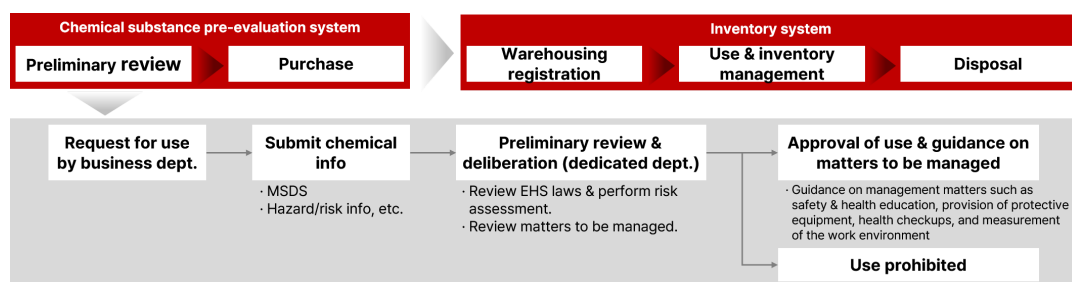
Risk	Content	Financial Impact (KRW 100M/year)			Response Plan
		Short-term (2026~27)	Mid-term (2028~30)	Long-term (2031~40)	
Increased pollutant generation due to increased production volume	Increased pollutant generation Increased pollutant management costs	20.2	21.5	24.7	Strengthened management of air pollution prevention facilities below legal permissible limits Continuous monitoring of water pollutants through MS



Management of Hazardous Chemical Substances

To prevent damage from chemical-related accidents and protect employee health, Hanmi Pharmaceutical established a company-wide MSDS integrated management system in 2019 and is annually strengthening its capabilities in securing safety and health material data and processes. Furthermore, with the aim of strengthening the procurement process for hazardous chemical substances and the MSDS management system, an internal system for pharmaceutical raw material management has been established and is being operated. Hanmi Pharmaceutical has also introduced and operates a hazardous chemical substance pre-assessment system to fundamentally eliminate human and environmental impacts of hazardous chemical substances, thereby proactively mitigating various risks such as environmental, health, and regulatory risks. In particular, each business site actively conducts chemical risk assessments for each substance used, undergoes regular inspections of hazardous chemical substance storage and handling facilities, and conducts training and drills for responding to chemical spills based on worst-case/alternative scenarios, striving to prevent accidents in various ways.

Chemical Substance Management Process



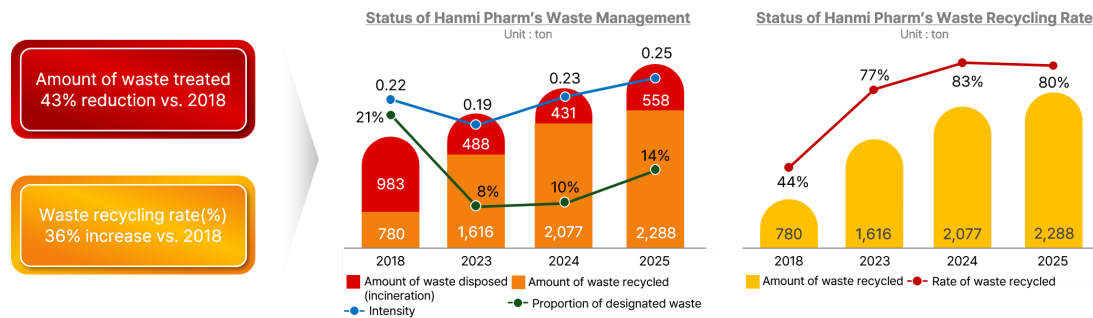
Hanmi Pharmaceutical's Hazardous Chemical Substance Usage Status

Category	Unit	2022	2023	2024	2025
Hazardous Chemical Usage	ton	193	178	832	447

Waste Management

Hanmi Pharmaceutical strictly adheres to waste management as stipulated by laws such as the Waste Management Act. The company manages waste based on the principle of transparently recording and disclosing the entire process of generation, transportation, and treatment of general waste and designated waste (such as hazardous substances) through the Waste Proper Treatment System (Allbaro). In particular, pharmaceutical products must be disposed of as designated waste, thus they are thoroughly managed through verified designated waste disposal companies. Hanmi Pharmaceutical monitors waste generation and recycling volumes and identifies and implements various activities to increase the recycling rate. Since 2021, waste acids and alkalis, which were previously discharged as designated waste, have been self-processed for pH adjustment in wastewater treatment plants, thereby annually reducing waste generation. In 2025, the company plans to strengthen management activities to reduce waste generation and enhance recycling rates, including restricting outsourcing to incineration companies and implementing waste separate collection campaigns.

Risk	Content	Financial Impact (KRW 100M/year)			Response Plan
		Short-term (2026~27)	Mid-term (2028~30)	Long-term (2031~40)	
Due to increased production, Increased waste generation	Increased waste management costs	4.5	4.7	5.3	Improvement of waste recycling rate / Expansion of recognized circular resources Implementation of resource circulation performance management system



Waste Management Status

Hanmi Fine Chemical is a facility subject to the Resource Circulation Performance Management System, established to achieve the nation's mid-to-long-term and phased resource circulation goals, and annually sets and monitors targets. This business site manages the final disposal rate based on indirect landfill volume and the recycling rate in accordance with the Resource Circulation Performance Management System, with no direct landfill disposal.

Category	Circular Utilization Rate ¹⁾ (%)		Final Disposal Rate ²⁾ (%)	
	2025 Target	2025 Performance	2025 Target	2025 Performance
Hanmi Fine Chemical	58.97	89.58	21.97	1.75

1) Recycling Rate = (Actual Recycling Volume + Recognized Circular Resources) / (Waste Generation + Recognized Circular Resources) X 100

2) Final Disposal Rate = (Final Disposal Volume) / (Waste Generation + Recognized Circular Resources) X 100

Major Waste Impacts

Category	Generation	Impact
Paltan Smart Plant Pyeongtaek Bio Plant	Wastewater Treatment Sludge	Wastewater Treatment
		Marine pollution when discharged into the ocean
Paltan Smart Plant Pyeongtaek Bio Plant Hanmi Fine Chemical	Waste Synthetic Resin	Product Production and Disposal
	Waste Organic Solvents	Waste liquid after experiments / Culture processes, etc.
	Halogenated Waste Organic Solvents	Product Production
		Microplastic generation / Dioxin emission during incineration
		Chemical Substance Leakage
		Generation of endocrine disruptors during incineration

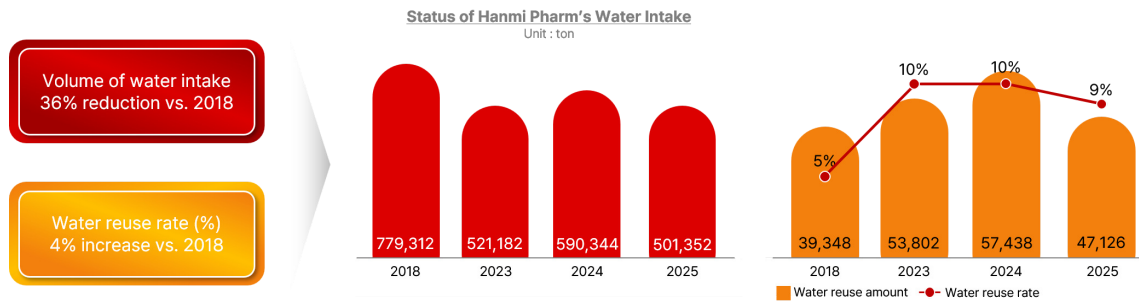
Major Waste Recycling Status

Category	Recycling Processing Details
Paltan Smart Plant Pyeongtaek Bio Plant	Wastewater Treatment Sludge
	Used in agricultural production activities
	Waste Synthetic Resin
	Manufacturing of intermediate processed waste
	Plastic waste
	Crushing/grinding and then converting to raw materials
Pyeongtaek Bioplant	Wastewater Treatment Sludge
	Used in agricultural production activities/soil improvement
	Waste Synthetic Resin
	Manufacturing of fuel, solid fuel products/raw materials
	Spent adsorbents
	Manufacturing of intermediate processed waste
Hanmi Fine Chemical	Halogenated Waste Organic Solvents
	Direct product manufacturing
	Other waste organic solvents
	Direct manufacturing of products/fuel-solid fuel products

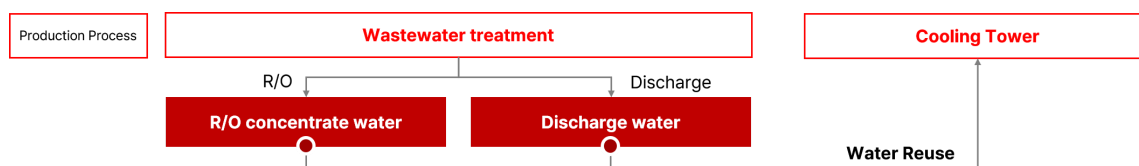
*Waste generated at the workplace is currently being recycled and incinerated through reported treatment companies.

Water Resource Management

Hanmi Pharmaceutical strives to minimize water usage during manufacturing processes and increase the reuse rate. In 2025, Hanmi Pharmaceutical reduced water intake by approximately 36% compared to 2018, while simultaneously increasing reuse volume by 20% compared to 2018, reusing a total of 47,126 tons (reuse rate of 9.4%). At the Paltan Smart Plant, 100% of R/O concentrate is used as cooling tower makeup water, and Hanmi Fine Chemical reuses R/O water as scrubber water, resulting in a 21% reduction in water consumption compared to 2018, demonstrating its best efforts in water conservation.



Water Reuse Process



Expansion of Green Procurement

Since 2019, Hanmi Pharmaceutical has been making continuous efforts to switch materials used in pharmaceutical manufacturing to eco-friendly alternatives. After various tests, in 2020, all product packaging boxes were converted to 100% recycled paper. As part of the Green Hanmi campaign, when producing literature such as brochures for product promotion, we minimize environmental impact by producing literature with minimized environmental impact. Starting in 2024, green procurement management guidelines will be established, prioritizing the use of green procurement products. We will strive to create an environmentally friendly corporate culture by strengthening green procurement procedures in the future.

Status of Green Procurement Literature Production

Category	Unit	2023	2024	2025
Total Production	Cases	161	218	220
Green Procurement Literature	Items/%	151/93.8	190/87.2	189/85.9
Total Production Cost	KRW 100M	4.5	5.9	4.8
Green Procurement Literature Cost	KRW 100M/%	4.1/92.6	4.4/74.6	3.8/80.8

* Green Procurement Literature: Literature that uses environmentally and forest-certified paper and ink and does not apply post-processing that impacts the environment, such as coating.

Status of Eco-friendly Packaging Box Usage

Category	Unit	2023	2024	2025
Total Usage	EA	394,960	395,620	383,400
Total Usage	ton	298	299	290
Greenhouse Gas Reduction Volume	tCO _{2eq}	158	158	154

* Application of domestic environmental product label waste treatment emission factor standards

FSC Certification for Forest Protection

FSC certification verifies forests that are managed sustainably and certifies products that use raw materials produced from such forests, managed by the Forest Stewardship Council. Hanmi Pharmaceutical produces key printed materials using FSC-certified paper and at FSC-certified printing companies for sustainable forest management.



Environmental Education and Emergency Response Training

Hanmi Pharmaceutical conducts technical personnel training in accordance with relevant laws such as the Emissions Trading Act, the Air Environment Conservation Act, the Water Environment Conservation Act, and the Chemical Substances Control Act. Additionally, we conduct annual hazardous chemical safety education for all members of workplaces handling hazardous chemicals and report the content and results to the Chemical Safety Institute.

Status of Environmental Education

Category	Unit	2023	2024	2025
Environmental Technical Personnel Job Training	hours	28	66	88
Hazardous Chemical Substance Manager/Handler Training	hours	4,400	1,328	5,696
Hazardous Chemical Substance Employee Training	hours	374	348	525
Other Training (ISO, ESG, etc.)	hours	944	960	983
Total	hours	5,746	2,702	7,292

Regular Environmental Accident Emergency Response Drills

Hanmi Pharmaceutical establishes scenario-based plans and conducts regular emergency drills annually to enhance environmental accident prevention and response capabilities. Furthermore, Hanmi Fine Chemical conducts emergency response drills for hazardous chemical substance (ethanol) leaks, thereby operating a system to respond quickly and effectively to environmental accidents and minimize damage.



Eco-friendly In-house Campaigns

Use of reusable cups in the in-house cafe and recycling of coffee grounds

Hanmi Group uses multi-use cups in employee lounges and in-house cafes to reduce the use of disposable cups. The multi-use cups are made of materials from which environmental hormones are not detected. After employees use them, they return them to collection points, where a specialized cleaning company from a local self-sufficiency center collects and manages their cleaning. In 2025, the in-house cafe replaced the use of 55,430 disposable cups by utilizing multi-use cups, resulting in an annual reduction of approximately 1.27 tons of greenhouse gases. Additionally, coffee grounds generated at the in-house cafe are not treated as general waste but are collected through the Songpa-gu Office's coffee grounds recycling project and provided to local livestock farms as moisture adjusters and compost. The expected contribution to greenhouse gas reduction 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 campaign for Environment Day: 'Wanjeon DOYOU AGAIN'

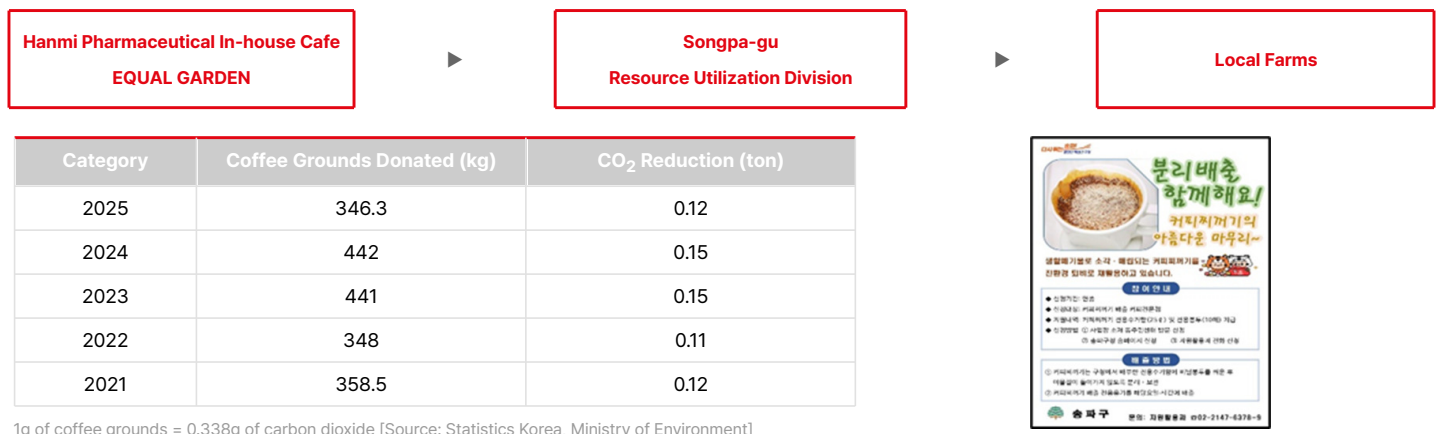
As part of its eco-friendly campaign, Hanmi Pharmaceutical launched the employee participation program 'Wanjeon DOYOU AGAIN'. Employees sampled the new Wanjeon DOYOU product, received education on the correct separate disposal methods for aseptic packaging, and directly experienced the washing, drying, and unfolding processes. Approximately 100 employees participated, pledging to practice environmental protection for future generations. The campaign focused on guiding the correct disposal methods for aseptic packaging: ▲washing it cleanly, ▲completely removing moisture, ▲unfolding and drying the pack, and ▲disposing of it separately from general paper cartons. Through this activity, Hanmi Pharmaceutical aims to raise employees' awareness of resource circulation and eco-friendly consumption, and to establish an internal participation base where environmental protection actions can naturally spread throughout work and daily life. Hanmi Pharmaceutical plans to continuously expand employee-participatory environmental campaigns in the future, continuing practical activities to promote resource circulation and reduce environmental burden.



Resource Circulation Campaign

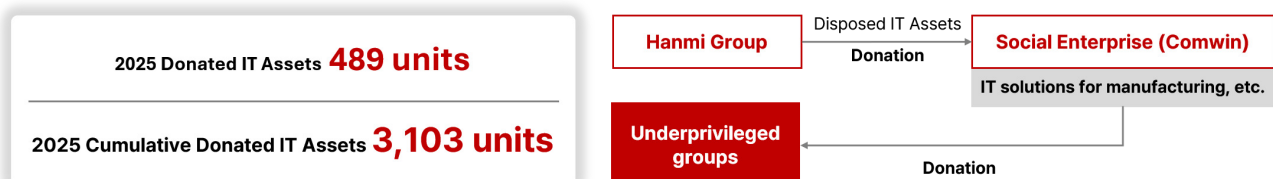
Eco-friendly Donation Using Coffee Grounds

Hanmi Pharmaceutical began its resource recycling efforts in 2021 by donating coffee grounds generated at its in-house cafe to the social enterprise Coffee Cube. It has continuously expanded activities to circulate everyday waste back into resources. Subsequently, the scope of resource circulation was transitioned to a community-centered model, and currently, coffee grounds from the in-house cafe are donated to Songpa-gu's Resource Utilization Division, thereby strengthening a local-based virtuous cycle system for resources. Although coffee grounds are classified as general waste, which increases disposal costs and environmental burden, Songpa-gu collects them in dedicated containers from each establishment, removes foreign substances, then conducts bulk collection, and provides them to livestock farms, where they are recycled as agricultural resources such as compost and moisture regulators. This cooperative model involving businesses, local governments, and local farms is an example of resource circulation that re-discovers the value of household waste and reduces environmental burden. Hanmi Pharmaceutical will continue to identify recycling possibilities for generated resources and continuously advance its resource-efficient virtuous cycle system.



Eco-friendly Donation Using Discarded IT Assets

Hanmi Group recycles retired IT assets to promote smooth resource circulation. In cooperation with the social enterprise 'Comwin', it recycles IT waste and supports informatization projects for underprivileged groups with assembled PCs.



III. Risk Management

Risk and Opportunity Monitoring	Frequency	Subjects	Method	Oversight
Climate Change Response				
GHG management Third-party verification and monitoring	Once a year	Hanmi Pharm Hanmi Fine Chemical	- Monitoring the carbon neutrality roadmap through Scope 1+2 emissions calculation and verification - Establishing a Scope 3 carbon neutrality roadmap (planned)	ESG Group Hanmi Fine Chemical EHS Team
GHG/Energy Saving Activities	On an ongoing basis	Hanmi Pharm	Estimating energy water and steam consumption reduction methods and reduction amounts	Each site's energy/ greenhouse gas management department
Climate Change Financial Impact Analysis	Once a year	Hanmi Pharm Beijing Hanmi Pharm	- Comprehensive review of negative impacts of business operations, external environmental changes, financial impacts, etc. - Identifying and reviewing transition/physical risks and opportunities	ESG Group
Climate Change Scenario Analysis	Once a year	Hanmi Pharm Beijing Hanmi Pharm	- Identifying key climate change risks - Selecting and applying climate change scenarios reflecting characteristics of each risk (transition/physical)	ESG Group
Minimizing environmental impact				
Pollutant Management	On an ongoing basis	Hanmi Pharm Hanmi Fine Chemical	Managing air/water pollutants below legal permissible limits of 70%/30%	Each workplace EHS Department
Management of Hazardous Chemical Substances	On an ongoing basis	Hanmi Pharm Hanmi Fine Chemical	Management of hazardous chemicals through a chemical management process	Each workplace EHS Department
Waste Management	On an ongoing basis	Hanmi Pharm Hanmi Fine Chemical	Monitoring waste generation and recycling volume, performing activities to improve recycling rates	Each workplace EHS Department
Water Resource Management	On an ongoing basis	Hanmi Pharm Hanmi Fine Chemical	Introducing water reuse process	Each workplace Energy/Greenhouse Gas Management Department
Green Procurement Management	On an ongoing basis	Hanmi Pharm Hanmi Fine Chemical	Operating and monitoring green procurement processes	Each worksite's Energy/Greenhouse gas Management department and procurement team

IV. Indicators and Targets

2025 Performance and 2026 Targets (Carbon Neutrality)

2025 Target	2025 Performance	Achieve
Hanmi Pharmaceutical		
- Greenhouse gas emissions: 71,810 tCO_{2eq} (maintain 2018 levels) - Energy consumption: 1,386,914 GJ (maintain 2018 levels)	- Greenhouse gas emissions 68,426 tCO_{2eq} (5% decrease compared to 2018) - Energy consumption 1,368,085 GJ (1% decrease compared to 2018)	100%
- Scope1&2&3 third-party verification and CDP evaluation response / Establishment of ESG Committee [Paltan] Installation of central compressed air control system to reduce facility operation [Pyeongtaek] 2024 Pyeongtaek greenhouse gas emissions reduced by 2% (approx. 783tCO_{2eq})	- Scope1&2&3 third-party verification and CDP evaluation response [Paltan] Introduction of energy solution (compressor central control device) [Pyeongtaek] Greenhouse gas emissions reduced by 8% compared to 2024 (2,940tCO_{2eq})	67%
		100%
		100%
Hanmi Fine Chemical		
Emissions below permissible GHG emission limits (16,086 tCO_{2eq})	Emissions below permissible GHG emission limits (11,609 tCO_{2eq})	100%
- Inverter Overhaul, replacement with high-efficiency motor facilities - Maintaining D-building power factor at 95% - Conducting electricity bill reduction campaigns twice a year	- Inverter Overhaul work - Replacing D-building power factor correction capacitors and maintaining power factor at 95% - Power off unused equipment and control utility facilities (13% reduction in electricity costs and 22% reduction in electricity consumption)	100%
		100%
		100%

* Hanmi Pharmaceutical's greenhouse gas reduction target is set based on a scope excluding Scope 3.

2026 Target
Hanmi Pharmaceutical
- Greenhouse gas emissions 70,375 tCO_{2eq} (2% reduction compared to 2018) - Energy consumption 1,359,176 GJ (2% reduction compared to 2018)
[Company-wide] Introduction of renewable energy (RE10 level) [Paltan] Energy efficiency improvement (compressed air facility improvement) [Pyeongtaek] Energy efficiency improvement and power usage optimization (wastewater recycling and power control)
Hanmi Fine Chemical
Emissions below greenhouse gas emission allowance (15,356 tCO_{2eq})
- Power usage optimization (replacement of old transformers, shutdown of unnecessary power, etc.) - Compliance with greenhouse gas emission allowance under the target management system

Investment amount related to Carbon Neutrality		
2025	Execution Rate	2026
Plan : KRW 7.0 billion Execution : KRW 3.2 billion	46%	Plan : KRW 4.7 billion

2025 Performance and 2026 Targets (Minimizing Environmental Impact)

2025 Target	2025 Performance	Achieve
Strengthening Management of Air/Water Pollutants		
- Management of air/water pollutants below legal permissible limits of 50/30% 30% reduction in major air/water pollutant emissions compared to 2018 (Target emissions : 17 tons/12 tons or less)	- Management of air/water pollutants below legal permissible limits of 63/30% - Over 30% reduction in major air/water pollutant emissions compared to 2018 (Emissions : 11 tons/12 tons)	50% 100%
[Paltan] Installation of main coagulant injector for biological treatment tank (MBR tank) at wastewater treatment plant [Pyeongtaek] Expansion of organic carbon source application (100%) [Hanmi Fine Chemical] Reduction of air pollutant emissions by changing the cleaning water replacement method /Installation of IoT for air pollution control facilities (remaining parts in production buildings A, B, D)	[Paltan] Not achieved [Pyeongtaek] Not achieved [Hanmi Fine Chemical] Over 3% reduction in air pollutant emission intensity compared to the previous year /Completion of IoT installation for air pollution control facilities	0% 0% 100%
Strengthening Hazardous Chemical Management		
2% reduction in hazardous chemical usage compared to 2024	Hazardous chemical usage 46% reduction compared to 2024	100%
[Pyeongtaek] Improvement of worker safety at hazardous chemical handling facilities [R&D Center] Replacement of filters in sealed reagent cabinets / additional installation of waste organic solvent storage tanks [Hanmi Fine Chemical] Progress in hazardous chemical business permit	[Pyeongtaek] Replacement of NaOH, Acid tanks in the underground SKID Room of Plant 1 [R&D Center] Replacement of 10EA internal filters in corrosive reagent cabinets / Installation of waste organic solvent storage tanks [Hanmi Fine Chemical] Completion of regular inspection and business permit for hazardous chemical handling facilities	100% 100% 100%
Reduced Water Usage and Increased Reuse		
10% reduction in water intake compare to 2018 (Target intake : 701,381 tons or less) - Reuse rate 7.5% or more	36% reduction in water intake compared to 2018 (Intake : 501,352 tons) - Reuse rate 9% or more	100% 100%
[Pyeongtaek] Water intake reduced by 2% compared to the previous year [R&D Center] Replaced hot water circulation pump and installed booster pressure pump [Hanmi Fine Chemical] Expanded activities to reduce scrubber water usage and wastewater generation	[Pyeongtaek] Water intake reduced by over 2% compared to the previous year [R&D Center] Water consumption decreased by 10.6% due to circulation pump replacement, etc. [Hanmi Fine Chemical] C-dong through RO concentrated water recycling Approximately 3,000 tons of scrubber raw water saved	100% 100% 100%
Reduced waste treatment volume and improved recycling rate		
- Reduced general/designated waste treatment volume by 10% compared to 2018(Target treatment volume: 633 tons/252 tons or less) - Waste recycling rate over 72.5%	- Reduced general/designated waste treatment volume by 40% compared to 2018 (Treatment volume: 387 tons/169 tons) - Waste recycling rate 80%	100% 100%
[Paltan] Recognized as circular resource by satisfying Article 9, Paragraph 1 of the Framework Act on Resource Circulation [Pyeongtaek] Waste emission reduced by 2% compared to the previous year [R&D Center] Improved waste emission and storage environment [Hanmi Fine Chemical] Conducted separate waste collection campaign	[Paltan] Not achieved [Pyeongtaek] Waste emission reduced by over 2% compared to the previous year [R&D Center] Expanded scale due to new installation of separate collection facility [Hanmi Fine Chemical] Campaign conducted and waste treatment stabilized (new contract with treatment company executed)	0% 100% 100% 100%
Spreading Eco-friendly Culture		
- Eco-friendly literature ratio over 90% 100% use of eco-friendly packaging boxes for manufactured medicines	- Eco-friendly literature ratio 80% 100% use of eco-friendly packaging boxes for manufactured medicines	89% 100%
[Company-wide] Carbon-neutral social contribution activities such as coffee grounds donation, introduction of eco-friendly equipment procurement process [Pyeongtaek] Participation in Environmental Doctor System (environmental management support consulting for SMEs)	[Company-wide] Carbon-neutral social contribution activities such as coffee grounds donation [Pyeongtaek] Gyeonggi Province Environmental Doctor System consulting support	50% 100%

2026 Target

Strengthening Management of Air/Water Pollutants

- Management of air/water pollutant legal permissible limits at 70%/30% or below¹⁾
- Reduced major air/water pollutant emissions by 32% compared to 2018 (Target emission: 16 tons/12 tons or less)
- [Paltan] Strengthened management of air pollution control facilities, including wastewater treatment process duplication and dust collector replacement
- [Pyeongtaek] Strengthened management of air pollution control facility media, including activated carbon replacement
- [Hanmi Fine Chemical] Compliance with odor prevention plan, including cleaning of air pollution control facilities

Strengthening Hazardous Chemical Management

- Reduced by 2% compared to the previous year
- [Paltan] Conducted in-house training for direct handlers of hazardous chemicals
- [Pyeongtaek] Improved worker safety in hazardous chemical handling facilities
- [R&D Center] Replaced filters for enclosed corrosive reagent storage, introduced reagent management process
- [Hanmi Fine Chemical] Strengthened enforcement of Chemical Control Act and compliance with management standards

Reduced Water Usage and Increased Reuse

- Water intake reduced by 11% compared to 2018 (693,588 tons) / Water reuse rate over 8%
- [Pyeongtaek] Utilized recycled domestic wastewater from wastewater treatment plant
- [Hanmi Fine Chemical] Expanded activities to reduce scrubber water usage and on-site wastewater generation

Reduced waste treatment volume and improved recycling rate

- Reduced general/designated waste treatment volume by 12% compared to 2018 (Target treatment volume: 619 tons/246 tons) & waste recycling rate over 73%
- [Paltan] Technical review for recognizing packaging scrap as a circular resource
- [Pyeongtaek] Newly calculated waste generation by factory building and reduced by 2% compared to 2025
- [Hanmi Fine Chemical] Conducted separate waste collection campaign

Spreading Eco-friendly Culture

- Maintained eco-friendly literature ratio of over 80% / 100% use of eco-friendly packaging boxes for manufactured medicines
- [Company-wide] Continuation of carbon-neutral social contribution activities, such as coffee grounds donation
- [Pyeongtaek] Conducting environmental cleanup activities around the industrial complex and participating in environmental management support consulting for small and medium-sized enterprises (Environmental Doctor System)

1) Legal permissible limits for air/water pollutants: Adjusting target levels to reflect operational characteristics of business sites

Investment amount related to minimizing environmental impact

2025	Execution Rate	2026
Planned: KRW 210 million Executed: KRW 150 million	73%	Plan: KRW 150 million

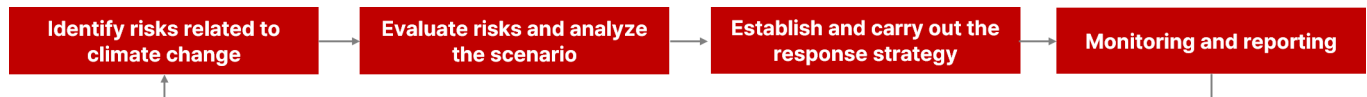
V. Climate Change Risk Analysis

We conduct a climate change risk and opportunity factor assessment once a year, comprehensively reviewing negative impacts of business operations, external environmental changes, and financial impacts.

Target business sites and organizations identify and review transition/physical risks and opportunities, considering short-term/medium-term/long-term probabilities of occurrence and the severity of impact on the company.

* The physical financial impact is the result of an update conducted after the 2024 scenario analysis, reflecting only some variable values such as the exchange rate as of December '25 and current asset values.

Climate Change Risk Management Framework



Climate Change Risk Assessment

Hanmi Pharmaceutical conducted a climate change scenario analysis to understand the financial impacts of climate change-related risks and opportunities on the company and to develop response strategies for the international community's carbon neutrality demands.

Category			Risk Description	Priority
Transition Risks	Policy /Regulations	T1	Increased Costs of Greenhouse Gas Emission Trading Scheme	2
		T2	Expansion of Mandatory Climate Change Disclosures	8
		T3	Imposition of Fines on Greenwashing Companies	15
		T4	Strengthening of Obligations and Regulations for Existing Products and Services	6
	Technology	T5	Increased costs for low-carbon technology transition	4
	Market	T6	Changes in customer behavior	12
		T7	Power market uncertainty	1
		T8	LNG market uncertainty	6
		T9	Rising raw material prices	10
		T10	Increased Volatility in Renewable Energy Prices	2
	Reputation	T11	Increased consumer consideration of environmental impact and preference for eco-friendly products	13
		T12	Increased demands from investors and stakeholders for climate change and biodiversity response	15
Physical Risks	Acute	P1	Damage to facilities and equipment due to natural disasters such as typhoons and earthquakes	13
		P2	Damage to facilities due to urban floods and river overflows	8
	Chronic	P3	Increased wildfires around business sites	10
		P4	Increase in extreme weather phenomena	5
		P5	Increased risk of water shortage due to drought, etc.	17

Category			Risk Description	Priority
Opportunity factors	Policy /Regulations	O1	Reduced costs for responding to emissions trading regulations for reduced greenhouse gases	3
		O2	Electricity cost savings through power demand management systems and discovery of PPA contracts	2
	Technology	O3	Reduction of greenhouse gas emissions and carbon costs through carbon neutrality implementation	1
	Reputation	O4	Enhancing global business competitiveness through climate change response	4
	Market	O5	Biodiversity conservation and ecosystem restoration in local communities	5

1) If the risk score (likelihood X impact) is identical, the priority is set equally, and they are managed with the same priority.

2) Risks are categorized into Low, Medium, and High, and among these, High-grade risks are identified as core risks requiring priority management and are indexed.

Climate Change Transition Risk Assessment

Responding to climate change, including the strengthening of global carbon emission regulations and the increasing burden of carbon prices, significantly impacts corporate sustainable management and growth. Hanmi Pharmaceutical establishes and discloses medium-to-long-term carbon reduction targets and implementation plans based on global standards, considering domestic climate change infrastructure and the characteristics of the pharmaceutical industry. We will continue to disclose the progress of Hanmi Pharmaceutical's Climate Action, which proceeds from 2030 NDC → 2035 NDC → 2040 Net Zero, and actively communicate various efforts to reduce environmental impact to our stakeholders.

Type	Period	Risk	Financial Impact	Mitigation Plan	
Policy /Regulation	T1	Short-term	Increased Costs for Greenhouse Gas Emission Trading Scheme - Expansion of paid allocation in the 4th planning period	- Increased purchase of emission allowances due to the operation of Pyeongtaek Plant 2 - Increased cost of purchasing insufficient emission allowances due to rising emission allowance prices and changes in the proportion of paid allocation	[Current Response Measures] - Own greenhouse gas reduction activities through energy/process efficiency improvement - Market and policy/regulatory monitoring - Financial impact analysis of rising emission allowance prices [Future Response Measures] - Transition to renewable energy and replacement with high-efficiency energy sources
	T2	Medium-term	Mandatory Climate Change Disclosure - KOSPI companies with consolidated assets of KRW 30 trillion or more by 2028 for listed companies mandatory ESG disclosure - IFRS S2, SEC Climate Disclosure, ESRS, etc. Expansion of global climate disclosure systems - Increased stakeholder demand for CDP response	- Increased costs for emissions calculation, verification, and disclosure response	[Current Response Measures] - Response to CDP climate change disclosure - Scope 1, 2, 3 emissions calculation and third-party verification - Conduct climate change scenario/financial impact analysis [Future Response Directions] - Advancement of climate change scenario/financial impact analysis
	T3	Medium-term	Imposing penalties on greenwashing companies - Increase in detected greenwashing cases over the past 3-4 years	- Penalties incurred upon violation	[Current Response Strategies] - FSC approval when using eco-friendly certification marks (FSC)
	T4	Long-term	Obligations and Regulations on Existing Products and Services - Fines and administrative sanctions for non-compliance with related laws and regulations - Expansion of carbon regulations due to CBAM implementation - According to the improvement plan for Hydrofluorocarbon (HFCs) management system Transitioning HFCs-using products to low-GWP products - Introduction of fossil fuel-based vehicle conversion	- Increased compliance costs - Potential for levies and penalties upon stricter regulations - Increased levies and costs upon introduction of refrigerant regulations - Increased costs for alternative energy vehicle conversion	[Current Response Strategies] - Greenhouse gas reduction targets and implementation - Annual monitoring of climate change performance [Future Response Directions] - Continued monitoring of carbon tax introduction, such as CBAM - Monitoring global refrigerant regulations, reviewing alternative refrigerants - Reviewing eco-friendly vehicle conversion
Technology	T5	Long-term	Introduction of Low-Carbon Technologies/Facilities - Energy transition and greenhouse gas reduction for carbon neutrality Increased facility investment costs	- Increased investment costs for solar panel installation - Increased investment costs for energy efficiency and process optimization	[Current Response Directions] - Considering energy efficiency when purchasing equipment [Future Response Directions] - Advanced monitoring of carbon emission reductions when purchasing equipment - Reviewing waste heat reuse and conversion of boilers to eco-friendly fuels - Reviewing the introduction of low-carbon technologies for production facilities and equipment - Strengthening response strategies through the establishment of an ESG Committee
Market	T6	Medium-term	Customer Behavior Change - Global pharmaceutical and bio companies declare carbon neutrality → Formalization of climate change competency as an evaluation factor when reviewing business partners	- Revenue loss if contracts are terminated due to inability to meet customer demands for climate change response - Increased costs for joining and implementing climate change initiatives	[Current Response Strategies] - Membership in the Korea TCFD Alliance [Future Response Directions] - Expanding participation in climate change response initiatives
	T7	Short-term	Electricity Market Uncertainty - Rising electricity costs and increased volatility - Power generation sector in the 4th planning period of the Greenhouse Gas Emissions Trading Scheme Potential for electricity bill increases due to higher paid allocation ratio	- Increased costs due to rising electricity expenses	[Current Response Strategies] - Participation in electricity demand management programs - Identifying PPA contracts [Future Response Directions] - Identifying additional PPA contracts
	T8	Short-term	LNG Market Uncertainty - Increased exchange rates, global trends such as war, cold waves and increased volatility due to climate	- Increased costs due to rising LNG expenses	[Current Response Strategies] - Implementing in-house greenhouse gas reduction activities through process optimization [Future Response Strategies] - Advancing greenhouse gas reduction activities through process optimization
	T9	Long-term	Rising Raw Material Prices - Increased raw material costs due to rising plastic and biodiversity regulations - Increased necessity for climate change response within the supply chain	- Sustainable raw material use and environmental regulation compliance leading to increased operating costs - Increased low-carbon transition costs in the supply chain leading to higher raw material procurement costs	[Current Response Measures] - Scope 3 emissions calculation - Establishment of LCA-based emissions calculation system [Future Response Directions] - Engagement activities with key supply chain partners - Establishment of greenhouse gas reduction plans for key supply chain partners
	T10	Medium-term	Increased Renewable Energy Price Volatility - shortage of renewable energy supply, price fluctuations, deepening external market volatility due to power plant transaction methods, etc.	- Increased capital expenditure due to renewable energy self-generation, REC purchases, and PPA contracts	[Current Response Measures] - Review of PPA introduction (economic analysis, timing, etc.) [Future Response Directions] - Identification of additional PPA contracts

Reputation	T11	Short-term	Changes in Consumer Preferences - Increased consumer consideration of environmental impact and preference for eco-friendly products	- Decline in brand value due to delayed climate change response - Establishment of LCA system for eco-friendly product verification	[Current Response Measures] - Accurate information disclosure based on third-party verification (e.g., ESG report, environmental information disclosure) - Participation in Korea TCFD Alliance [Future Response Directions] - Acquisition of Green Company certification - Carbon Footprint and Environmental Product Declaration (EPD) certification
	T12	Short-term	Increased Stakeholder Concerns and Negative Feedback - Increased demands for climate change and biodiversity response	- Reduced capital availability if investment criteria are not met	[Current Response Measures] - Continuous Internal 'Green Hanmi Campaign' - Safe LMO research laboratory management - Adherence to AMR framework - Responding to CDP climate change disclosure [Future Response Directions] - Strengthening biodiversity and ecosystem preservation projects for local communities

Financial Impact Analysis of Climate Change Transition Risks

Hanmi Pharmaceutical evaluated the materiality (likelihood × impact) of identified transition risks and, based on this, identified high-priority (High-grade) risks. Subsequently, the financial impact was analyzed by calculating the average financial amount for these risks across short-term (2026~2027), medium-term (2028~2030), and long-term (2031~2040) periods.

Type	Transition Risks	
Content	T1. Increased Costs from Greenhouse Gas Emissions Trading Scheme	
Financial Impact Analysis Criteria	As Hanmi Pharmaceutical has been designated as an allocated entity under the Greenhouse Gas Emissions Trading Scheme since 2020, rising carbon credit prices and an increase in the proportion of paid allocations will lead to higher costs for purchasing insufficient emission allowances. Accordingly, the financial impact amount was calculated based on the sequential expansion of the paid allocation ratio (assuming 30~50%) and the expected carbon credit prices according to transition scenarios.	
Financial Impact Analysis Results	Assumption of NDC Reduction Target Achievement (Based on NDCs Scenario)	Assumption of Net Zero Achievement by 2050 (Based on Net Zero 2050 Scenario)
	Short-term (2026~2027): KRW 2.16 billion Mid-term (2028~2030): KRW 2.83 billion Long-term (2031~2040): KRW 4.10 billion	Short-term (2026~2027): KRW 1.92 billion Mid-term (2028~2030): KRW 3.20 billion Long-term (2031~2040): KRW 12.77 billion
Content	T5. Introduction of low-carbon technologies/facilities	
Financial Impact Analysis Criteria	Hanmi Pharmaceutical has established a mid-to-long-term carbon neutrality roadmap with the goal of achieving carbon neutrality by 2040. To achieve carbon neutrality, investment costs for introducing reduction measures such as energy efficiency improvements and process optimization will increase. Implementation costs were calculated through the installation and maintenance of solar power facilities.	
Financial Impact Analysis Results	Short-term (2026~2027): KRW 4.52 billion Mid-term (2028~2030): KRW 70 million Long-term (2031~2040): KRW 70 million	
Content	T7. Electricity Market Uncertainty	
Financial Impact Analysis Criteria	From the 4th planning period of the Greenhouse Gas Emission Trading Scheme, the proportion of paid allocation of 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). Additionally, with the advancement of electricity market system reforms, electricity unit prices are expected to rise. Accordingly, energy costs due to the increase in electricity unit prices have been calculated.	
Financial Impact Analysis Results	Short-term (2026~2027): KRW 20.43 billion Mid-term (2028~2030): KRW 23.46 billion Long-term (2031~2040): KRW 32.30 billion	
Content	T10. Increased Volatility in Renewable Energy Prices	
Financial Impact Analysis Criteria	Hanmi Pharmaceutical has set reducing Scope 2 emissions as a core task and established RE100 achievement as a detailed goal. To this end, signing Power Purchase Agreements (PPAs) and purchasing Renewable Energy Certificates (RECs) have been designated as key implementation measures, and RE100 implementation costs, including annual KEPCO charges based on BAU, through PPAs and RECs, have been calculated.	
Financial Impact Analysis Results	RE100 Implementation Costs (PPA)	RE100 Implementation Costs (REC)
	Short-term (2026~2027): KRW 21.96 billion Mid-term (2028~2030): KRW 23.07 billion Long-term (2031~2040): KRW 25.70 billion	Short-term (2026~2027): KRW 28.31 billion Mid-term (2028~2030): KRW 31.02 billion Long-term (2031~2040): KRW 40.72 billion

Financial Impact Analysis of Climate Change Physical Risks

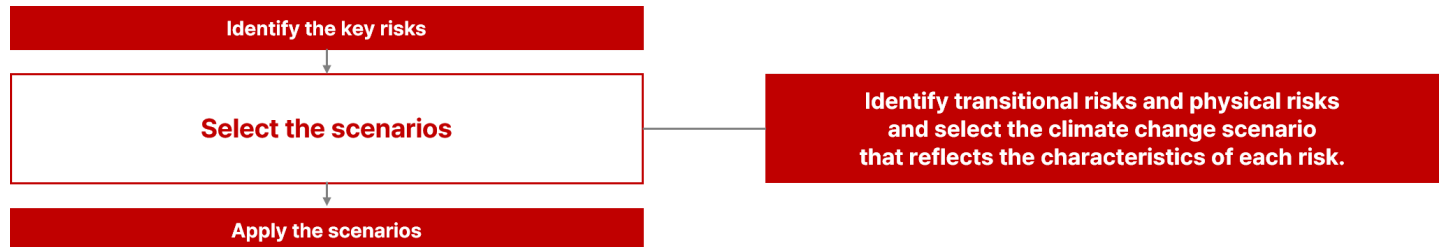
Type	Period	Risk	Financial Impact*			Response Plan
			Content	Short-to Mid-term (~2030)	Long-term (~2040)	
Acute	Short-term	P1. Due to natural disasters such as typhoons, earthquakes, resulting in damage to facilities and equipment	Restoration costs for business sites damaged by natural disasters Loss of profit due to production stoppages	KRW 110M	KRW 130 -140 M	[Current Response Measures] -Establishment of BCP through ISO 22301 certification -Regular inspection of facilities [Future Response Directions] -Phased replacement of aging facilities /Advancement of pharmaceutical industry-specific BCP
	Long-term	P2. Facility damage due to urban floods, river overflows	Costs incurred for restoring damaged workplaces Decreased profits due to production disruption	KRW 2.29 -2.34B	KRW 2.91 -3.16B	
Chronic	Short-term	P3. Increased wildfires around workplaces	Costs incurred for restoring wildfire damage	KRW 380 -400M	KRW 570 -640M	[Current Response Measures] -ISO 14001 certification and operational management /Annual environmental accident emergency drills -Monitoring of legal standards and GMP compliance [Future Response Directions] -Environmental goals and performance for each workplace management system, and strengthened environmental impact assessments
	Long-term	P4. Increase in abnormal weather phenomena	Increased heating and cooling operating costs due to rising temperatures and increased greenhouse gas emissions (air conditioners, HVAC systems, etc.) Increased investment in air pollution control facilities	KRW 25.48 -26.33B	KRW 31.45 -35.08N	[Current Response Measures] -Establishment of BCP through ISO 22301 certification -Monitoring of legal standards and GMP compliance [Future Response Directions] -Facilities/regulations, such as central control for heating and cooling, to be advanced
	Long-term	P5. Increased risk of water shortage due to drought, etc.	Increased investment costs for water reuse facilities and increased investment costs for water quality management	-	-	[Current Response Measures] -Management through ISO 14001 certification /Water recycling activities in the manufacturing process [Future Response Directions] -Strengthening water reuse processes

* Results of SP1-2.6 (Low) and SSP5-8.5 (High) scenarios.

VI. Climate Change Scenarios

Hanmi Pharmaceutical conducted a climate change scenario analysis to understand the financial impacts of climate change-related risks and opportunities on the company and to develop response strategies for the international community's carbon neutrality demands.

Climate Change Scenario Analysis Process



Among the major risk factors, Hanmi Pharmaceutical analyzed the potential financial impacts of ‘strengthened greenhouse gas emission regulations and rising carbon credit prices’ for transition risks, and 8 acute and chronic risks for physical risks. The transition risk analysis was based on the NDCs, Below 2°C, and Net Zero 2050 scenarios from the Network for Greening the Financial System (NGFS), applying the contents of Korea's 2030 Nationally Determined Contributions (NDC) and 2050 Carbon Neutrality Scenarios A and B (Nov. 2021). For physical risks, the analysis was based on the Shared Socioeconomic Pathway (SSP) scenarios. SSP scenarios are emission scenarios adopted in the IPCC (Intergovernmental Panel on Climate Change) 6th Assessment Report, which project changes in future socioeconomic systems such as population, economy, and energy use, along with radiative forcing intensity by 2100.

Type	Category	Projected Temperature Increase	Source
Transition Risks	NDCs Assumes achievement of current NDC greenhouse gas reduction targets	+ 2.6°C	NGFS
	Below 2°C Assumes implementation of reductions to achieve the target of keeping global temperature rise below 2°C	+ 1.6°C	
	Net Zero 2050 Achieving Net Zero by 2050 through continuous carbon neutrality efforts	+ 1.4°C	
Physical risks	SSP5-8.5(High) A low emission reduction scenario where total greenhouse gas emissions triple by 2075	+3.3-5.7°C	IPCC AR6
	SSP2-4.5(Medium) A strong reduction scenario where emissions remain at current levels until 2050 and decrease by 2100	+2.1-3.5°C	
	SSP1-2.6(Low) An aggressive reduction scenario achieving Net Zero by 2050, consistent with the Paris Agreement	+1.3-2.4°C	

Transition Risk Analysis

Hanmi Pharmaceutical estimated the company's BAU¹⁾ scenario by utilizing NDCs, Net Zero 2050, and Below 2°C transition scenarios based on NGFS (Network for Greening the Financial System), reflecting energy consumption and emissions allowance allocations according to production plan forecasts, and analyzed the potential carbon costs²⁾ according to national emissions trading scheme regulatory scenarios and climate change scenarios. Hanmi Pharmaceutical's projected greenhouse gas emissions allowance allocation assumes a linear achievement of the 2050 Carbon Neutrality Scenario A and B, which targets an 80.4% reduction in the industrial sector. Accordingly, the emissions allowance allocation was calculated assuming a 54% reduction and an increase in the paid allocation ratio to 50%. The potential carbon price in NGFS scenarios is an estimated price derived through an integrated assessment model to comply with IPCC SSP (Shared Socioeconomic Pathway) reduction pathways at minimum cost, considering both socioeconomic damage from greenhouse gas emissions and the costs required for reduction.

1) BAU: Abbreviation for Business As Usual, representing projected greenhouse gas emissions if no special measures are taken for reduction.

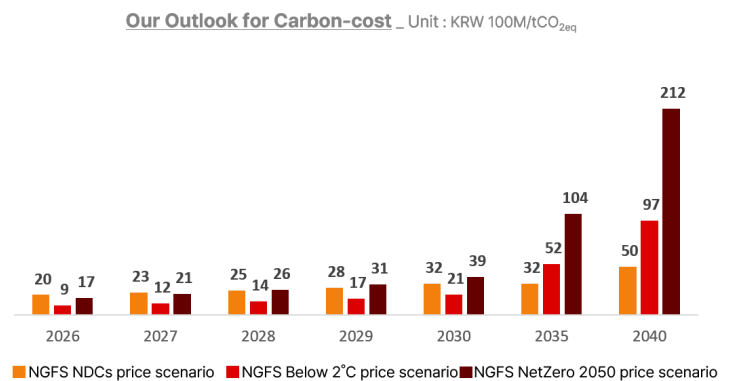
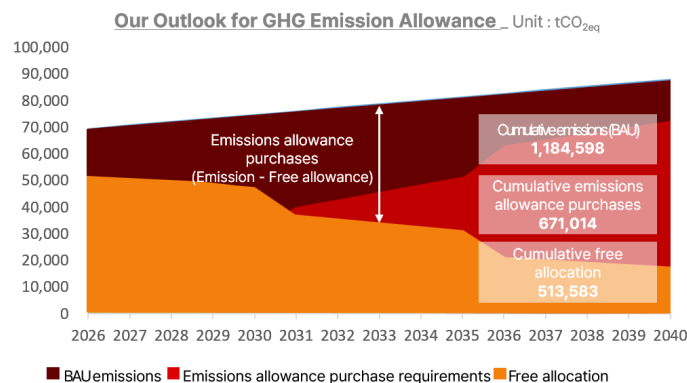
2) Potential Carbon Cost: Shadow price used for selecting potential business risks due to future carbon regulations to formulate corporate strategy and evaluate investments.

Transition Risk Analysis Results

Hanmi Pharmaceutical's projected greenhouse gas emissions allowance allocation forecasts that allowances for 671,000 tCO_{2eq} (57% of the total projected cumulative emissions of 1.18 million tCO_{2eq} from 2026 to 2040) will need to be purchased. Hanmi Pharmaceutical's estimated carbon costs, assuming NGFS Korea carbon prices as allowance prices, show that the allowance price per 1 tCO_{2eq} of greenhouse gas will rise to approximately KRW 70,000 to KRW 300,000 by 2040, and the annual carbon cost will amount to approximately KRW 3.1 billion under the NDCs scenario and KRW 13.1 billion under the Net Zero scenario.

Scenario	Carbon Price (Unit: KRW/tCO _{2eq})				Cumulative Carbon-Cost (Unit: KRW 100 million)				Cumulative by 2040 Carbon Cost NPV ³⁾ (Unit: KRW 100 million)
	2026	2030	2035	2040	~2026	~2030	~2035	~2040	
NDCs	111,313	114,241	63,692	69,661	20	128	314	538	388
Below 2°C	51,373	73,072	103,801	135,991	9	72	279	691	461
Net Zero 2050	93,404	138,714	205,267	297,126	17	134	539	1,411	935

3) NPV (Net Present Value): This is the present value of a future stream of cash flows, discounted at an interest rate, converted to a current amount, applying Hanmi Pharmaceutical's weighted average discount rate of 3.65% over the last three years.



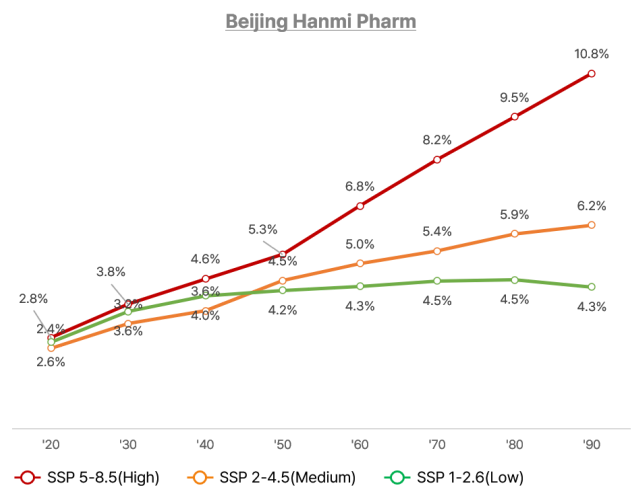
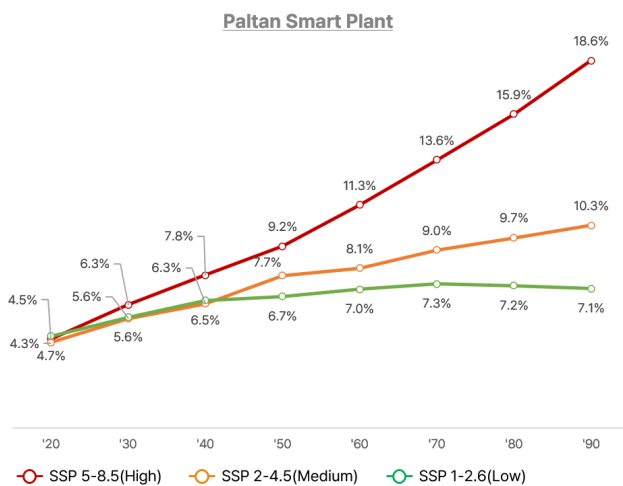
Physical Risk Analysis

Hanmi Pharmaceutical conducted a physical risk analysis for Paltan Smart Plant¹⁾, and Beijing Hanmi Pharmaceutical's business site, utilizing S&P Global Sustainable 1's Climonomics²⁾ platform, based on the Shared Socioeconomic Pathway (SSP) scenario. Physical risks were modeled by applying variables such as temperature and precipitation to eight types of physical risks, including chronic and acute extreme temperatures, urban floods, and wildfires. The Mean Annual Average Loss (MAAL) included direct financial impacts of climate risks on specific asset types, such as operational costs, capital costs, and business interruption impacts leading to losses.

1) Paltan Smart Plant and Pyeongtaek Bio Plant business sites are located in close proximity (within the analysis grid), and their inland urban location and industrial conditions are identical, thus Paltan Smart Plant was selected for representative analysis.

2) S&P Global's climate change scenario analysis platform for physical climate risk analysis

Physical Risk Analysis Results – By Asset



Physical Risk Analysis Results – By Risk

Analysis of acute and chronic risks showed that asset loss due to extreme temperatures had the most significant impact, with asset loss rates due to extreme temperatures projected to increase to 5.96%~8.06% by the 2050s.

Category		SSP1-2.6(Low)				SSP2-4.5(Medium)				SSP3-8.5(High)			
		'20	'30	'40	'50	'20	'30	'40	'50	'20	'30	'40	'50
Acute	Coastal Flood	-	-	-	-	-	-	-	-	-	-	-	-
	River Flood	-	-	-	-	-	-	-	-	-	-	-	-
	Urban Flood	0.37%	0.47%	0.54%	0.57%	0.35%	0.45%	0.57%	0.68%	0.37%	0.51%	0.70%	0.92%
	Typhoon	0.02%	0.02%	0.02%	0.02%	0.02%	0.02%	0.02%	0.02%	0.02%	0.02%	0.03%	0.03%
Chronic	Drought	-	-	-	-	-	-	-	0.001%	-	-	0.001%	0.003%
	Extreme Temperature	4.22%	5.04%	5.81%	5.96%	3.92%	5.00%	5.60%	6.87%	4.08%	5.62%	6.87%	8.06%
	Water Stress	-	-	-	-	-	-	-	-	-	-	-	-
	Wildfire	0.06%	0.09%	0.11%	0.12%	0.06%	0.09%	0.13%	0.16%	0.06%	0.10%	0.16%	0.21%

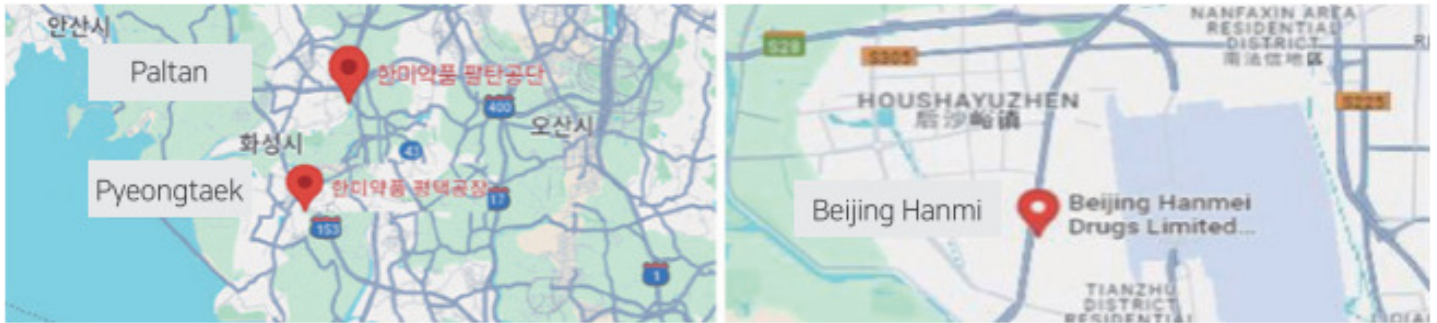
MAAL (Mean annualized absolute loss)

NA	0~1%	~5%	~10%
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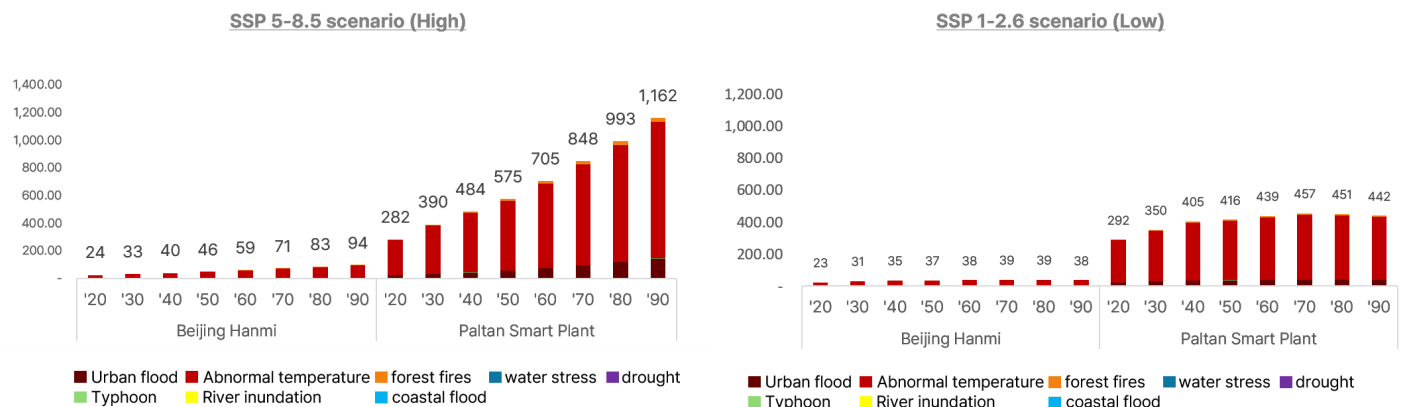
Financial Impact Analysis Results Based on Climate Change Scenarios_Physical Risks

Both Paltan Smart Plant and Beijing Hanmi Pharmaceutical are located in inland urban areas, and thus physical risks due to extreme temperatures and urban flooding were primarily identified. Asset losses from coastal flooding, river overflow, and water stress were not identified. Based on this analysis, according to SSP1 2.6 and SSP5-8.5 scenarios, Paltan Smart Plant is projected to incur losses of KRW 41.6 billion to KRW 57.5 billion by the 2050s, and Beijing Hanmi Pharmaceutical is projected to incur losses of KRW 3.7 billion to KRW 4.6 billion by the 2050s. Hanmi Pharmaceutical has established and operates a BCP (Business Continuity Planning) for disasters, and will continue to advance its response strategies according to the level of exposure to physical climate change risks.

<Business Sites>



<Annual Average Estimated Asset Loss by Business Site>

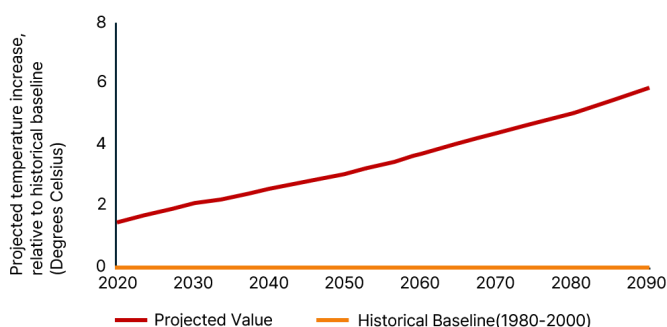


<Analysis of Extreme Temperature Impact>

According to the physical risk analysis, extreme temperatures, which had the greatest impact, were measured based on changes (absolute change in the 50th percentile of past annual daily maximum temperatures) from the 1980-2000 historical baseline period. This analysis indicates that the daily maximum temperatures at the Paltan Smart Plant and Beijing Hanmi Pharmaceutical business sites are projected to rise by approximately 4°C by the 2050s compared to the 1980-2000 period.

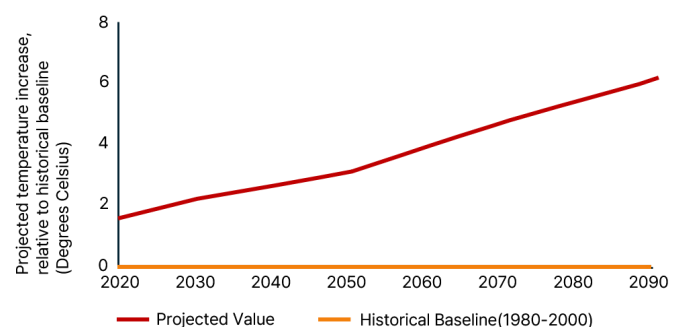
Paltan Smart Plant _ Hazard

This hazard measures the absolute change in the historical annual 50th percentile value of daily maximum temperature in degrees Celsius, relative to a historical baseline period (1980-2000).



Beijing Hanmi Pharm _ Hazard

This hazard measures the absolute change in the historical annual 50th percentile value of daily maximum temperature in degrees Celsius, relative to a historical baseline period (1980-2000).



ENVIRONMENTAL

Biodiversity Conservation

Biodiversity Conservation

Hanmi Pharmaceutical recognizes the restoration of natural ecosystems and the conservation of biodiversity as critical sustainability aspects for our company. We will proactively prevent factors that threaten biodiversity during our business operations, and in the event of damage, we will restore and regenerate to offset biodiversity loss. Hanmi Pharmaceutical includes natural ecosystem protection and biodiversity conservation in its environmental management policy and continues related activities. Furthermore, we strive to apply these efforts not only to all our business sites but also throughout the entire supply chain connected by stakeholder interests.

Biodiversity Performance and Goals

Key Indicators	2025 Target		2026 Target
	Targets	Achievement	
AMR Framework	· Compliance with AMR Framework (API PEC/PNEC<1)	100%	· Compliance with AMR Framework (API PEC/PNEC<1)
	[Hanmi Fine Chemical] Implementation of Antibiotic Substance Detection Validation	100%	[Hanmi Fine Chemical] Implementation of Antibiotic Substance Detection Validation
Environmental Protection Activities	· Planting over 1,000 Hanmi Green Forest trees (912 trees planted by 2025)	91%	· Planting over 1,000 Hanmi Green Forest trees
	· Participation in 5 or more environmental cleanup activities	100%	· Participation in 5 or more environmental cleanup activities
	[Company-wide] Hanmi Green Forest and Gangwon nectar tree planting / Invasive alien plant removal activities	100%	[Company-wide] Hanmi Green Forest and Gangwon nectar tree planting / Invasive alien plant removal activities
	[Pyeongtaek] Environmental cleanup activities: Cumulative employee participation rate of over 50%	100%	[Pyeongtaek] Environmental cleanup activities: Cumulative employee participation rate of over 50%
	[Hanmi Fine Chemical] Participation in 10 local government environmental improvement activities	100%	Community Contribution: Support for disposal of discarded medicines from local pharmacies Community Contribution: Support for environmental management of SMEs [Hanmi Fine Chemical] Participation in 10 local government environmental improvement activities

Compliance with AMR (Antimicrobial Resistance)

Hanmi Pharmaceutical strives to prevent the inflow of antibiotic-resistant (AMR, Antimicrobial resistance) wastewater into marine ecosystems. We conduct antibiotic substance detection and ecological risk assessment¹⁾ on wastewater generated from antibiotic manufacturing sites. Through this, we identify the probability of harmful effects on individuals and populations and work to minimize such impacts. Paltan Smart Plant and Hanmi Fine Chemical continuously monitor PEC²⁾/PNEC³⁾ values and manage them below 1, indicating no harmful risk to ecosystems. Furthermore, for new projects, the company conducts environmental impact assessments in accordance with relevant laws and regulations, and strives to proceed in consultation with local residents and communities based on these regulations.

1) Ecological Risk Assessment: PEC/PNEC for humans

2) PEC (Predicted Environmental Concentration): Predicted environmental concentration (concentration of chemical substances derived in the environment, estimated by a predictive model)

3) PNEC (Predicted No-Effect Concentration): Predicted no-effect concentration (environmental concentration measured to not cause harmful effects on organisms living in ecosystems other than humans)

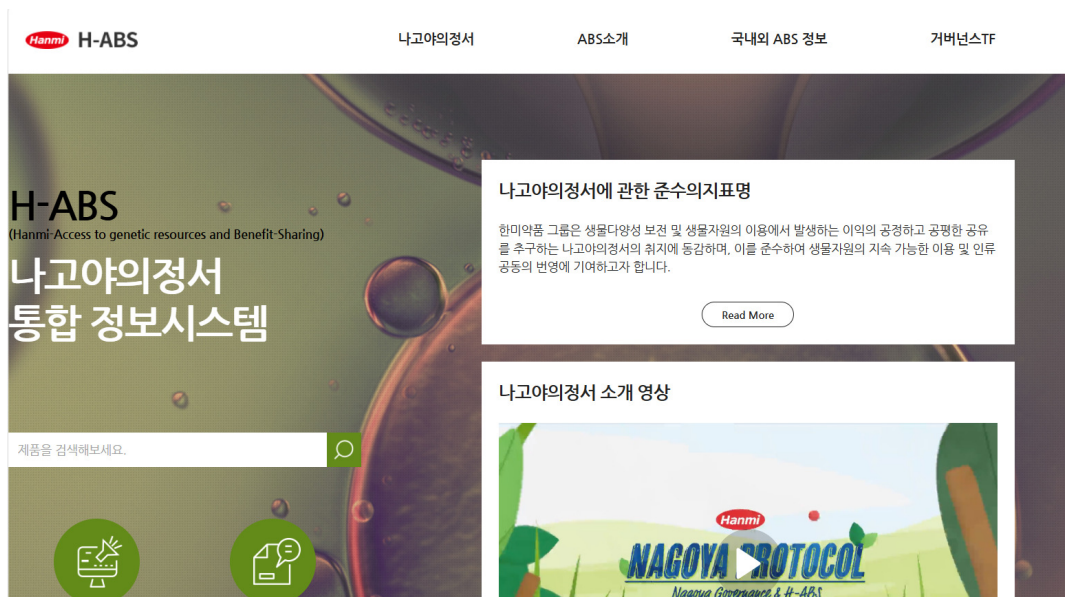


Compliance with the Nagoya Protocol

Hanmi Group's Responsible Choice for a Sustainable Future

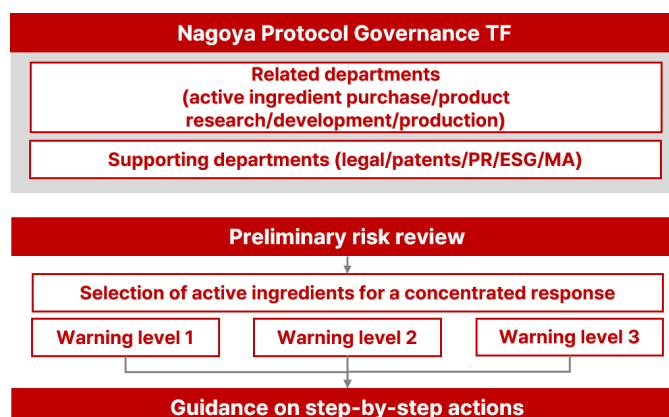
Hanmi Group gravely recognizes the global supply chain crisis caused by the escalating climate crisis and environmental destruction, and is pursuing various response strategies to simultaneously achieve a healthy planet and a stable supply chain. As a mid-sized domestic pharmaceutical and bio-company that has expanded its business domain by manufacturing and distributing various product groups such as pharmaceuticals, food, cosmetics, and health functional foods, the Group has continuously strategized to secure sustainable growth engines beyond short-term growth. In this process, the company recognized the importance of biodiversity conservation and empathized with the purpose of the 'Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization to the Convention on Biological Diversity' ("Nagoya Protocol"), which came into effect on October 12, 2014, establishing an internal compliance system to adhere to related norms. While continuously monitoring international norms and policy changes related to genetic resources, the company constantly conducts awareness-raising activities and internal training to ensure active compliance by employees, thereby steadily taking steps to implement ESG management in line with global standards.

Establishment and Operation of the Nagoya Protocol Integrated Information System (H-ABS)



Hanmi Group Nagoya Protocol Integrated Information System (H-ABS)

Hanmi Group officially commenced the establishment of an in-house compliance system for Nagoya Protocol adherence in 2018, thereby establishing processes to be strictly followed during R&D using genetic resources and forming a governance TF to comprehensively manage related risks, laying the foundation for system operation. Following this preparatory phase, in 2020, we launched the Hanmi-Nagoya Protocol Integrated Information System (Hanmi-Access to genetic resources and Benefit Sharing, H-ABS), an online-based Nagoya Protocol compliance system. H-ABS aims to support employees by providing the latest information on the Nagoya Protocol and relevant national laws and regulations, and allows easy identification of products currently manufactured and distributed by the company that are subject to the Nagoya Protocol through its "Product Search" menu. Furthermore, it operates an "Integrated Review Request" service that pre-checks whether raw materials intended for use in R&D are subject to the Nagoya Protocol, if any related risks exist, and provides guidance on necessary countermeasures, thereby assisting Hanmi Group employees in accurately and responsibly fulfilling their ABS (Access & Benefit Sharing) obligations. Additionally, the company has established internal application standards for Nagoya Protocol compliance, clearly guiding employees on situational response procedures and compliance matters, and is preparing to enact internal regulations for more systematic compliance system operation.



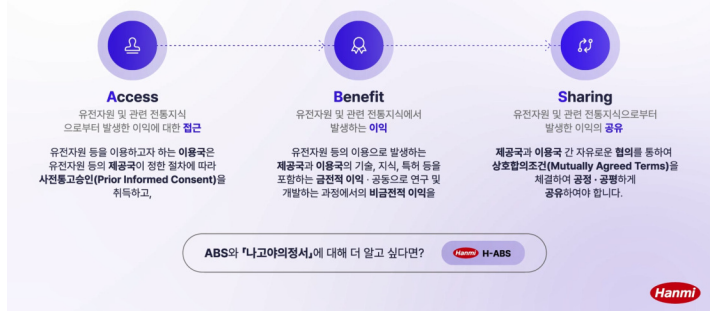
Activities Related to the Nagoya Protocol

Hanmi Group has pursued various internal and external activities for the responsible implementation of the Nagoya Protocol. The company operates continuous education and publicity programs, such as online training for employees to raise awareness and ensure legal compliance, and internal screensaver operations, making Nagoya Protocol-related information more accessible. Notably, starting from March 2025, the existing training, which was conducted irregularly focusing on relevant departments, will be transitioned to a company-wide accessible, always-on online training system, creating an environment where any employee can learn immediately, thereby further strengthening the internal awareness foundation. Furthermore, Hanmi Group actively participates in collaborations with domestic pharmaceutical and bio-companies. In September 2025, ahead of the Conference of the Parties to the Convention on Biological Diversity scheduled for 2026, the company attended a meeting with the Ministry of Environment regarding the sharing of benefits arising from the commercial use of Digital Sequence Information (DSI), and proactively carried out activities to reflect industry opinions in policy, such as discussing joint response measures with the "Korea Pharmaceutical and Bio-Pharma Manufacturers Association (KPBMA)". This demonstrates that the company is not merely equipped with an internal compliance system but actively plays a leading role in establishing industry-wide norms and driving institutional development. Hanmi Group will continue to strengthen its internal capabilities for Nagoya Protocol compliance and further elevate the level of global norm adherence related to the utilization of biological genetic resources through cooperation with internal and external stakeholders.



2025 ALB (Asian Legal Business) ASIA TOP 15 IN-HOUSE TEAMS Award Trophy

혹시 해외 유전자원 이용하시나요?



In-house Nagoya Protocol Screensaver

Environmental Protection Activities

BEE Happy project

The decline in bee populations due to climate change has emerged as a serious social issue that could lead to ecosystem collapse. In response, Hanmi Gro up operates a program for bees, which are a crucial link in restoring natural ecosystems and conserving biodiversity. The BEE Happy project operates a beekeeping site creation project to increase bee populations, and to ensure smooth progress, it signed a business agreement with the Korea Beekeeping Association in 2022 and operates 10 bee colonies at its corporate beekeeping site. In 2025, high-quality wildflower honey was produced through the beekeeping site creation project. This honey underwent quality inspection according to honey standard criteria through the Beekeeping Products Research Institute, and 1,080 bottles were donated to 'Ongi Changgo' (Warmth Warehouse) branches 1 and 2, non-profit stores for residents of small, subdivided rooms. The pollination value of bees in response to climate change is equivalent to 47.4 times* the honey production value, as the beekeeping industry provides public interest values such as ecosystem conservation and pollination of other crops, beyond its economic value. The honey produced through the BEE Happy project has an economic value of 8 million KRW, but when converted to public interest value for society and the environment, it is a program that generates an impact of over 380 million KRW.



Qualitative Effects	• Bee ecosystem recovery • Health support for vulnerable groups • Emotional care effect for welfare blind spots	Honey production value: 8 million KRW Public interest value: 380 million KRW
Social Value	• Provision of public interest values such as ecosystem conservation and pollination of other crops	Pollination (47.4 times* honey production value) Economic value

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

Environmental Cleanup Activities

Hanmi Pharmaceutical's Pyeongtaek Bio Plant carried out community contribution activities through cleanup efforts at the Chupal Industrial Complex, where it is located. In 2025, cleanup activities, including waste collection around the industrial complex, business sites, and parks, were conducted 6 times, and environmental awareness was enhanced through a field trip to a waste treatment facility in Pyeongtaek City. Additionally, the R&D Center as part of its Hanmi Clean-up activities, conducts environmental cleanup activities targeting streets, walking paths, and parks around its business sites, contributing to local environmental conservation. It plans to continue operating environmental improvement and volunteer activities. Hanmi Fine Chemical participated in 'Beautiful Industrial Complex Beautification' and 'Prumi Action Team' activities to improve the environment within the Sihwa National Industrial Complex, conducting environmental cleanup activities in the surrounding buffer green spaces and the Okgucheon area. Hanmi Pharmaceutical and Hanmi Fine Chemical will continue to implement ongoing environmental improvement activities.



Gyeonggi Province Environmental Doctor System

This is Gyeonggi Province's flagship environmental support program, offering free expert environmental management consulting. Experts directly visit mainly businesses emitting environmental pollutants, as well as small, vulnerable, or new businesses with weak environmental management, to diagnose problems and propose solutions. In 2025, Hanmi Pharmaceutical's Pyeongtaek Bio Plant Manufacturing Headquarters was launched as an advisory group to support customized environmental technology diagnostics for small and medium-sized enterprises in collaboration with the Gyeonggi Provincial Wide-Area Environmental Management Office, and plans to continue its advisory activities in 2026.



Hanmi Green Forest Creation

Hanmi Pharmaceutical has consistently pursued the 'Hanmi Green Forest' creation project since 2022 as a long-term initiative for carbon neutrality and biodiversity conservation. The first forest, established starting from Tongbokcheon Stream in Pyeongtaek City, has since expanded to nearby areas, with a total of 8 forests created to date, promoted through cooperation with Pyeongtaek City and the Gyeonggi Southern Ecological Education Research Institute. In 2025, as part of these activities, planting was carried out twice at the Pyeongtaek City Agricultural Eco Park and Hambaksan Park. This year, an additional 112 trees and 800 rare plants were planted, strengthening the foundation for local ecosystem restoration. These planting activities are expected to absorb approximately 912 kg of carbon dioxide annually, making a substantial contribution to urban environmental improvement and climate crisis response.



Area of Activity in 2025	1,401 m ²
Number of Plantings in 2025	912 trees
Cumulative Planted (Number of Trees)	3,342 trees
Cumulative CO ₂ Reduction Contribution	3,162kg

Community Plogging Activities

To commemorate its 52nd anniversary, Hanmi Pharmaceutical conducted plogging activities to improve local environments at 6 business sites nationwide through 'BIG HEART Volunteer Week'. Employees participated in enhancing the environmental quality of their living areas by collecting trash from nearby streets and sidewalks and separating recyclables during lunch breaks and according to site-specific schedules. This activity has become an everyday eco-friendly practice with employees voluntarily participating in environmental cleanups. Additionally, in April, on Persons with Disabilities Day, a community plogging activity, 'Jubging', was launched with workers with disabilities from the Songpa-gu Protected Workshop for Persons with Disabilities. Before the activity, employees from the Songpa-gu Protected Workshop for Persons with Disabilities interacted with workers with disabilities and helped with preparations, and then walked through the streets in teams, collecting trash. This activity saw employees and the local community participate together, fostering local environmental improvement and embodying the values of consideration and cooperation.



Removal of Ecosystem-Disturbing Plants

Hanmi Pharmaceutical annually operates a program for removing invasive alien species as an environmental activity aimed at biodiversity conservation and creating a healthy ecological environment. Starting in 2024, in collaboration with organizations such as the Songpa-gu Volunteer Center and the Seoul Metropolitan Government's Future Han River Headquarters, it has developed into a citizen-participatory environmental program where employees, their families, and colleagues receive professional training and participate. Following the training, participants actively engage in removing invasive species like 'Gashibak' (*Sicyos angulatus*) and 'Hwan-sam-deong-gul' (*Humulus japonicus*) and conducting plogging activities on-site. These activities help members understand the necessity of ecological conservation firsthand and integrate environmental protection practices into their daily lives. In 2025, a total of 3 activities were conducted in the vicinity of Amsa Ecological Park within Gwangnaru Hangang Park. This area is a well-preserved natural section, and through the removal of invasive species and environmental clean-up activities, it has contributed to restoring the growth foundation for native plants and maintaining ecological health. The participation of employees, their families, and colleagues in improving the ecological environment has further strengthened the environmental awareness and practical capabilities of the members.

- Activity Area: 2981.3m²

- Activity Zone: Amsa Ecological Park within Gwangnaru Hangang Park



Safe LMO Research Laboratory Management

Hanmi Pharmaceutical conducts safe research and experiments, considering their potential impact on nature, such as antibiotic resistance and ecological disruption, in accordance with the 'Act on the Transboundary Movement of Living Modified Organisms' for the management of safe LMO (Living Modified Organism) research laboratories. The company actively develops and implements its own safety measures for accident prevention through systematic safety education, an in-house online system-based biosafety management process, and constant self-inspection. To improve the medical waste separation and collection rate in LMO research facilities, Hanmi Pharmaceutical implemented separation education for researchers in LMO facilities, posted posters, and conducted regular inspections of medical waste disposal. Hanmi Pharmaceutical will continue to strive to create a safe research environment.

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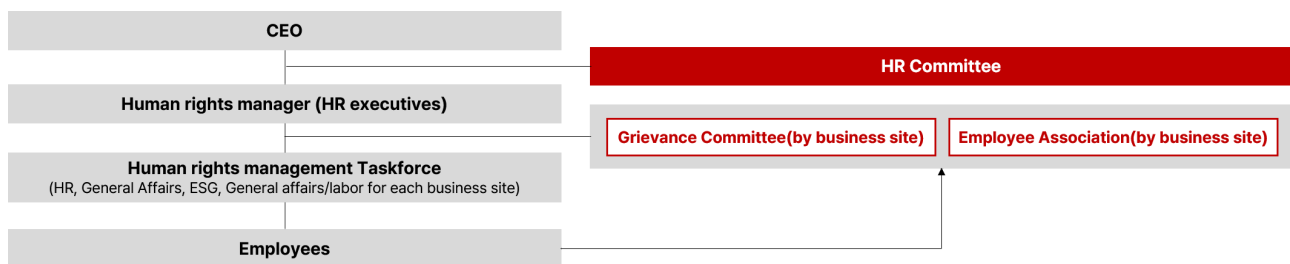
Human Rights Management

Human Rights Management

Hanmi Pharmaceutical recognizes human rights management, talent development, and labor-management relations based on trust and respect as essential conditions for sustainable management and growth. Hanmi Pharmaceutical operates various talent development programs to ensure that the capabilities of individual employees are autonomously and creatively utilized, and it conducts regular human rights impact assessments to proactively identify and improve negative human rights risks. Furthermore, the company is strengthening labor-management relations based on respect through various channels. Moving forward, Hanmi Pharmaceutical will continue to enhance the value of human dignity through the realization of work-life balance and various welfare systems.

Decision-making Structure

Hanmi Pharmaceutical is striving to listen to and resolve employees' opinions and grievances by establishing various channels. Employee councils and grievance handling committees are formed at each business site to address various human rights-related grievances and suggestions from employees.



Role and Authority of Dedicated Organization

Category	Roles and Responsibilities
CEO	Overall Human Rights Management
Human Rights Management Officer	Human Rights Due Diligence and Grievance Handling Committee/Employee Council
Personnel Committee	Deliberation of Important Matters Regarding Employee Personnel
(By Business Site) Grievance Handling Committee	Listening to and Handling Employee Grievances
(By Business Site) Employee Council	Consultation on Employee Welfare Enhancement and Healthy Corporate Development

Strengthening Employee Professionalism in Human Rights Management

Hanmi Pharmaceutical provides education 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	2,344	2,398	2,392
Employees Who Completed Human Rights Education	persons	2,344	2,398	2,392
Completion Rate	%	100	100	100
Human Rights Education Hours per Person	Time	4	5	5
Training Content	Prevention of Workplace Harassment and Sexual Harassment, Disability Awareness Training			

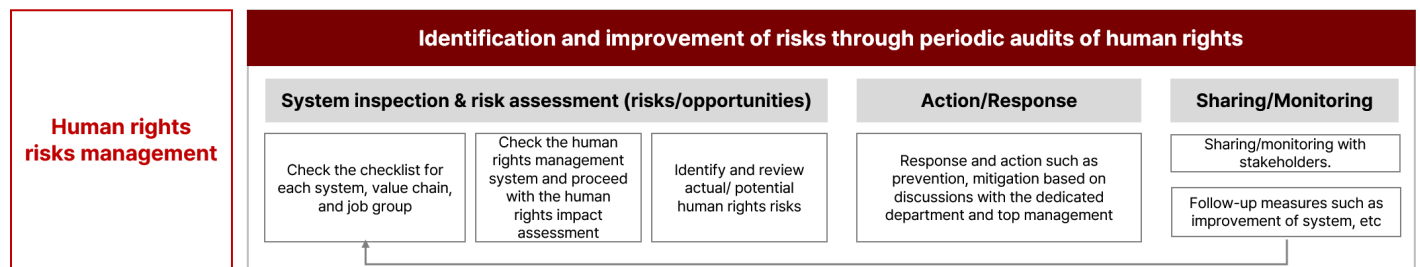
Human Rights Management Strategy

[Hanmi Pharmaceutical Human Rights Policy](#)

Hanmi Pharmaceutical adheres to domestic and international human rights norms for responsible human rights management. Accordingly, Hanmi Pharmaceutical has selected 8 key themes, including non-discrimination, freedom of association, and human rights protection, and applies them across the entire company, further striving to extend their application to all stakeholders in its business relationships.

Core themes	Anti-discrimination	Freedom of association	Workers' human rights	Health & safety
	Personal information protection	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
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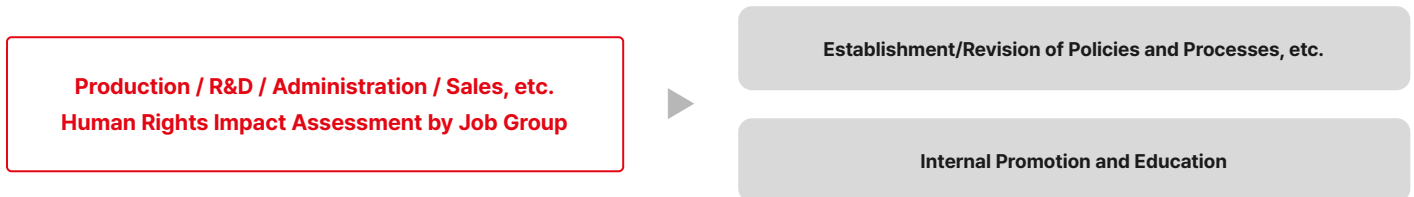
Key Human Rights Management Indicators	Expansion & strengthening of human rights management			
	2025 target	2025 performance	Achievement	2026 target
	- Expansion of human rights due diligence at group companies	- Conducted integrated human rights impact assessment by Hanmi Science and Hanmi Pharmaceuticals	Achieved	- Expanding human rights management throughout the company and strengthening internal communication through the expansion of human rights newsletters
	- Update of Human Rights Impact Assessment Indicators	- Updating Human Rights Impact Assessment Indicators (Revision of indicators by sector and addition of business characterization indicators)	Achieved	(2 times a year → 4 times)

Proactive Identification and Mitigation of Human Rights Risks

Human Rights Due Diligence

Hanmi Pharmaceutical conducts annual human rights impact assessments in accordance with its human rights management regulations to check for potential and actual human rights risks. Hanmi Pharmaceutical's human rights due diligence is conducted through a human rights management system based on global guidelines such as the Universal Declaration of Human Rights and ILO (International Labour Organization) core conventions, and surveys targeting all employees. In the future, Hanmi Pharmaceutical plans to expand the scope of its human rights due diligence to various stakeholders, including its supply chain, through a diagnosis of its human rights monitoring system.

2025 Hanmi Pharmaceutical Human Rights Impact Assessment Results



Hanmi Pharmaceutical Human Rights Impact Assessment Results by Year

Category	Unit	2023	2024	2025
Identified Human Rights Risks	Cases	5	10	8
Actions Completed	Cases	5	9	7

* 2024 Unaddressed Issue - Absence of Worker Representative (Scheduled for action in 2026) / 2025 Unaddressed Issue - Compliance with Mandatory Employment Rate for Persons with Disabilities (Scheduled for action in 2026)

2025 Human Rights Impact Assessment Results Details

Latent Human Rights Risks and Challenges		Actions and Plans	
Sector	Details	Direction of Actions	Detailed Activities
Non-discrimination	Compliance with Legal Mandatory Employment Rate for Persons with Disabilities	Establishment/Revision of Policies and Processes, etc.	Improvement of Mandatory Employment Rate through Employment Expansion
	Sharing Non-discrimination and Equal Opportunity Policies with All Employees	Internal Promotion and Education	Education through Human Rights Newsletter (To be expanded from 2 times/year to 4 times/year in 2026)
	Providing Non-discrimination and Equal Opportunity Education to All Employees		
Work-Life Balance	Work-Family Balance Education for Managers		
	Providing regular education and guidance on Work-Family Balance support systems		
	Workplace reassignment upon request from pregnant employees		
	Establishment and support for policies promoting work-life balance culture (e.g., parental leave utilization, return-to-work programs/training for parental leave users, flexible work arrangements during childcare)		
Remedy Procedures	Regular Education on Grievance Handling Procedures		

Top 5 Most Important Human Rights Issues Selected by Employees

Category	Share
Worker Human Rights	34%
Non-discrimination	17%
Safety/Health	17%
Freedom of Association	13%
Forced Labor	10%

2025 Hanmi Pharmaceutical Employee Satisfaction Survey

In 2025, Hanmi Pharmaceutical conducted an employee satisfaction survey to improve the company's organizational culture. The Hanmi Pharmaceutical Employee Satisfaction Survey consisted of a total of 57 indicators, including company life, human satisfaction, operational systems, and organizational culture, which were analyzed on a 5-point scale. Hanmi Pharmaceutical plans to conduct employee satisfaction surveys annually and will strive to create a better organizational culture through them.

Category		Score (5-point scale)
Overall Satisfaction		3.4
Company Life	Work Environment	3.8
	Sense of Ownership	3.6
	Job Role	3.7
Interpersonal	Supervisor Leadership	3.5
	Colleagues/Subordinates	3.8
Operational Systems	Organizational Strategy	3.4
	HR System	2.8
	Workforce Management	3.0
	Process	3.4
Organizational Culture	Information Sharing	3.5

Grievance Handling and Sexual Harassment Prevention Process

Hanmi Pharmaceutical complies with relevant laws such as the Labor Standards Act and the Equal Employment Opportunity Act, and makes various efforts to establish human rights management, including the prevention of sexual harassment and workplace bullying. To expand the grievance handling process to not only Hanmi Pharmaceutical employees but also stakeholders connected with Hanmi Pharmaceutical through business, and to establish an organic corporate culture that prevents workplace disputes and fosters labor-management cooperation, Hanmi Pharmaceutical operates a third-party anonymous reporting channel called (Report (K-Whistle)) on its website.

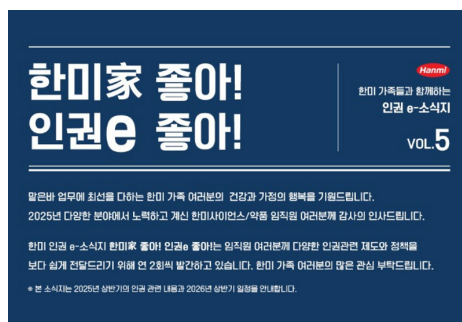


Hanmi Pharmaceutical Grievance Reception and Action¹⁾

Category	Unit	2023	2024	2025
Reporting	Cases	1	3	6
Actions		1	3	6

1) 2023, 2024, 2025 data change due to change in aggregation method

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



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

To strengthen communication with employees regarding human rights management, Hanmi Pharmaceutical has been publishing the human rights e-newsletter 'Hanmi Family is Good, Human Rights e-Good' since 2023.

'Hanmi Family is Good, Human Rights e-Good' is shared with all Hanmi Pharmaceutical employees via e-mail, containing information on overall human rights management, including safety and health, welfare benefits, human rights policy guidance, and various reporting systems. In 2026, the publication frequency will be expanded from twice a year to four times a year to enhance education on work-life balance and grievance procedures.

Hanmi Pharmaceutical will continue to strengthen communication by formulating various policies for the dissemination and advancement of human rights management.

Achieving Gender Equality

Hanmi Pharmaceutical is actively working to create a women-friendly work environment, encouraging women's social participation and enhancing their status. In particular, we provide equal opportunities in recruitment and promotion without discrimination based on gender. Among Hanmi Pharmaceutical's total of 48 executives, 9 are female executives who are active in areas such as clinical, development, and research. Furthermore, female executives have been appointed and are demonstrating their capabilities in production, sales, and marketing sectors, which have traditionally been perceived as male-dominated fields. We also operate women's lounges and an in-house daycare center to foster a women-friendly work environment.

Ratio of Female Executives (vs. total executives)	18.8%
Ratio of Female Managers (vs. total managers)	27.0%
Ratio of Female Employees (vs. total employees)	29.4%

* Hanmi Pharmaceutical Managers: Group Leader or higher / Hanmi Pharmaceutical's own standard

Employment of Persons with Disabilities

Hanmi Pharmaceutical is fulfilling its social responsibility of creating quality jobs and ensuring employment stability for people with disabilities, as well as pursuing diversity. Starting with the establishment of the TF for recruiting people with disabilities in 2020, we strive to hire individuals with disabilities who fit the company's job roles and to discover new positions 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, and we support people with disabilities to quickly adapt to the company and demonstrate their capabilities. Currently, employed individuals with disabilities are demonstrating their capabilities in various roles such as in-house cafe baristas, office assistants, IT developers, web designers, video editors, and athletes, many of whom can work remotely.

Number of Employees with Disabilities (Recognized Count / Employee Count)	57 people / 30 people
Achievement rate against mandatory employment rate for persons with disabilities	76.9%

Communication and consensus between labor and management

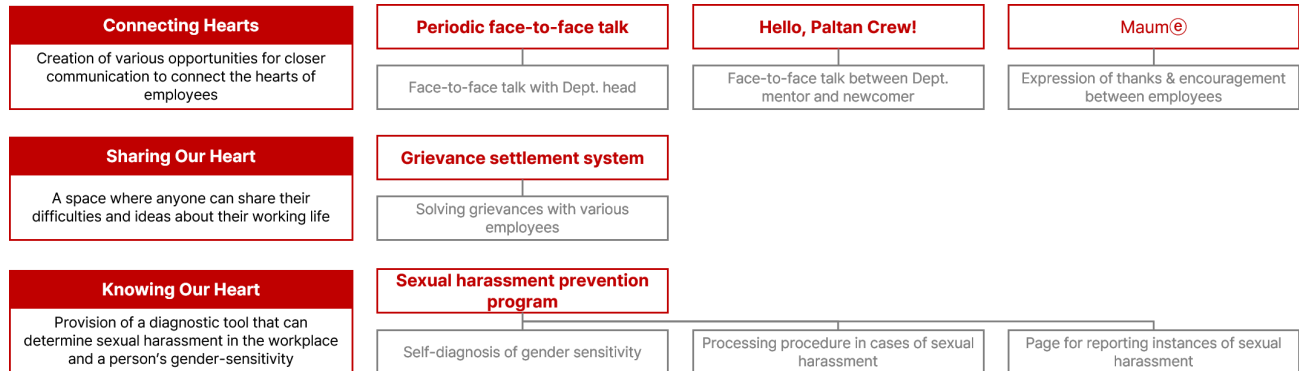
Hanmi Pharmaceutical listens to the voices of its employees to foster a corporate culture of trust and harmony. A representative communication channel is the employee council, which operates quarterly at each business site. The employee council serves as a labor-management communication channel for sharing employee suggestions and improvements, where both labor and management discuss corporate culture, including HR regulations and welfare benefit systems. As of the end of 2025, 100% of employees participate in the employee council.

Furthermore, the labor union membership rate is 10.5%, and 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.

Business Site	Key Improvements
Headquarters	1. Expansion of Smile Rice (Breakfast) Program 2. Replacement of outdated office furniture 3. Distribution of company-wide common Outlook signature templates
R&D Center	1. Establishment of CoC (Code of Conduct) for organizational culture improvement 2. Expansion of employee resting areas (creation of outdoor walking paths) 3. Operation of in-house club activity support system
Paltan Smart Plant	1. Repair of employee lounge refrigerators/air conditioners 2. Replacement of old commuter buses 3. Improvement of meal options for night shift workers (Previous: Jeongol/Simple Meals > Changed: Regular/Simple Meals) 4. Additional purchase of microwave ovens for night shift workers / those with personal healthy meal preferences
Pyeongtaek Bioplant	1. Expansion of commuter bus services 2. Improvement of treatment for night shift workers (commuter benefits, night meals, allowances, etc.) 3. Improvement of employee council committee composition (addition of sub-committee members from each division) 4. Improvement of working environment (operation of shower rooms, provision of shared umbrellas, etc.)

Paltan Smart Plant Maum-Usan

Maum-Usan is an online platform exclusively for Hanmi Pharmaceutical's Paltan Smart Plant. It consists of an interview system ('Connecting Hearts') designed to foster a corporate culture of smooth communication among employees, a grievance handling system ('Sharing Hearts') based on the Employee Participation Act, and a sexual harassment prevention system ('Understanding Hearts') in accordance with the Equal Employment Opportunity Act.



Hanmi Pharmaceutical's Paltan Smart Plant has institutionalized regular interviews between department heads and team members through 'Connecting Hearts (Regular Interviews)' and built a program to manage them on an online platform. The goal is to create a healthy organizational culture by reviewing performance throughout the year and enabling department heads to understand the difficulties team members face within the department. Through 'Connecting Hearts', we expect to narrow the perception gaps arising from differing perspectives and foster a culture of collaboration beyond titles. Through the programs 'Sharing Hearts (Grievance Handling)' and 'Understanding Hearts (Sexual Harassment Prevention)', employees can report 'workplace bullying' and 'workplace sexual harassment' online. Furthermore, training was conducted for all plant employees, not just to build the platform, but to educate them on what 'workplace bullying and sexual harassment' entail, and by explaining actual past cases from the plant to employees, awareness was raised. We are striving to build an organizational culture based on trust and respect, ensuring that employees do not experience unreasonable treatment.

Status of Regular Interviews with Executives and Employees

Year	Unit	2020	2021	2022	2024	2024	2025	Total
NO. of Interviewees	persons	570	511	579	549	592	589	3,390

Program Status

Category	Launch Date	Cumulative Cases
Grievance Handling	2021.06	28 cases
Sexual Harassment Reports	2021.12	8 cases
Hot Line	2022.04	4 cases
Maum@	2022.08	122 cases

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Human Capital

Human Capital

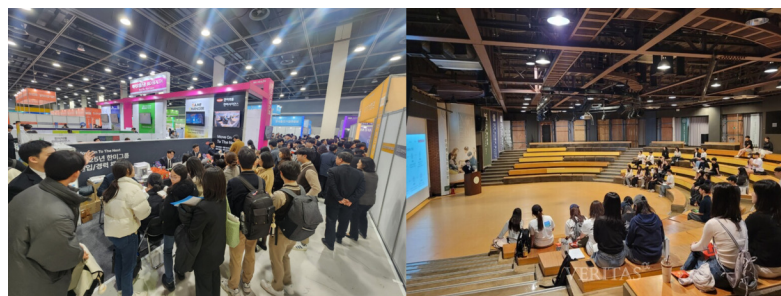
Talent Acquisition

[Hanmi Group Recruitment Site >](#)

Hanmi Group defines its talent profile based on creativity, challenge, and innovation, and operates various communication channels to discover talent to join Hanmi Group through fair recruitment procedures. Each year, the group actively participates in the 'Pharmaceutical and Bio Industry Job Fair,' the largest of its kind in the pharmaceutical and bio industry, and produces public recruitment guides, job vlogs, and other content through its YouTube channel 'Hanmi Group TV' to provide vivid job descriptions from current employees.



Hanmi Group Job Vlog



Hanmi Group Job Fair

Hanmi Group Recruitment Process

To ensure objective and fair evaluation, Hanmi Group has implemented AI aptitude tests in its recruitment process since 2018. Particularly for pharmaceutical sales positions, final hiring is conducted through Hanmi Pharmaceutical'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 new employee training has been significantly expanded to approximately 3 months, combining in-house/training center education with post-entry mentoring and e-learning, and quarterly HR team consultations are provided to help them quickly adapt to the company and demonstrate their capabilities. Hanmi Fine Chemical has diversified its recruitment channels, including long-term field training, work-study programs, and rolling recruitment, in addition to the existing open recruitment system, to build a competency-based talent acquisition system.

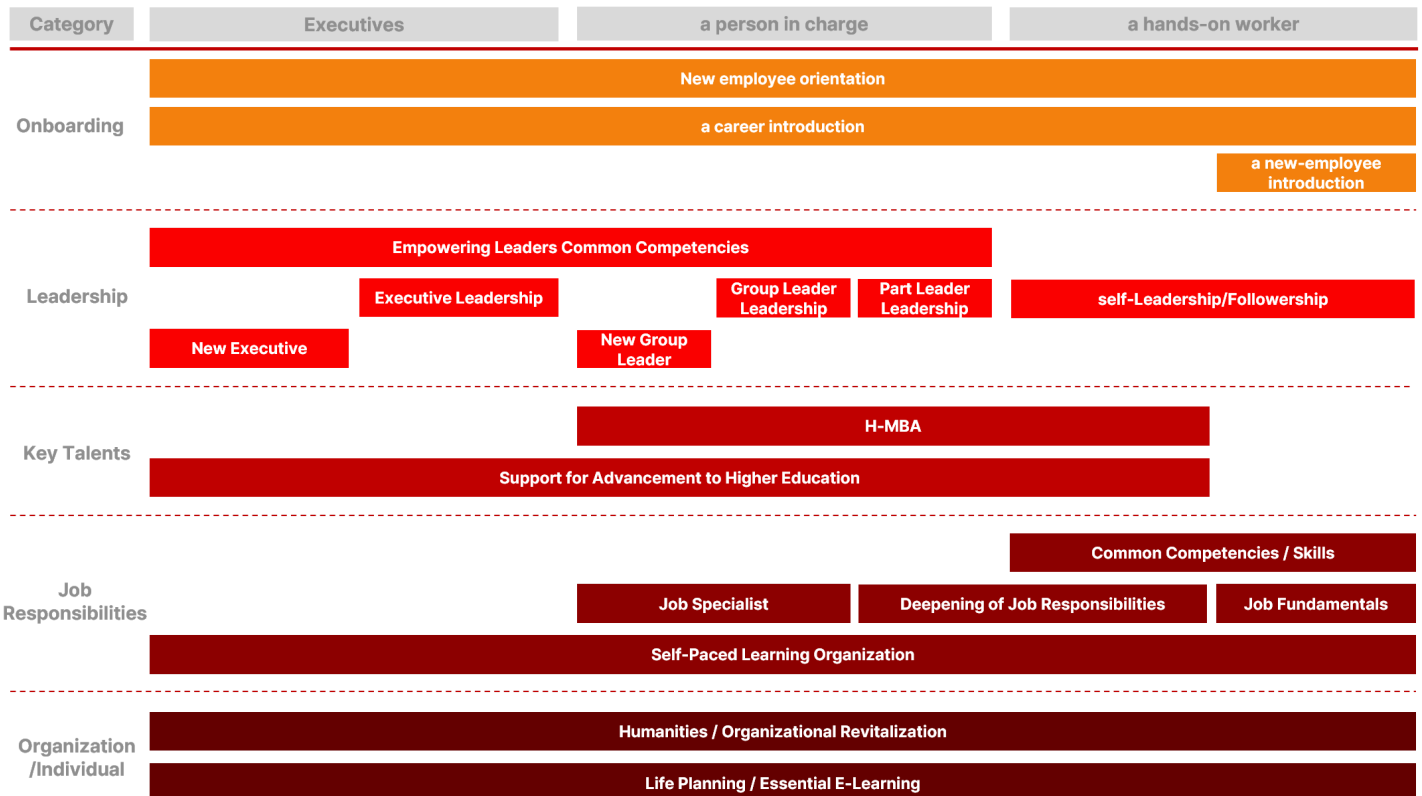


Talent Development

Based on the belief that education is competitiveness, Hanmi Pharmaceutical supports its employees in preparing for the future.

Hanmi's education system is designed to enable employees to shine on a larger stage, encompassing systematic job training, customized competency enhancement programs, overseas training to foster global sensibilities, and core talent development programs for next-generation leaders. Furthermore, Hanmi Pharmaceutical conducts the H-MBA to strengthen the capabilities of core talent, based on a spirit of creativity and challenge. The H-MBA, jointly operated by Maeil Business Newspaper, HR specialist Multicampus, and Hanmi Group, is known as 'Real MBA' and involves various leading domestic companies. This program is run as an educational course designed to equip professionals with essential skills and enhance business competitiveness, enabling them to grow into key management leaders within the organization. Employees who complete the program with excellent results receive tuition support for master's or doctoral programs at higher educational institutions, based on recommendations from executives.

Hanmi Pharmaceutical Education System



Hanmi Pharmaceutical Employee Training Status¹⁾

Category	Unit	2023	2024	2025
Number of Training Sessions	Cases	1,018	1,648	1,752
Cumulative Number of Training Beneficiaries	persons	865	973	1,183
Training Cost (based on individual job-specific training)	Won	455,719,796	638,654,472	622,391,671
Average Training Hours per Person	Hours / Person	16	27	59
Training Cost per Person	KRW / Person	194,420	266,328	260,197

1) Based on individual job-specific training (excluding legally mandatory training, new employee orientation, etc.) / 2023-2025 data adjusted due to standard change

Hanmi Pharmaceutical H-MBA Completion Status²⁾

Category	Unit	2023	2024	2025
Number of Graduates	persons	17	18	15
Cumulative H-MBA Completers (2016 ~ 2025)				209

2) 2023-2025 data adjusted due to standard change

2025 Employee Competency Enhancement Training

Topic	Content
Manager Leadership Competency Enhancement	Coaching, performance management, human resource operations, etc.
Internalization of Hanmi Group's vision	Reinterpretation of Hanmi Group's vision to enhance company loyalty and foster cooperation
Mutual respect communication	Acquisition of communication methods based on an understanding of various judgment types
Self-leadership for new employees	Formation of intrinsic motivation and work responsibility
Business manners and mindset for professionals	Acquisition of basic Biz manners and time management methods
Creative reinterpretation of Hanmi Group's talent profile	Internalization through reinterpretation of Hanmi Group's talent profile and enhancement of creativity and collaboration
Business simulation	Cultivation of business mindset through corporate management activity simulation
AI/OA for work utilization	Improvement of work productivity through the acquisition of practical AI application methods
Creation of career development vision board	Enhancement of organizational adaptability through designing career development paths within Hanmi Group
Special lecture on correct posture	Comfortable work environment creation through establishing a healthy lifestyle
Practical problem-solving workshop	Planning business strategy/performance diagnosis and issue resolution based on MBA knowledge
Leadership special lecture through history	Insights into emptying innovation and leadership capabilities through historical events
Mental health management special lecture	Recharge and emotional recovery for burnout recovery

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

Hanmi Group operates a job rotation system for the career development of its employees. The job rotation system is designed to overcome the monotony that comes from performing the same job for a long time by challenging employees with new tasks, and to support their personal career development. Through this, employees gain diverse work experiences and, by placing excellent talent in the right positions, realize creativity, challenge, and innovation.

Hanmi CDC Process



Hanmi CDC Status by Year³⁾

Category	Unit	2023	2024	2025
Job Posting Announcements	persons	45	28	22
Internal Transfer Personnel		24	12	8

3) 2023-2025 data revised due to change in criteria

Reemployment Support Service

Based on Article 21-3 of the Act on Age Discrimination Prohibition in Employment and Aged Employment Promotion, Hanmi Pharmaceutical provides reemployment services such as career and aptitude diagnosis, future career design, job placement, reemployment, or entrepreneurship education to employees nearing retirement or those planning to leave due to retirement age, by entrusting these services to external companies.

Evaluation System

Hanmi Pharmaceutical is building a corporate culture where employees can work enthusiastically through a performance-based evaluation system. Based on management objectives established annually, employees are evaluated semi-annually through EMP (Elite Manifesto Program) and HLP (Hanmi Leadership Program). EMP, a self-evaluation system, is a program that allows individuals to self-assess their work direction in alignment with management objectives by evaluating themselves based on the 10 virtues of the Elite Hanmi Award and receiving feedback. HLP is an evaluation system for managers, including executives, where departmental practitioners evaluate and diagnose leaders to strengthen proper leadership and team capabilities. The Elite Hanmi Award and the 10 virtues of Leadership are commitments of employees towards Hanmi Pharmaceutical's direction and goals, and they represent the core values of Hanmi Pharmaceutical's talent management.

EMP	Team Member Evaluation (Team Member, Part Leader)	Self-diagnosis on 20 items (10 items for sales positions) based on work performance within the half-year
HLP	Manager Evaluation (Group Leader, Team Leader)	Diagnose leadership across 20 items based on Hanmi Leadership's 10 virtues

Evaluation Process

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

Elite Hanmi Employee	People who uphold fundamentals and value principles
	Proactive and creative individual
	Individual who breaks stereotypes from past frameworks
	Individual with strong patience, perseverance, and drive for achievement
	Individual trusted for their sincerity and sense of responsibility
	Individual who prioritizes the organization over selfish self-interest
	Individual who is prudent and thorough in all matters
	Individual who deeply contemplates everything they do
	Individual who is passionate and dedicated to their work
	Individual who gives their utmost effort

Hanmi Leadership	Inclusive :Leadership with a family-like organizational culture that respects individuality
	:Leadership respected for its morality and integrity
	:Leadership that instills confidence through thorough on-site training and learning
	Strategic and tactical :Leadership based on work importance and priorities
	:Leadership with a strong 'Pro' spirit in goal management (process management)
	:Leadership with strong passion and drive for work innovation
	:Leadership that serves as an optimal model for the virtues of Elite Hanmi people
	:Leadership that is active in EMP-coaching and mentoring feedback for Elite development
	:Leadership that is decisive, not indecisive, in decision-making
	:Leadership that strictly onboards and offboards based on Elite potential

Compensation System

Hanmi Pharmaceutical operates a compensation system with a performance-based annual salary for all employees, based on evaluations of individual achievements and capabilities. The performance-based annual salary system is implemented based on EMP and HLP. In addition to this, the company operates the CIQ (Creative Individual Quarter) system, which rewards departments based on creative goals set for specific periods, and SEM (Speed Evaluation Monthly), a monthly incentive system for the domestic business unit.

Salary	Performance Incentive (PI)	QI (Quarterly Incentive)
Once a year, salary compensation based on annual salary determined by comprehensively considering individual capabilities and performance	Individual performance bonuses based on semi-annual work performance are differentiated and paid twice a year	The Domestic Sales Division separately operates a QI (Quarterly Incentive) system to reward performance every quarter (Sales/Marketing)

Introduction of Stock-Based Performance Compensation System

In 2025, Hanmi Group introduced a 'Stock-based Performance Compensation System' to enhance employee loyalty and sense of 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-centric compensation system is essential for securing the company's future competitiveness in the fiercely competitive pharmaceutical and bio industry. We will attract global top talent and establish a culture where all employees grow together with a sense of ownership, thereby realizing sustainable corporate value.

Performance-Based Stock Compensation (RSU: Restricted Stock Unit)	When achieving performance that significantly impacts corporate value enhancement, such as increased sales and profits, new drug approvals, and technology exports, differentiated payment of treasury shares equivalent to up to 100% of annual salary
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 Losses due to stock price decline are covered by the company

Furthermore, since 2020, the 'Proud Hanmi Person Award,' established by Hanmi Group Chairman Song Young-sook, has been recognizing and encouraging employees—not executives—who have silently achieved results in unseen areas.



2025 Proud Hanmi Employee Award Ceremony



Hanmi Pharmaceutical Certified as an Excellent Human Resources Development Institution

In 2025, Hanmi Pharmaceutical was certified as an 'Excellent Human Resources Development Institution (Best HRD)' in the Human Resources Development Excellent Institution certification program, jointly hosted by four government ministries and supervised by the Human Resources Development Service of Korea. The Human Resources Development Excellent Institution certification program is considered the nation's top certification system in HR, where the government reviews and certifies companies every 3 years for their talent-centric recruitment and management, and for providing continuous opportunities for competency development.

Hanmi Pharmaceutical, which received certification in the large enterprise sector, was highly evaluated for continuously operating systematic core talent development programs, including in-depth training for new employees, middle managers, and leadership. In particular, the in-house MBA program for core talent management received high scores.



SOCIAL

Welfare & Culture

Welfare & Culture

Cultivating Corporate Culture



Hanmi Pharmaceutical operates various childcare support systems to enable work-life balance, as follows. It supports diverse work arrangements such as maternity/paternity leave, reduced working hours during childcare leave, telecommuting, and flexible work systems. These systems help employees balance work and childcare. Furthermore, Hanmi Pharmaceutical operates an in-house daycare center to provide a safe and comfortable environment for employees' children. In addition, it fosters a culture where male employees can freely use parental leave, creating an environment where childcare responsibilities can be shared and supported regardless of gender. Recognizing these efforts, Hanmi Pharmaceutical was selected as a Family-Friendly Certified Company by the Ministry of Gender Equality and Family in 2018, and maintains this certification to date.

Hanmi Pharmaceutical Work Systems

Selective Work System	· A system allowing employees to freely choose their commuting hours and workdays 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 employee's discretion.
Flexible Work System	· A system that allows for flexible adjustment of working hours according to workload, enabling agile response 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, such as for work performed outside the workplace.

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

Life Cycle-Based Childcare Support System

Pregnancy Period	· Implementation of a reduced working hours system to encourage childbirth · Paid leave for regular fetal health check-ups
Childbirth Period	· 100% of ordinary wages for 60 days during maternity leave · Provision of pre/post-maternity leave (120 days) and spousal paternity leave (up to 20 days)
Child-Rearing Period	· Reduced working hours system for childcare and parental leave

Employee Welfare System

Self-Directed Selective Benefits	- Actual expense support up to KRW 500,000 annually - Self-development (academy fees, sports facilities, books) - Hobbies/Leisure (OTT subscription fees, cultural event tickets, travel) - Family medical expenses (including self, pet medical expenses, glasses, medical devices)
Livelihood Stability	- In-house loan support for housing funds/living stability - Enrollment in group accident insurance
Healthcare	- Annual health check-up support and discount on health check-up costs for employees' families - Psychological counseling support
Family / Congratulatory & Condolatory	- Congratulations and condolences for employee's marriage, child's first birthday, child's marriage, parents' (including spouse's) 60th, 70th, or 80th birthday, and bereavement - Provision of congratulatory/condolence money, special leave, wreaths/floral arrangements, funeral supplies, and funeral welfare specialist support - Payment of congratulatory welfare points - KRW 500,000 for childbirth (including spouse), KRW 100,000 for child's elementary school admission - Childcare/education support for multi-child families (from the second minor child onwards): KRW 300,000 per quarter - University tuition support for children (regardless of the number of children) - Operation of Family Day - Operation of daycare centers (Headquarters, Paltan workplace)
Welfare Points	- Annual payment of KRW 500,000 in welfare points - KRW 100,000 each for Seollal (Lunar New Year), Chuseok (Korean Thanksgiving), birthday, Labor Day, and Foundation Day - Issuance of welfare cards
Recreation / Culture	- Discounts at affiliated businesses in the in-house welfare mall (shopping malls, performances, theme parks, travel, etc.) - Accommodation at member rates for executives and employees using corporate condominium memberships - Company support when executives and employees use the Chinese restaurant 'Eoyang' on public holidays
Work Environment	- Operation of employee lounges at all workplaces (providing refreshments and rest areas) - Operation of commuter shuttle buses for workplaces/R&D centers - Work-specific clothing support - Operation of women's lounges and nursing rooms - Operation of the in-house cafe at headquarters (EQUAL GARDEN) - Operation of the sports facility at headquarters (BALANCE LAB) - Provision of welcome gifts for new employees
Retirement Life	- Operation of retirement pension schemes (Defined Benefit (DB), Defined Contribution (DC)) - Support for re-employment programs (linking with external educational programs/life design and career change support education, etc.)
Refresh Leave	Year-end refresh leave system
Self-development	University tuition support (upon selection)
Long-term Service / Excellent Employees	- Provision of gold bar service awards for long-term employees (10g for 10 years, 20g for 20 years, 30g for 30 years) - Awards for outstanding employees

SOCIAL

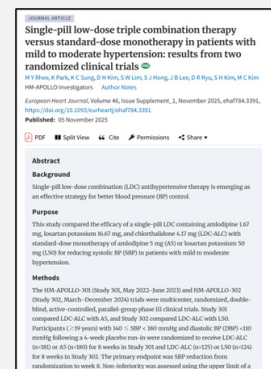
Responsible Marketing

Responsible Marketing

Evidence-based Marketing



Annual Congress of the European Society of Cardiology held in Madrid, Spain (ESC Congress 2025)



Hanmi Pharmaceutical presented its findings at the globally renowned cardiovascular conference, **ESC Congress 2025**, where it presented the results of its Phase 3 clinical study for Amoprel, the world's first ultra-low-dose triple-combination antihypertensive drug, and the results of its Phase 4 clinical study for Amosartan XQ, a quadruple-combination drug for the concomitant treatment of hypertension and dyslipidemia. Held in Madrid, Spain, from August 29 to September 1, 2025, this conference is the largest academic event in the cardiovascular field, with over 30,000 experts participating from more than 150 countries worldwide.

Two Phase 3 clinical studies of Amoprel compared the blood pressure-lowering effect over 8 weeks against standard monotherapies (Amlodipine 5mg, Losartan 50mg) in Korean patients with essential hypertension. The study results confirmed equivalence or superiority in terms of reductions in systolic and diastolic blood pressure, and the target blood pressure achievement rate was also significantly higher. No serious adverse drug reactions were reported, confirming excellent tolerability. This clinical excellence was published in JACC, the official journal of the American College of Cardiology, in February 2026, marking the first time a Phase 3 clinical trial for an antihypertensive drug developed by a domestic company has been published, drawing increasing attention recently as a new paradigm for initial hypertension therapy. The AMOREMIO clinical study of Amosartan XQ evaluated the therapeutic efficacy and compliance of Amosartan XQ tablets in patients with atherosclerotic cardiovascular disease who had low adherence. The study results showed a significant simultaneous improvement in blood pressure and lipid levels, along with increased treatment satisfaction. Specifically, the likelihood of achieving LDL-C below 70mg/dL was 3.7 times higher compared to existing treatments, and the likelihood of achieving systolic blood pressure below 140mmHg was 3.08 times higher, confirming the clinical value of the combination drug in terms of therapeutic efficacy and medication convenience. In addition to this evidence-based marketing, Amosartan XQ expanded its lineup to a total of 8 doses by launching two additional low-dose strengths (5/50/2.5/10mg, 5/100/2.5/10mg) in December 2025, thereby enhancing dose selectivity. These research results are expected to provide important evidence for a paradigm shift in initial hypertension therapy and the clinical value of combination-based treatment strategies in patients with concomitant dyslipidemia.

Product-specific Evidence-based Sales and Marketing Key Activities

Product	Key Activities
Rosuzet	- Secured additional scientific evidence by publishing 4 new SCIE-indexed papers, expanding dyslipidemia treatment options for various patient groups - Key studies: ① CEREBRO(Rh) ② EASY-ROSUZET(CV) ③ EROICA(Endo) ④ SWITCH(NR) - Launched the 'BTS (Beyond The Statin) Rosuzet Campaign' targeting medical professionals to widely disseminate the prescribing validity and clinical evidence of Rosuzet from various angles - Enhanced academic originality by presenting new clinical evidence at major domestic and international conferences (e.g., ISC 2025, ESC 2025, Korean Society of Cardiology) - Presentation achievements: 25 lunch symposia, 2 poster presentations
Amosartan Family	- Presented Amosartan XQ Phase 4 study results (AMOREMIO) at ESC 2025 - Amosartan XQ OS Phase 4 study results published in Clinical Therapeutics [December 2025, SCIE; IF 3.6] and utilized for detailing materials → 18th Amosartan Family paper
Esomezol	Promoted the latest American Gastroenterological Association (AGA) guidelines and disseminated detailing messages through ACE campaign activities
Hanmi Tams	Produced BPH (Best Partner Hanmi) literature to comprehensively promote Hanmi Tams 0.4mg Phase 4 clinical messages and deliver the strengths of urology products (Sept. 2025)
Pidogul	Detailed 4 Pidogul data, including the HOST-EXAM study, through online and offline symposia, expanding SOV (29 offline, 46 online)
Hyalu Mini	Hanmi Pharmaceutical strengthened Real World Data-based academic activities through an MOU with the Korean Optometric Association for research on ophthalmic disease treatment guidelines
Monterizine	- Promoted the improvement in weekly nasal symptoms (nasal congestion, runny nose) and quality of life with Monterizine chewable tablets compared to monotherapy - Phase 4 clinical study results were presented at the American Academy of Allergy, Asthma & Immunology (AAAAI) & World Allergy Organization Joint Congress (World Allergy Organization Joint Congress) as a poster presentation.
Mirabek	Mirabek ER tablet Phase 4 clinical study results in Korean overactive bladder patients published in SCIE-indexed international journal [European Urology Open Science (Oct. 2025, IF: 4.5)]
Amoprel	Strengthened originality through the presentation of Amoprel Phase 3 clinical results at ESC 2025

Digital Marketing

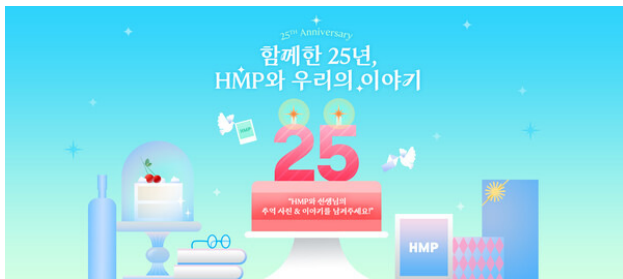
HMP: Professional Portal for Healthcare Professionals

Celebrating its 25th anniversary in 2025, HMP continues to strengthen trust-based communication with healthcare professionals through its digital platform. Through a 25th-anniversary customer appreciation event, we reflected on our long-standing relationships with healthcare professionals and expanded the scope of customer participation and communication by operating participatory programs such as a new drug naming contest. Furthermore, daily LIVE symposia provide medical information covering various diseases and treatment topics, and the 1:1 video detailing service i-Hanmi enhances healthcare professionals' information accessibility and convenience.

As of Dec 31, 2025

Live Symposia				i-Hanmi
Cumulative No. of Lectures	Cumulative No. of Participants	Cumulative No. of Speakers	No. of Products Covered	Cumulative No. of Details
5,105	3,624,765 people	5,127 people	148 cases	60,682 cases

In addition, as a result of various digital-based communication activities, including performing a role as a platform hub for social contribution in conjunction with the Lim Sung Ki Foundation, Big Heart Plus, and others, Hanmi Pharmaceutical has ranked first for 6 consecutive years in a survey conducted by the doctor portal Medigate, continuously confirming the trustworthiness of its platform.



July 2025: HMP 25th Anniversary Customer Appreciation Event



Dec. 2025 Medical Professional Portal 'HMP'

Video detailing service 'i-Hanmi'

Hanmi Pharmaceutical provides an 'i-Hanmi' 1:1 video detailing service, allowing customers to receive key product/disease information in just "5 minutes" at their preferred time and location. Through interactive 1:1 detailing, we deliver not only product and disease information but also the latest evidence-based medical information, including domestic and international guidelines, reimbursement criteria, and overseas prescribing trends, all of which are helpful for patient care.

Disease Video Campaign 'Doctor in My Ear'

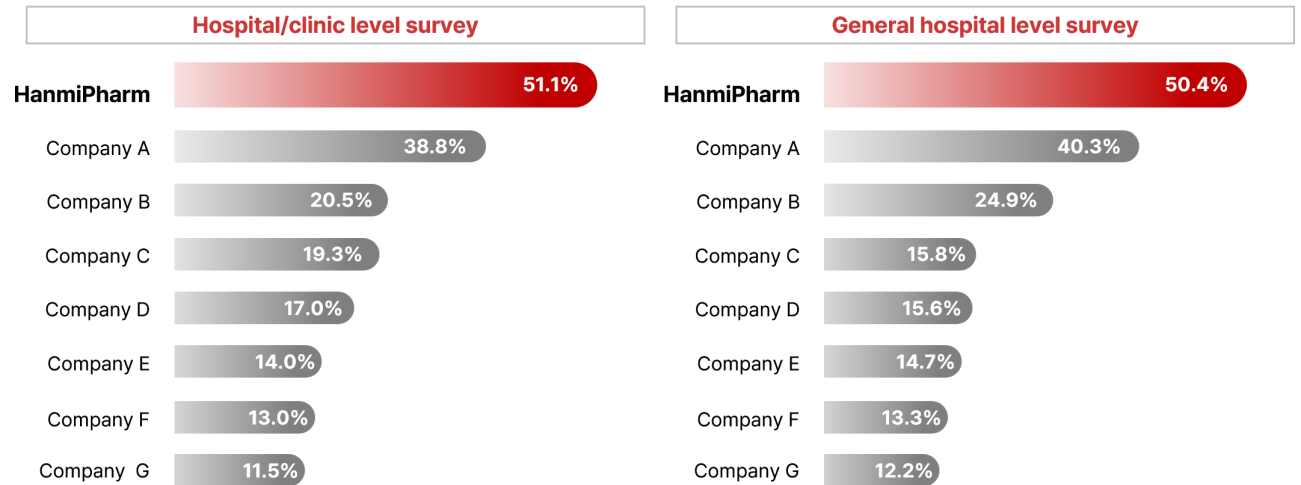
The disease video campaign 'My Ear Doctor' is a public campaign that helps people manage, prevent, and treat diseases by sharing the expertise of renowned doctors and information on major diseases that are of high public interest. The proceeds from the YouTube channel are entirely donated to patients, contributing to social contribution activities, and a cumulative 10 million KRW in proceeds have been donated to pediatric patients, sharing warm hearts with participating medical staff. Hanmi Pharmaceutical continuously practices responsible digital marketing that contributes to the medical ecosystem.



2025.05.30 'My Ear Doctor' Cumulative Profit 10 Million KRW Donation Ceremony to Patients

Hanmi Pharmaceutical Ranks #1 in Digital Marketing Excellence for 6 Consecutive Years

Hanmi Pharmaceutical was ranked #1 for 6 consecutive years, with 51.1% among general hospitals and 50.4% among clinics, as the domestic pharmaceutical company whose digital marketing activities were rated as 'excellent' by customers.



* Source: Pharmaceutical companies with good digital marketing chosen by doctors...GSK and Chong Kun Dang's brand awareness increased compared to the previous year (Medigate News / 2025.08.28.)

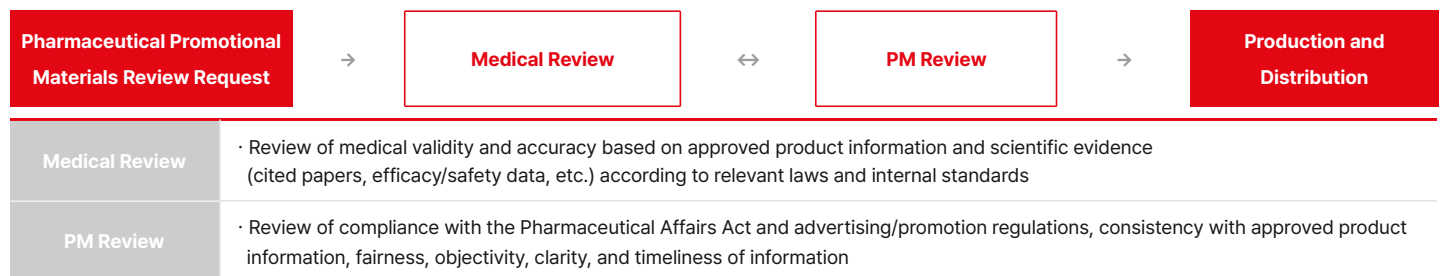
Ethical Marketing

Hanmi Pharmaceutical complies with relevant laws and regulations and the Ministry of Food and Drug Safety guidelines in its pharmaceutical advertising and promotional activities, carrying out marketing activities based on ethical standards. Particularly, it prioritizes the accurate and reliable dissemination of information that can contribute to patient treatment by providing healthcare professionals with not only the latest medical information but also balanced information on efficacy and safety. Furthermore, to establish fair competitive order, it strictly prohibits false/exaggerated advertising and improper marketing activities, continuously strengthening an ethical marketing environment through relevant internal standards and review procedures.

Management of Pharmaceutical Promotional Materials

All marketing-related materials at Hanmi Pharmaceutical are systematically managed according to relevant laws and internal compliance standards and are operated through a pre-review process based on the 'Pharmaceutical Promotional Material Review Regulations'. These materials are prepared based on approved product information and scientific evidence, and are approved after verifying medical validity and information accuracy through Medical (MIS (medical information specialist), Medical Director) review.

Pharmaceutical Promotional Material Management Process



Accurate Product Information and labeling materials Management

Considering the characteristics of specialized pharmaceuticals, Hanmi Pharmaceutical strictly limits promotional and marketing activities targeting the general public in accordance with relevant laws. All product information is accurately prepared based on approved product information and scientific evidence, and relevant laws and internal standards are observed throughout the information dissemination process. Furthermore, the company avoids exaggerated or misleading expressions and adheres to the principle of providing objective and reliable information. In academic activities and communications targeting healthcare professionals, efficacy and safety information of products is delivered in a balanced manner, and the appropriateness of the information recipient and scope is pre-reviewed to ensure regulatory compliance and proper information delivery.

Ⓢ Products Subject to Enhanced Safety Management

Hanmi Pharmaceutical systematically manages labeling materials for accurate product information dissemination, providing essential information such as main ingredients, indications, dosage/administration, and precautions for use clearly according to relevant standards. For specialized pharmaceuticals, information based on approved product information is primarily conveyed to healthcare professionals, and when enhanced safety management (RMP, Risk Management Plan, etc.) is applied depending on product characteristics, relevant information is provided in an appropriate manner. Furthermore, labeling materials are managed to include essential information such as indications, dosage/administration, and precautions for use, thereby supporting the accuracy of product information and safe use.

Ⓢ Labeling Materials and Display · Advertising Compliance Management

Hanmi Pharmaceutical pre-reviews all product labeling materials and promotional materials for compliance with relevant laws and internal standards, operating a management system to provide accurate information based on approved product information and minimize the possibility of exaggeration or misinterpretation. Through this, the company continuously monitors the level of compliance with labeling and advertising regulations and strengthens proactive compliance management activities.

Status of Labeling and Advertising Compliance Management

Category	2023	2024	2025
No. of Regulation Violations	1	0	0

SOCIAL

Social Contribution

Social Contribution

Hanmi Pharmaceutical Social Contribution

Based on its management philosophy of respecting humanity and creating value, Hanmi Pharmaceutical practices corporate social responsibility, creating a healthy society and a sustainable future. Hanmi Group's social contribution is driven by three value pillars: Life (Respecting Life), Co-existence (Growing Together), and Future (Sustaining Tomorrow). In the Life domain, we enhance healthcare accessibility for vulnerable groups and support healthy lives, spreading the value of respecting life. In the Co-existence domain, we build a foundation for sustainable growth by cooperating with local communities and realize the value of co-existence with various stakeholders. In the Future domain, we practice responsibility for a sustainable society through environmental protection, support for future generations, and employee participation activities. Hanmi Pharmaceutical will create social value based on its expertise as a healthcare company, building a healthier and more sustainable society.

Hanmi Group CSR Slogan / Mission

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

Respecting life, growing together, and carrying tomorrow forward 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 Medicines for Vulnerable People Support for medical and living expenses Awards and academic support for medical personnel an employee blood donation campaign	Building a win-win cooperation ecosystem in the local community Supporting the livelihood of the vulnerable in the region a community cooperation program cultural and educational support activities Promotion of community diversity and inclusion	Environmental protection and expanding participation of future generations environmental and ecological protection activities Future Generation Environmental Education Employee Participation Volunteer Program Disaster and Crisis Response Support

Mid- to long-term objectives and strategies

Respecting Life	Growing together	Sustaining Tomorrow
Build a health support base model - Consultation > Support > Establishment of a health support system linked to follow-up management - Increase medication cost support for vulnerable groups by 10% per year. - 1,000 people participated in blood donation and life sharing activities per year	Laying the foundation for regional cooperation - Early detection and prevention campaign for missing children - 300 sets of living and welfare kits per year are supported - Establishment of partnerships with key cooperative organizations by region Expansion/Advancement(2028~30)	Building a Foundation for Sustainable Engagement - 5% annual expansion of employee participation programs - Promote environmental and ecological protection activities more than four times a year - 200 people participated in environmental and social education for future generations per year
Health Program Extensions - Regional-based health support programs expand nationwide - Expansion of disease prevention-oriented health campaigns - Establishment of an integrated operating system for patient assistance programs	Expand regional cooperation networks - Establishment of network of cooperative organizations by region - Expansion of social contribution programs specialized in workplaces - More than 1,500 people a year in community support	Participatory CSR Extensions - Accumulated 10,000 employees participated in volunteer work - Promote environmental and ecological protection activities more than 6 times a year - Expansion of problem-solving CSR activities based on technology&products
Equipped with Hanmi-type Health Support Model - Establishment of the Hanmi Healthcare Platform - Increase health support for vulnerable groups by 20% per year - Disease prevention&health education spread nationwide	Building a win-win cooperative ecosystem - Establishment of seven regional cooperation networks nationwide - More than 2,000 people a year in community support - Hanmi CSR Digital Magazine Publish	Securing Sustainable Social Contribution Leadership - Reach 15,000 cumulative volunteers - Promote environmental and ecological protection activities more than 8 times a year - Fostering and investing in social innovation healthcare ventures

2025 Hanmi Pharmaceutical Social Contribution Expense Status¹⁾

Total Donations(Consolidated Basis)		Total Donations(Separate Basis)		No. of Volunteer Employees/Hours(Separate Basis)
KRW 11.65 billion		KRW 5.22 billion		824 people / 2,166 hours
Hanmi Pharm (standalone basis)	Unit	2023	2024	2025
Social Contribution Expenses	KRW 100M	2.7	2.8	2.6
Donations		91.7	67.5	52.2
No. of Employee Volunteers/Hours	Persons/Hours	632/1,869	867/2619.5	824/2,166

Social Contribution Achievements

Organizer	Content
Ministry of Health & Welfare	Minister's Commendation for Social Contribution
Ministry of Health & Welfare	2025 Community Contribution Certified Company(7 consecutive years)
Ministry of Culture, Sports & Tourism	2025 Certification as an Excellent Cultural and Arts Sponsor (since 2019)



Community Contribution Certified Company
Excellent Cultural and Arts Sponsor

Social Contribution for the Advancement of the Healthcare Sector

Pharmaceutical Support for Underserved Healthcare Areas

Based on its mission and responsibility as a pharmaceutical company, Hanmi Pharmaceutical continues to provide sustained pharmaceutical support to medically vulnerable populations both domestically and internationally. We collaborate with various organizations to ensure that patients who have difficulty receiving treatment due to economic or geographical circumstances can access necessary medicines, and after providing support, we receive outcome reports to monitor whether the pharmaceuticals have been used appropriately and transparently. Through this, we strictly adhere to fair competition regulations, ensuring the safety and transparency of donated medicines. Moving forward, Hanmi Pharmaceutical will continue to strengthen its pharmaceutical support system to expand treatment opportunities for patients in underserved healthcare areas and contribute to improving medical accessibility for a healthier society.

Cumulative medical aid
(2010~2025)

KRW 10.9B

Domestic & overseas
medical aid(2025)

KRW 132M



Category	Unit	2010~19	2020	2021	2022	2023	2024	2025
Support Amount	KRW 100M	88.8	3.5	6.4	2.8	4.5	2.0	1.3

Rolontis Patient Support Program

Support Amount
(Cumulative)

KRW 7.18B

Support Amount(2025)

KRW 3.2B



* Cumulative basis : 2021 ~ 2025.12.13

Hanmi Pharmaceutical Rolontis

Hanmi Pharmaceutical operates the 'Rolontis Patient Support Program' in cooperation with the Korea Blood Cancer Association to prevent treatment discontinuation due to economic reasons and to enhance treatment accessibility and continuity for vulnerable patients. This program, as part of our social contribution, aims to support the continued treatment of patients who face financial burdens for treatment due to severe neutropenia during chemotherapy. Hanmi Pharmaceutical's global new drug Rolontis (a treatment for severe neutropenia) targets patients who meet the eligibility criteria but are prescribed the drug with 100% out-of-pocket costs, providing a certain amount of support for treatment expenses after a defined review process. Through this, we aim to help ensure that necessary treatment is not interrupted due to economic circumstances and to enhance the treatment continuity and stability for vulnerable patients.

Program to Enhance Communication Between Healthcare Professionals and Patients

We established and operate the Hanmi Essay Literature Award to build strong trust between healthcare professionals and patients and to maintain a warm emotional connection in clinical settings.

The 24th Hanmi Essay Literature Award

- Established to strengthen the relationship with patients through honest medical stories from doctors
- Co-established with the 'Medical Times' in 2001
- Open to all individuals holding a South Korean medical license
- 24th Grand Prize Winner : Professor Park Soo-hyun (Pediatric Emergency Center, Bundang CHA Hospital)
- Heavy Call



Commending and encouraging medical professionals

Hanmi Pharmaceutical identifies and honors healthcare professionals who contribute to the advancement of public health.

We convey our gratitude and encouragement through awards to healthcare professionals who silently uphold medical standards and dedicate themselves to patients even under challenging circumstances.

The 24th Hanmi True Healthcare Professional Award

- Award for healthcare professionals and organizations who serve as role models in the community
- Co-established with the Seoul Medical Association in 2002
- 24th Awardees :
Director Lim Seon-young (Lim Seon-young Obstetrics & Gynecology Clinic)
Samsung Medical Center Han-gajok (One Family) Medical Volunteer Group



The 19th Hanmi Small and Medium-sized Hospital Award

- Award for directors of small and medium-sized hospitals who have contributed to improving community health and hospital management
- Co-established with the Korean Association of Small and Medium-sized Hospitals in 2007
- 19th Volunteer Award Winner : Director Cho Han-ho (Osan Hankook Hospital)



The 7th Young Medical Scientist Academic Award

- Award for female doctors under 45 with outstanding research achievements
- Co-established with the Korean Medical Women's Association in 2019
- 7th Awardee : Professor Cha Yoon-jin (Department of Pathology, Gangnam Severance Hospital, Yonsei University)



Social Contribution Activities for Cultural and Artistic Development

(Foundation) Gahyun Cultural Foundation Museum Hanmi

Based on the founder's firm belief to 'create better medicines with our own technology,' Hanmi Group has continuously sponsored the Gahyun Cultural Foundation (established in 2002), aiming for not only the physical health but also the mental enrichment and cultural and artistic development of the public. The Gahyun Cultural Foundation, a non-profit organization, began as the Hanmi Museum of Photography (opened in 2003), Korea's first museum dedicated to photography, and after changing its name to Museum Hanmi in 2022, it now operates three branches: Bangi, Samcheong, and Gimpo.

Museum Hanmi Samcheong, the flagship museum, responsibly preserves artworks in optimal conditions for cultural heritage preservation and public sharing, embracing the tradition of photography while demonstrating its expansion into contemporary art. Museum Hanmi Bangi strives to become a cultural space for office workers based on the traditional essence of photography, and Museum Hanmi Gimpo, a museum with a traditional Korean house (Hanok) and beautiful garden, is preparing various programs to contribute to local cultural development.

Since its opening, Museum Hanmi has communicated with visitors through exhibitions (currently over 153 exhibitions as of 2025) that survey the global history of photography, from late 19th-century documentary photographs to works by contemporary photographers, and through the development of exhibition-linked programs. It has also expanded opportunities for public cultural enjoyment by collecting, researching, and publishing works of significant artistic and historical value. Furthermore, through the Museum Hanmi Research Institute (established in 2009), it focuses on researching Korean photography history, collecting data, and securing oral records, and actively promotes the spread of photographic culture through the operation of the Museum Hanmi Academy (opened in 2012).

Just as Hanmi Group led the way on 'the path less traveled' and became a protagonist in the history of Korea's pharmaceutical and bio-industry development, we will actively support Korean culture and art to become global protagonists through our continuous interest and sponsorship.



Exhibitions

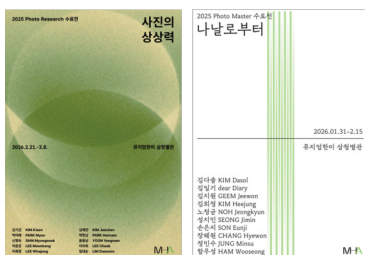
<2025 Photography Exhibition Status>

Museum Hanmi Samcheong	《Icons of an Era: Arnold Newman and the Magazine, 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 Boundaries》	2025.04.25~2025.07.20
	24/25 MH Talent Portfolio Duo 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 Borders》 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 Hanmi Gimpo	《The Home I Once Lived In》 Kim Nyung-man Photo 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 accessibility of the museum through diverse programs and continuously communicates with visitors from various backgrounds. Based on programs that connect education, exhibitions, local communities, and daily life, it contributes to deepening the understanding of photographic art and broadening the scope of cultural and artistic experiences.

<Museum Hanmi Academy>



Museum Hanmi Academy operates as an open educational platform where creation and communication take place, based on the expansion of photographic art, and explores new possibilities for museum education. It is operated based on an integrated educational structure that encompasses the understanding and practice of photography, aiming for a learning experience where theory and practice, criticism and production are organically connected. Through a small-group enrollment system and individualized tailored guidance, it supports in-depth work, and through linkage with the museum, it creates a structure where education, exhibitions, and creation are expanded. Through this operation, approximately 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 Education Programs>

In addition to exhibition-related programs, we offer photo culture education every month on 'Culture Day' for children/middle school students, local residents, and nearby office workers, providing opportunities to expand their understanding and experience of photographic art. Furthermore, based on cooperation with the local community, we operate various outreach programs to enhance cultural accessibility and realize community contributions through education.



Photos of Museumhanmi's 'Culture Day', 'Children's Program', and 'Community Outreach Program' education sessions

Programs	Description	Period of Operation
Samcheong, Captured in Our Waterway Stories	A project that performs record-keeping, expression, and media activities based on photographic media, and solves local issues centered on cultural heritage	2025.03 ~ 2025.06
Our Stories Painted with Light	A program that involves a single project through photography, sharing thoughts on what meaning and stories images can hold for us	2025.05
Inspiration Class for Bookstore Travelers	A program where residents re-interpret maps and share diverse perspectives and experiences of local spaces through activities of directly recording their experiences, memories, and changes on 'Maps Written in Words' as part of neighborhood story mapping	2025.07 ~ 2025.08
Our Neighborhood, Walking with a Camera	A photography activity that records various aspects of the region from individual perspectives, aiding personal growth and exchange among local residents	2025.09 ~ 2025.10

Artist Support Program

<MH Talent Portfolio>

We openly recruit 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 to conduct artist presentations. The four ultimately selected artists are 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, participating in 'Meeting Place', a portfolio review program by FotoFest Houston, USA, which has partnered with Museumhanmi. Museumhanmi serves as a strong facilitator, enabling domestic artists to broaden their scope of activity internationally and build global networks through VIEW ReVIEW.

Research



Photography+Culture No. 15

Museumhanmi Research Institute (formerly Korea Photo Culture Research Institute) is an academic research institution established by Gahyun Cultural Foundation in January 2009, with the purpose of collecting, organizing, preserving, and researching materials related to Korean photographic history. Currently, the Museumhanmi Research Institute is conducting oral history recording projects for veteran Korean photographers and collecting materials on Korean photographic history. It collects and researches the production context and historical significance of Korean photography through literature and the memories of individuals and organizations, thereby contributing to the understanding of Korean photographic culture.

Light and Sound Sharing Concert & Light and Sound Hope Fund

Total Amount of the Sound of
Light Hope Fund (cumulative)

KRW 377M

Total no. of disabled children
and youth who have received
help (cumulative)

350 persons

* Standard: 2013~2025.12.31

Since 2013, Hanmi Pharmaceutical has been operating the 'Light and Sound Hope Fund' project, collaborating with the Medical Philharmonic Orchestra (MPO), an orchestra of doctors from Seoul National University College of Medicine, to host 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.



The 11th Bicheui Sori Nanum Concert



Bicheui Sori Hope Fund Donation Ceremony

Theater Professionals Support Program

Since 2021, Hanmi Pharmaceutical has been collaborating with the Korea National Theater Association to support theater professionals who have preserved and advanced the theatrical stage despite challenging circumstances. Annually, we provide prize money and plaques to theater professionals and troupes from local branches nationwide who have dedicated their artistic spirit to the theater scene throughout the year, sponsoring the development of 'theater culture,' the root of performing arts.



The 63rd Korea Theater Professionals Festival 'K-Theater Award'



Hanmi Group Creation and Challenge Award: Theater Company 'Ball Playing Club' 'Clytemnestra'

Employee Cultural and Artistic Sharing Program

As part of its patronage activities, Hanmi Pharmaceutical operates the employee cultural and artistic sharing program <Today is a Good Day for Art Appreciation!> in conjunction with the Korea Mecenat Association. In 2025, classical music performances were held at Hanmi Pharmaceutical's R&D Center and headquarters. This initiative expanded employees' awareness of patronage, and by directly experiencing the creative passion of artists, it became a venue for both artists and employees to grow together.



R&D Center



Hanmi C&C Square



Community co-prosperity

Multicultural Family Support Program

Amount of financial support
for the Ansan Global Youth
Center (cumulative)

KRW 860M

No. of people receiving support
in the Ansan multicultural family
(cumulative)

**154,295
persons**

* Cumulative basis: 2011 ~ 2025.12

Hanmi Pharmaceutical operates various social integration support programs in cooperation with the Ansan Global Youth Center and the World Citizens Forum to help multicultural families and families with immigrant backgrounds stably settle in Korean society. Together with the Ansan Global Youth Center, we support emergency living expenses (medical and educational expenses, etc.) for multicultural families, and also support the operation of 'Kkumbit School,' a foster school that helps immigrant-background youth adapt to Korean schools.

Furthermore, with the World Citizens Forum, we operate the 'World Citizens Culture School' to help multicultural children and youth establish their identity and expand opportunities for talent development, and we provide university admission scholarships to university freshmen with immigrant backgrounds. In addition, we are promoting the World Citizens Gahyoun Fellowship program to broaden young people's international perspectives through cultural exchange with promising overseas artists.



Ansan Global Youth Center 'Kkumbit Art Festival'



Gahyoun Fellowship 'Scholarship Award Ceremony'

Squalid Alley Village Residents Support Program 'Donghaeng Public Bath'

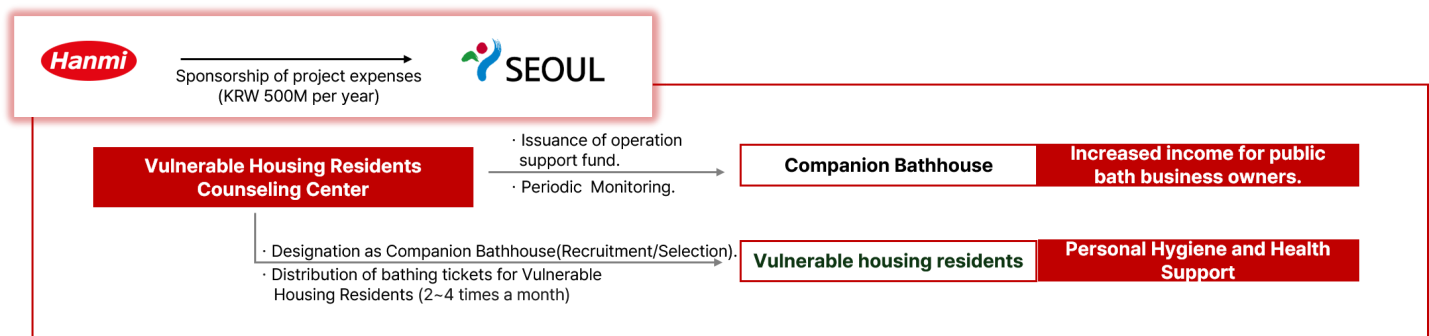
The Donghaeng Public Bath project is a win-win welfare model that protects the basic hygiene and health rights of residents in 'jjokbangchon' (squalid alley villages) with vulnerable living and sanitary conditions, provides a safe shelter during climate disasters such as heatwaves and cold snaps, and simultaneously supports the stable income base of local small business owners in the public bath industry.

To expand its responsibilities as a pharmaceutical company committed to protecting public health, Hanmi Pharmaceutical has been operating this project in cooperation with the Seoul Metropolitan Government since 2023. Through this initiative, approximately 2,400 residents of 'jjokbangchon' receive monthly public bath vouchers, enabling them to continuously improve hygiene and manage their health by using designated 'Donghaeng Public Baths' near their residences.

Operational Overview

Beneficiaries	Approximately 2,400 residents of Seoul's jjokbangchon (squalid alley villages)
Support Method	Residents receive 2-4 'public bath vouchers' monthly for use at designated public baths
Settlement Structure	Bathhouses provide services to residents presenting vouchers and receive monthly operational support funds along with settlement of resident usage fees (stable operational foundation)
Designated Businesses	Total 8 locations (Donuida-dong 2, Changsin-dong 1, Namdaemun/Seoul Station 4, Yeongdeungpo 1)
Selection Criteria	Public bathhouses officially registered with autonomous districts that meet hygiene and disinfection standards and can comply with operational agreements are comprehensively selected based on resident demand surveys and voting results.

Business Model



Business Performance and Social Impact

Donghaeng Bathhouses have established themselves as a life support infrastructure that goes beyond basic services, supporting the safety, health, rest, and social connection of vulnerable groups. They also help revitalize the local economy by guaranteeing fixed income for small business owners in the bathhouse industry, thereby easing their management burden and contributing to their livelihood stability.

Qualitative Impacts (Qualitative Impacts)	- Improved personal hygiene and health management environment - Strengthened resilience to climate crises such as heatwaves and cold snaps (seasonal protection spaces) - Provision of safe and stable resting spaces within the community - Promotion of neighborly relationships and community recovery - Contribution to business stability and employment maintenance for small business owners in the bathhouse industry
Quantitative Results (Quantitative Results)	- Annual users: 37,361 (2025) - Seasonal protective function operation: Summer 'Heatwave Shelter', Winter 'Cold Snap Shelter' - Small business support structure: Monthly fixed operational support + voucher settlement (fixed income based)
Social Value Creation (Social Value)	Annual social value creation: KRW 3.725 billion (2025) (Hygiene and health support for slum residents KRW 3.23 billion + Economic effect for small businesses KRW 495 million) Calculation Basis: Alternative value of public services for slum residents + Economic effect for small business owners in the bathhouse industry (direct sales increase + operational support funds) * Standard: 2025 Seoul Metropolitan Government, Long-term Care Insurance, Korea Consumer Agency

Employee sharing

Hanmi Family's Lifestyle Customized Volunteering - Han-Ra-Bong

Core Values

Spontaneity, Continuity, Sincerity

No. of volunteers
(2025 / Cumulative)

1,011 persons
/4,922 persons

Direction

Local communities, Underprivileged persons,
Environmental preservation

Participation hours
(2025 / Cumulative)

2,603 hours
/14,851 hours

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

Hanmi Group continues its sustainable social contribution activities based on the voluntary participation of its employees to solve various social problems facing our society. Beyond one-time support, we operate various forms of volunteer programs for continuous communication and solidarity with local communities, where the company and its members practice the value of sharing.

In 2025, centered around the 'BIG HEART Volunteer Week' commemorating the 52nd anniversary of its founding, we carried out company-wide activities such as environmental cleanup, support for vulnerable groups, and support for multicultural and elderly populations. Employees contributed to improving the local environment through environmental cleanup around workplaces and Han River ecological preservation activities, and also carried out activities to produce and support items for vulnerable groups. In particular, we provided practical help in improving the treatment environment for child patients by directly manufacturing and donating Hickman catheters to the Korea Childhood Leukemia Foundation. Hanmi Pharmaceutical will continue genuine sharing activities imbued with the touch of its employees in the future.

Han-Ra-Bong Social Contribution Activity Themes

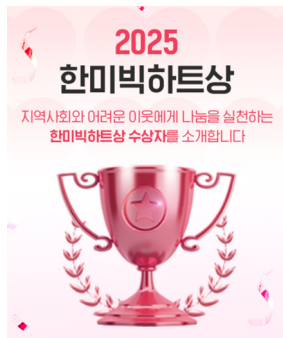
Children · Adolescents	Persons with Disabilities	Seniors	Environment / With Family
- Production of Hickman catheters for pediatric cancer patients - Production of household furniture for local children - Assistance with refugee family bazaar operations - Assistance with operating shelters for abandoned dogs & cats	- Assistance with programs at protected workshops for persons with disabilities - Production of books for the visually impaired (Support for braille picture books/e-books) - Production of daily living KITs for the hearing impaired - Assistance with sports programs for persons with disabilities (Hiking, Goalball, Swimming)	- Cooking side dishes for elderly living alone - Making handmade snacks for elderly living alone - Kimjang (kimchi-making) for sharing	- Creation of Hanmi Green Forest (Pyeongtaek-si, Gyeonggi-do) - Eradication activities for invasive alien plant species - Support for operating a reuse and sharing shop - Plogging & Jogging with Hanmi



In-house Systems for Spreading a Culture of Social Contribution and Creating a Virtuous Cycle of Social Value

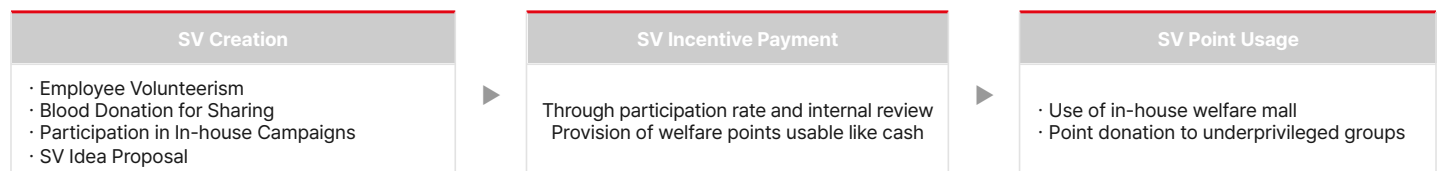
'Hanmi Big Heart Award' for Outstanding Social Contribution Participants

Hanmi Group supports its employees to participate in various social contribution activities tailored to their schedules and interests through its in-house online volunteer platform, 'Han-Ra-Bong' (Hanmi Family's Lifestyle-Tailored Volunteering). This platform provides a flexible participation base for employees to voluntarily engage in volunteering in their daily lives. Furthermore, to encourage employee participation in social contribution, Hanmi Pharmaceutical operates the 'Hanmi Big Heart Award' program, which recognizes outstanding participants based on annual activity scores. This system officially acknowledges the contributions of selected excellent participants, going beyond mere rewards to foster a culture of social contribution created together by employees. Through these initiatives, Hanmi Pharmaceutical continuously supports employee volunteerism and expands the value of sharing throughout the organization.



Incentive System

Hanmi Group dedicates significant effort to social contribution activities and operates a reward system to promote employee participation and establish a virtuous cycle. Employees who contribute to **Social Value** creation are not only recognized with year-end awards but also receive welfare points, which can be used to purchase products and services at the company's welfare mall. Furthermore, through linkage with various in-house campaigns, a model has been established to allow welfare points to create a virtuous cycle by being donated to underprivileged groups. This model is expected to be an effective means of strengthening organizational culture while also fulfilling social responsibilities in the community.



Hanmi Ladies' Association

The Hanmi Ladies' Association is a sharing group comprised of families of Hanmi Group executives, and it has consistently contributed to socially vulnerable groups since 2009. Based on bazaar proceeds and voluntary member donations, it has provided necessary goods and sponsorships to those in welfare blind spots, including the homeless, elderly living alone, and children. In 2025, through cooperation with local welfare organizations, the association carried out year-round activities such as providing food and daily necessities, supporting medically vulnerable children, and delivering year-end donations. The Hanmi Ladies' Association will continue its sustainable sharing in the community under Hanmi Pharmaceutical's philosophy of 'Respect for Humanity and Value Creation'.

Date	Donation Organizations	Donation Details
2025.04	Songpa Silbeot Deurak and 4 other locations	Donation of glutinous rice cakes and soy milk to seniors
2025.05	Songdo Jesus Hope Church	Donation of Tenten Chewable Tablets for medically underserved children in Korea on Children's Day
2025.10	Anna's House and 4 other locations	Donation of glutinous rice cakes and soy milk to the homeless
2025.12	Kkottongne Foundation	Donation of 11 million KRW for vulnerable groups

Love Blood Donation Campaign



Volume of donated
blood (cumulative)

3,667,200 cc

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,' which has reached its 45th year, is the longest-running public service campaign in the domestic pharmaceutical industry, continuing since its founder, the late Lim Sung Ki, participated in the opening of the 'House of Blood Donation' at Seoul City Hall Station in November 1980. In 2025, it was held at all business sites, including Pyeongtaek Plant, Paltan Plant, R&D Center, and headquarters, with 658 employees participating. Employees who participate in blood donation voluntarily donate their blood donation certificates, which are then donated to employees in urgent need of transfusion and patient organizations such as the Korea Blood Cancer Association. Additionally, in 2025, 300 blood donation certificates along with Hickman pouches, handmade by employees through volunteer activities, 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 to realize the value of human respect together with its employees and pharmacists. Through the communication channel within Hanmi Group's medical professional portal 'HMP', pharmacists directly propose beneficiaries in need of help and voluntarily participate in donations. During the fundraising period, various stories were submitted thanks to the active participation of pharmacists, and an in-house social worker selects beneficiaries after verifying supporting documents and conducting internal reviews to determine eligibility. In 2025, a total of 18,273,965 KRW was raised for 7 cases, including patients with short bowel syndrome and young people transitioning to independence, and delivered to the beneficiaries.

Review and Future Plans for Hanmi Pharmaceutical's Social Contribution Activities

"We seek out and connect health and welfare blind spots with the community, and practice sustainable mutual growth based on employee participation and an eco-friendly culture."

In 2025, Hanmi Pharmaceutical systematically pursued social contribution activities centered on strengthening community ties, identifying welfare blind spots, and fostering an eco-friendly corporate culture. We continuously improved programs through quarterly performance reviews and created tangible changes in the community by expanding employee participation and stakeholder collaboration.

In particular, reflecting our identity as a pharmaceutical company, we focused on areas related to our core business, such as health accessibility, hygiene, and nutritional supplementation, to support the daily health of vulnerable groups. This year, building on this foundation, we will operate the integrated values of health, environment, and welfare with even greater sophistication. We will strengthen ties with local governments, NGOs, and medical professionals through the hub transformation of each regional business site, and expand the ongoing identification and customized support for welfare blind spots by making participatory donations and transparent execution the standard. Simultaneously, we will internalize an employee-centered volunteer culture and eco-friendly campaigns, solidifying a sustainable mutual growth model under the management philosophy of human respect.

Beijing Hanmi Pharmaceutical Social Contribution

Beijing Hanmi Pharmaceutical leads the way in spreading a culture of sharing within China, based on its 7 major CSR strategies. Upholding the management philosophy of 'Respect for Humanity, Value Creation'—the same as its parent company, Hanmi Pharmaceutical—it contributes to improving human health through the supply of excellent medicines and various volunteer activities. Since 2011, it has established and operated a CSR Committee, consisting of a total of 9 members including the chairperson, enhancing the sustainability of CSR activities through semi-annual performance analysis, activity planning, and budget reviews. Furthermore, Beijing Hanmi Pharmaceutical's CSR activities have expanded beyond Beijing to a nationwide scale, supporting communities in need and thereby sharing the welfare and medical burden with the Chinese government. In recognition of these contributions, it has been selected as a public welfare company by the Chinese government and has also received the Exemplary Korean CSR Company in China Award from the Korean government, being recognized as a model case for sustainable social contribution activities.

Beijing Hanmi Pharmaceutical's 7 Major CSR Strategies

1	As a specialized enterprise producing pediatric medicines, Beijing Hanmi Pharmaceutical specializes in aiding vulnerable children in China.
2	To ensure sustainable CSR activities, a volunteer group is supported and operated through the voluntary participation of employees.
3	To establish a corporate culture that practices philanthropy, a one-day volunteer activity is mandatory during new employee training.
4	The General Manager serves as the chief CSR officer, the Deputy General Manager acts as the executive secretary, one dedicated staff member is appointed, and CSR plans are established twice a year, followed by results evaluation, and implemented with allocated budgets.
5	CSR content is actively publicized on the company's website (www.bjhanmi.com.cn) and the Mami Ai (www.bjmamiai.com) website. Additionally, by collecting photos from annual participation and creating desk calendars for promotion, employee involvement is encouraged and communication with consumers is expanded.
6	Employees who actively participate in volunteer activities are recognized with awards twice a year to maximize their voluntary involvement.
7	Diseases are overcome through the development of global new drugs, which is an inherent CSR activity of a pharmaceutical company.

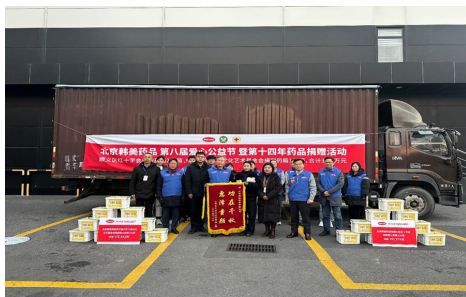
Category	Unit	2023	2024	2025
Total Donations	thousand CNY	14,388	36,907	32,498
Cash Donations	thousand yuan	14,183	36,797	32,423
In-kind Donations	thousand yuan	205	110	75
Employee Volunteer Activities	Time	300	264	398
Number of Employee Volunteers	persons	66	74	74

Beijing Hanmi Pharmaceutical's Social Contribution Activities

Beijing Hanmi Pharmaceutical Volunteer Group

Rather than one-time, company-led CSR activities for corporate image, Beijing Hanmi Pharmaceutical established and has been operating a volunteer group since December 2011, with the voluntary participation of employees and their families, to implement sustainable and tangible social contribution activities and contribute to the local community. Additionally, employees who actively participate are awarded twice a year, and the volunteer group regularly visits the Jingguang Cerebral Palsy Rehabilitation Center to cook for the entire center and organize events with the children.

Mami Ai Love Medicine Box Sponsorship Activity



Beijing Hanmi Pharmaceutical produces "Mami Ai Box of Love," capable of storing 20 essential emergency medicines, and has been providing 300 to 1,000 emergency medicine kits annually since 2012 to elementary schools and related social institutions in impoverished regions such as Guizhou, Yunnan, and Xinjiang. Since December 2025, Beijing Hanmi Pharmaceutical has been sponsoring the "Mami Ai Public Welfare Activity Phase 8 Box of Love" and, in collaboration with public welfare organizations, has been supporting approximately 350 Boxes of Love and donations to impoverished areas, orphanages, migrant worker schools, and the Jingguang Children's Disease Recovery Center, thereby striving to manage the health of children in impoverished areas and vulnerable groups.

Blood Donation of Love

Beijing Hanmi Pharmaceutical has consistently conducted the 'Blood Donation of Love' campaign every year since 2010, in cooperation with the local Red Cross. In 2025, a blood donation campaign was also held at its Beijing headquarters to establish a blood donation culture and promote the preciousness of life, with the number of voluntary participants continuously increasing. As a result of these continuous efforts, the cumulative number of blood donors over the past 16 years has reached 707, with a total donation volume of 167,400ml. Beijing Hanmi Pharmaceutical plans to expand its social contribution activities with the local community in the future, practicing the value of sharing life.



Support for Welfare Institutions for Children with Brain Diseases

On June 21, 2025, Beijing Hanmi Pharmaceutical Volunteer Group had a meaningful time making plant-dyed handicrafts with children from welfare institutions, under the theme of "DIY Bags We Make Together." Some of the completed works were used as souvenirs, and the sales proceeds were used to support the children's rehabilitation treatment costs. Beijing Hanmi Pharmaceutical plans to continue serving as a bridge between the underprivileged and the local community, and to carry on with warm sharing activities.



Delivering Warm Care and Attention to Children with Autism

On March 22, in commemoration of World Autism Awareness Day, Beijing Hanmi Pharmaceutical Volunteer Group spent meaningful time with children with autism at the Beijing Xingxingyu Education and Research Institute. Various activities, including ice-breaking games held that day, helped improve the children's social skills, and provided a meaningful respite for their guardians. This activity not only served as an opportunity to raise social awareness for children with autism but also as a significant chance to explore new forms of public interest activities in the future.



Support for Pharmaceutical Scientific Research at Yanbian University

On December 17, 2025, Beijing Hanmi Pharmaceutical donated 200,000 yuan to support the project "Research on the Impact of Medicinal and Edible Resources from Cold Regions on the Regulation of Children's Intestinal Microbiota," promoted by the College of Pharmacy at Yanbian University. Both institutions signed a Memorandum of Understanding (MOU) for research cooperation and decided to officially launch joint research in the field of child health. The donation will be used for conducting research related to child health and fostering young research talent in the pharmaceutical field. This cooperation is expected to promote the accumulation of research achievements and strengthen expertise based on Yanbian University's special resources in cold regions and its region-specific research capabilities, while also contributing to enhancing the academic and practical value in related fields.



Contribution to Education Support and Improvement of Children's Cultural Environment in Inner Mongolia



On September 24, 2025, Beijing Hanmi Pharmaceutical employees, together with the Shunyi District Red Cross, conducted educational support activities in Bairin Left Banner, Inner Mongolia. During this visit, made with the participation of CEO Lim Hae-ryong, 50,000 yuan was donated to Lin Dong No. 6 Primary School to support the improvement of the school's educational environment, and 5,000 yuan worth of school supplies were provided to support 60 low-income students. Additionally, Beijing Hanmi Pharmaceutical visited Hada Yingge Primary School, which had received a donation for educational environment improvement in 2022, to confirm that the support provided was effectively implemented and utilized on-site. Beijing Hanmi Pharmaceutical plans to continue its social contribution activities to improve the local community's educational environment and support the healthy growth of children.

Support for Online and Offline Academic Activities to Foster Young and Mid-Career Doctors and Enhance Medical Standards

Beijing Hanmi Pharmaceutical is continuously promoting academic activity support through donations to foster young and middle-aged doctors in China and enhance the medical standards of clinical physicians. The 'Ertong Zhixing' (Children's Star) program is a case presentation competition in the fields of pediatrics and internal medicine, serving as a platform to share academic knowledge, treatment methods, drug use, and clinical experience. Since 2012, a total of 386 lectures have been held, with over 35,200 doctors participating, contributing to the enhancement of their medical capabilities. Furthermore, to provide a platform for exchange between doctors and pharmacists and to promote the rational clinical application of inhaled drugs, the 'Huxi Zhijian' (Between Breaths) symposium was held, and we annually support the 'Yicheng Changan' (Beneficial Intestine Peace) lecture competition, which focuses on best practices in clinical treatment for intestinal diseases, actively sponsoring the academic activities of gastroenterologists, as well as through the 'HMP' (www.hmphanmi.com.cn) website and the official account of 'Meishi Meike', we provide free access to 38 million papers from major Chinese academic journals, 430,000 doctoral dissertations, 3.87 million master's theses, 10 million medical and pharmaceutical articles, 2.6 million technical documents, and scientific and technological achievements and copyright application materials, thereby offering substantial assistance to local doctors in their learning, clinical practice, education, and research. In addition, we have conducted 1,704 online academic conferences, actively supporting the enhancement of medical professionals' expertise. Beijing Hanmi Pharmaceutical plans to continue contributing to the development of the Chinese medical community through ongoing academic support and medical knowledge sharing.



D20251022a 黄玉红-腹痛腹泻一例诊治分析

讲者：黄玉红 中国医科大学附属第一...



B20251126b 杨燕-哮喘治疗进展之生物制剂治疗

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05

ESG Factbook

Financial Performance	158
EHS Management Performance	160
Human-oriented Management Performance	179

ESG Factbook

Financial Performance

Financial Performance

Hanmi Pharm: Economic Value Created and Distributed (non-consolidated)

Category	Unit	2023	2024	2025
Economic Value Generated				
Sales Revenue	KRW 100M	10,969	11,141	11,466
(1) Domestic Sales	KRW 100M	8,943	9,164	9,364
(2) Exports (excluding royalties)	KRW 100M	1,771	1,902	1,937
(3) Royalties	KRW 100M	255	76	165
Economic Value Distributed				
Research and Development Expenses	KRW 100M	1,649	1,676	1,901
Employee training expenses	KRW 100M	23	33	26
Social contribution expenses + Donations	KRW 100M	94.4	71.5	54.8
Purchases from suppliers	KRW 100M	2,255	2,166	2,449
Dividends	KRW 100M	62	159	254
Earnings per share (EPS)	KRW	8,602	10,298	10,093
ROE	%	17	17.6	14.9
Corporate tax expense (income)	KRW 100M	182	186	166

Summary of Performance for the Past 3 Fiscal Years

Category	Unit	2023	2024	2025
Sales Revenue	KRW 100M	10,969	11,141	11,466
(1) Product sales	KRW 100M	8,863	9,292	9,689
(2) Merchandise sales	KRW 100M	1,665	1,641	1,331
(3) Toll manufacturing sales	KRW 100M	114	108	167
(4) Technology export revenue	KRW 100M	255	76	165
(5) Other revenue	KRW 100M	72	24	114
Cost of sales	KRW 100M	5,668	5,818	5,331
(1) Cost of product sales	KRW 100M	4,043	4,243	4,091
(2) Cost of merchandise sales	KRW 100M	1,559	1,536	1,187
(3) Cost of toll manufacturing sales	KRW 100M	66	39	53
Cost of sales ratio	%	51.7	52.2	46.5
Selling and administrative expenses	KRW 100M	2,516	2,530	2,694
Selling and administrative expense ratio	%	22.9	22.7	23.5
Operating profit	KRW 100M	1,490	1,327	1,778
Operating profit margin	%	13.6	11.9	15.5
Profit before tax	KRW 100M	1,273	1,492	1,445
Profit before tax margin	%	11.6	13.4	12.6
Net profit	KRW 100M	1,092	1,306	1,280
Net profit margin	%	10	11.7	11.2

Beijing Hanmi: Economic Value Created and Distributed (non-consolidated)

Category	Unit	2023	2024	2025
Economic Value Generated				
Sales Revenue	CNY 1,000	2,158,799	2,038,267	2,040,624
(1) Domestic Sales	CNY 1,000	2,157,099	2,038,040	2,040,386
(2) Exports (excluding royalties)	CNY 1,000	1,700	227	238
(3) Royalties	CNY 1,000	0	0	0
Economic Value Distributed				
Research and Development Expenses	CNY 1,000	175,369	174,757	153,243
Employee training expenses	CNY 1,000	1,146	905	944
Social contribution expenses + Donations	CNY 1,000	14,388	36,907	32,498
Purchases from suppliers	CNY 1,000	485,675	428,801	452,857
Dividends	CNY 1,000	224,000	424,000	60,000
Earnings per share (EPS)	CNY	0	0	0
ROE	%	18.1	16	13.5
Corporate tax expense (income)	CNY 1,000	60,652	56,129	51,132

Hanmi Fine Chemical: Economic Value Created and Distributed (non-consolidated)

Category	Unit	2023	2024	2025
Economic Value Generated				
Sales Revenue	KRW 100M	1,110	1,089	913
(1) Domestic Sales	KRW 100M	369	352	569
(2) Exports (excluding royalties)	KRW 100M	720	726	329
(3) Royalties	KRW 100M	21	1	0.2
(3) Fees	KRW 100M	0	10	15
Economic Value Distributed				
Research and Development Expenses	KRW 100M	78	77	72
Employee training expenses	KRW 100M	0.68	0.75	0.5
Social contribution expenses + Donations	KRW 100M	1	1	0
Purchases from suppliers	KRW 100M	621	515	315
Dividends	KRW 100M	0	0	0
Earnings per share (EPS)	KRW	-4,336	-1,072	171
ROE	%	-6.9	-1.7	0.3
Corporate tax expense (income)	KRW 100M	-1	1	1

ESG Factbook

EHS Management Performance

EHS Management Performance | Environment

Greenhouse Gas Emissions

Hanmi Pharmaceutical Greenhouse Gas Emissions (SCOPE 1+2)

Category		Unit	2023	2024	2025
Total (SCOPE 1+2)					
Total Emissions	SCOPE 1+2	tCO _{2eq}	61,239	71,770	68,426
Direct Emissions	SCOPE 1	tCO _{2eq}	11,520	13,515	13,098
Indirect Emissions	SCOPE 2	tCO _{2eq}	49,719	58,257	55,327
Total Emissions Intensity	Per sales revenue	tCO _{2eq} /KRW 100M	5.6	6.4	6.0
Headquarters					
Total Emissions	SCOPE 1+2	tCO _{2eq}	1,022	1,044	1,060
Direct Emissions	SCOPE 1	tCO _{2eq}	260	253	298
Indirect Emissions	SCOPE 2	tCO _{2eq}	763	791	762
Paltan Smart Plant					
Total Emissions	SCOPE 1+2	tCO _{2eq}	29,368	29,396	28,913
Direct Emissions	SCOPE 1	tCO _{2eq}	8,488	8,586	8,491
Indirect Emissions	SCOPE 2	tCO _{2eq}	20,881	20,811	20,423
Pyeongtaek Bioplant					
Total Emissions	SCOPE 1+2	tCO _{2eq}	28,724	39,160	36,220
Direct Emissions	SCOPE 1	tCO _{2eq}	2,144	4,061	3,661
Indirect Emissions	SCOPE 2	tCO _{2eq}	26,580	35,100	32,560
R&D Center					
Total Emissions	SCOPE 1+2	tCO _{2eq}	2,124	2,170	2,233
Direct Emissions	SCOPE 1	tCO _{2eq}	628	615	649
Indirect Emissions	SCOPE 2	tCO _{2eq}	1,496	1,555	1,584

Hanmi Pharmaceutical Greenhouse Gas Emissions (SCOPE 3)¹⁾

Category		Unit	2023	2024	2025
Total (SCOPE 3)					
Total Emissions	SCOPE 3	tCO _{2eq}	82,555	88,703	81,516
Total Emissions Intensity	Per sales revenue	tCO _{2eq} /KRW 100M	7.5	8.0	7.1
SCOPE 3 Emissions by Category					
(C1) Products and services		tCO _{2eq}	46,552	49,467	48,011
(C2) Capital goods		tCO _{2eq}	4,987	7,981	4,221
(C3) Fuel/Energy		tCO _{2eq}	4,297	4,961	4,807
(C4) Upstream transportation		tCO _{2eq}	116	144	155
(C5) Waste		tCO _{2eq}	989	1,579	1,144
(C6) Business travel		tCO _{2eq}	4,786	5,131	5,640
(C7) Employee commuting		tCO _{2eq}	1,605	1,562	1,671
(C8) Leased assets		tCO _{2eq}	10	10	7
(C9) Downstream transportation		tCO _{2eq}	2,391	2,308	2,382
(C15) Investments		tCO _{2eq}	16,821	15,561	13,476

1) Due to rounding (single-digit processing), the sum of emissions by category may not match the total emissions.

Key Subsidiaries Greenhouse Gas Emissions (SCOPE 1+2)

Category		Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical¹⁾					
Total Emissions	SCOPE 1+2	tCO _{2eq}	9,283	8,630	8,362
Direct emissions	SCOPE 1	tCO _{2eq}	0	0	0
Indirect emissions	SCOPE 2	tCO _{2eq}	9,283	8,630	8,362
Total Emissions Intensity	Per sales revenue	tCO _{2eq} /CNY 1,000	0.004	0.004	0.004
Hanmi Fine Chemical²⁾					
Total Emissions	SCOPE 1+2	tCO _{2eq}	15,842	14,605	11,609
Direct emissions	SCOPE 1	tCO _{2eq}	21	26	32
Indirect emissions	SCOPE 2	tCO _{2eq}	15,822	14,580	11,577
Total Emissions Intensity	Per sales revenue	tCO _{2eq} /KRW 100M	14.3	13.4	12.7

1) Beijing Hanmi Pharmaceutical - Calculation of greenhouse gas emissions from electricity consumption

2) Hanmi Fine Chemical - Application of guidelines for greenhouse gas and energy target management operation

Energy

Hanmi Pharmaceutical Energy Consumption

Category		Unit	2023	2024	2025
Total					
Total Energy Consumption		GJ	1,224,181	1,429,271	1,368,085
Direct Energy	LNG, etc.	GJ	224,654	264,185	255,368
Indirect Energy	Electricity	GJ	855,664	980,009	954,225
	Steam	GJ	143,863	186,286	158,492
Renewable Energy Consumption		GJ	0	0	0
Consumption Intensity	Per sales revenue	GJ/KRW 100M	112	128	119
Headquarters					
Total Energy Consumption		GJ	20,299	20,798	20,877
Direct Energy	LNG, etc.	GJ	4,355	4,262	4,958
Indirect Energy	Electricity	GJ	15,944	16,536	15,920
	Steam	GJ	0	0	0
Renewable Energy Consumption		GJ	0	0	0
Paltan Smart Plant					
Total Energy Consumption		GJ	602,567	603,148	593,022
Direct Energy	LNG, etc.	GJ	166,231	168,270	166,264
Indirect Energy	Electricity	GJ	436,336	434,878	426,758
	Steam	GJ	0	0	0
Renewable Energy Consumption		GJ	0	0	0
Pyeongtaek Bioplant					
Total Energy Consumption		GJ	558,030	762,271	708,645
Direct Energy	LNG, etc.	GJ	42,043	79,883	71,715
Indirect Energy	Electricity	GJ	372,124	496,102	478,439
	Steam	GJ	143,863	186,286	158,492
Renewable Energy Consumption		GJ	-	-	-
R&D Center					
Total Energy Consumption		GJ	43,285	44,264	45,539
Direct Energy	LNG, etc.	GJ	12,025	11,771	12,432
Indirect Energy	Electricity	GJ	31,260	32,493	33,108
	Steam	GJ	0	0	0
Renewable Energy Consumption		GJ	0	0	0

Key Subsidiaries Energy Consumption

Category		Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical					
Total Energy Consumption		GJ	55,330 ¹⁾	51,438	49,843
Direct Energy	LNG, etc.	GJ	0	0	0
Indirect Energy	Electricity	GJ	55,330	51,438	49,843
	Steam	GJ	0	0	0
Renewable Energy Consumption		GJ	0	0	0
Consumption Intensity	Per sales revenue	GJ / CNY 1,000	13.9	13.3	12.4
Hanmi Fine Chemical					
Total Energy Consumption		GJ	366,782	338,932	269,687
Direct Energy	LNG, etc.	GJ	291	386	475
Indirect Energy	Electricity	GJ	297,794	276,746	216,420
	Steam	GJ	68,697	61,801	52,792
Renewable Energy Consumption		GJ	0	0	0
Consumption Intensity	Per sales revenue	GJ / KRW 100M	330	311	295

1) Recalculation of Beijing Hanmi Pharmaceutical's 2023 energy consumption data

Water

Hanmi Pharmaceutical Water Status

Category		Unit	2023 ¹⁾	2024 ¹⁾	2025
Total					
Water Withdrawal	Tap Water	ton	521,182	590,344	501,352
	Surface Water (rivers, dams)	ton	0	0	0
	Groundwater	ton	0	0	0
	Desalinated seawater	ton	0	0	0
Water intensity	Per sales revenue	tons / KRW 100M	47.5	53.0	43.7
Wastewater discharge volume		ton	297,918	343,326	315,696
Water consumption ²⁾		ton	277,066	304,456	232,782
Headquarters					
Water Withdrawal	Tap Water	ton	9,101	9,785	9,896
	Surface Water (rivers, dams)	ton	0	0	0
	Groundwater	ton	0	0	0
	Desalinated seawater	ton	0	0	0
Wastewater discharge volume		ton	0	0	0
Water consumption ²⁾		ton	9,101	9,785	9,896
Paltan Smart Plant					
Water Withdrawal	Tap Water	ton	164,664	149,733	111,204
	Surface Water (rivers, dams)	ton	0	0	0
	Groundwater	ton	0	0	0
	Desalinated seawater	ton	0	0	0
Wastewater discharge volume		ton	107,702	97,898	82,490
Water consumption ²⁾		ton	110,764	109,273	75,840
Pyeongtaek Bioplant					
Water Withdrawal	Tap Water	ton	335,714	418,349	369,136
	Surface Water (rivers, dams)	ton	0	0	0
	Groundwater	ton	0	0	0
	Desalinated seawater	ton	0	0	0
Wastewater discharge volume		ton	189,808	244,995	232,783
Water consumption ²⁾		ton	145,906	173,354	136,353
R&D Center					
Water Withdrawal	Tap Water	ton	11,703	12,477	11,116
	Surface Water (rivers, dams)	ton	0	0	0
	Groundwater	ton	0	0	0
	Desalinated seawater	ton	0	0	0
Wastewater discharge volume		ton	408	433	423
Water consumption ²⁾		ton	11,295	12,044	10,693

1) For headquarters, 2023 and 2024 water withdrawal recalculated based on leased area ratio.

2) Water consumption = Water withdrawal - Wastewater discharge + Water reuse volume.

Key Subsidiaries Water Status

Category		Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical					
Water Withdrawal	Tap Water	ton	113,720	123,135	115,092
	Surface Water (rivers, dams)	ton	0	0	0
	Groundwater	ton	0	0	0
	Desalinated seawater	ton	0	0	0
Water intensity	Per sales revenue	tons / CNY 1,000	0.053	0.0060	0.0056
Wastewater discharge volume		ton	90,976	100,835	92,074
Water consumption ¹⁾		ton	22,744	22,300	23,018
Hanmi Fine Chemical					
Water Withdrawal	Tap Water	ton	111,356	98,396	85,523
	Surface Water (rivers, dams)	ton	0	0	0
	Groundwater	ton	0	0	0
	Desalinated seawater	ton	0	0	0
Water intensity	Per sales revenue	tons / KRW 100M	100.3	90.4	93.7
Wastewater discharge volume		ton	34,742	35,164	29,370
Water consumption ¹⁾		ton	76,614	63,232	64,139

1) Water consumption = Water withdrawal - Wastewater discharge + Water reuse volume.

Hanmi Pharmaceutical's recycled and reused water volume

Category	Unit	2023	2024	2025
Paltan Smart Plant	ton	53,802	57,438	47,126

Key subsidiaries' recycled and reused water volume

Category	Unit	2023	2024	2025
Hanmi Fine Chemical	ton	0	0	7,986

Hanmi Pharmaceutical's Wastewater Discharge Procedure

Category	Secondary treatment plant	Receiving water body
Paltan Smart Plant	-	Jain Stream (Hwaseong-si, Gyeonggi-do)
Pyeongtaek Bioplant	Tongbok Wastewater Treatment Plant	Anseong Stream (Pyeongtaek-si, Gyeonggi-do)

Waste

Hanmi Pharmaceutical Waste Status

Category		Unit	2023 ¹⁾	2024 ¹⁾	2025
Total					
Waste generation volume	Total	ton	2,104	2,508	2,846
	General waste	ton	1,930	2,265	2,440
	Designated waste	ton	173	243	406
Generation intensity	Per sales revenue	tons / KRW 100M	0.192	0.225	0.248
General waste treatment volume	Landfill	ton	0	0	0
	Incineration	ton	359	288	387
Designated waste treatment volume	Landfill	ton	0	0	0
	Incineration	ton	129	143	171
	Other (neutralization)	ton	0	0	0.04
Waste recycling volume	Total	ton	1,616	2,077	2,288
	General waste	ton	1,571	1,977	2,053
	Designated waste	ton	44	99	235
Waste recycling rate		%	77	83	80
Headquarters					
Waste generation volume	Total	ton	24	21	17
	General waste	ton	22	19	17
	Designated waste	ton	2	2	0
General waste treatment volume	Landfill	ton	0	0	0
	Incineration	ton	22	7	0
Designated waste treatment volume	Landfill	ton	0	0	0
	Incineration	ton	0	0	0
Waste recycling volume	Total	ton	2	14	17
	General waste	ton	0	12	17
	Designated waste	ton	2	2	0
Waste recycling rate		%	8	65	100

Paltan Smart Plant					
Waste generation volume	Total	ton	1,224	1,094	1,209
	General waste	ton	1,162	1,015	1,114
	Designated waste	ton	62	80	96
General waste treatment volume	Landfill	ton	0	0	0
	Incineration	ton	260	257	331
Designated waste treatment volume	Landfill	ton	0	0	0
	Incineration	ton	32	38	59
	Other (neutralization)	ton	0	0	0.04
Waste recycling volume	Total	ton	932	799	820
	General waste	ton	902	757	783
	Designated waste	ton	30	42	37
Waste recycling rate		%	76	74	68
Pyeongtaek Bioplant					
Waste generation volume	Total	ton	757	1,293	1,521
	General waste	ton	724	1,209	1,287
	Designated waste	ton	33	84	234
General waste treatment volume	Landfill	ton	0	0	0
	Incineration	ton	77	23	56
Designated waste treatment volume	Landfill	ton	0	0	0
	Incineration	ton	20	28	36
Waste recycling volume	Total	ton	660	1,242	1,429
	General waste	ton	647	1,186	1,231
	Designated waste	ton	13	55	198
Waste recycling rate		%	87	96	94
R&D Center					
Waste generation volume	Total	ton	99	99	99
	General waste	ton	22	22	22
	Designated waste	ton	77	77	77
General waste treatment volume	Landfill	ton	0	0	0
	Incineration	ton	77	77	77
Designated waste treatment volume	Landfill	ton	0	0	0
	Incineration	ton	0	0	0
Waste recycling volume	Total	ton	22	22	22
	General waste	ton	22	22	22
	Designated waste	ton	0	0	0
Waste recycling rate		%	22	22	22

1) Hanmi Pharmaceutical HQ's 2023, 2024 waste emissions = recalculated based on the ratio of leased area

Key subsidiaries Waste Status

Category		Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical					
Waste generation volume	Total	ton	256	261	327
	General waste	ton	0	0	0
	Designated waste	ton	256	261	327
Generation intensity	Per sales revenue	tons / CNY 1,000	0.00012	0.00013	0.00016
General waste treatment volume	Landfill	ton	0	0	0
	Incineration	ton	0	0	0
Designated waste treatment volume	Landfill	ton	0	0	0
	Incineration	ton	240	261	327
Waste recycling volume ¹⁾	Total	ton	16	0	0
	General waste	ton	0	0	0
	Designated waste	ton	16	0	0
Waste recycling rate		%	6%	0	0
Hanmi Fine Chemical					
Waste generation volume	Total	ton	6,986	6,510	4,363
	General waste	ton	153	147	121
	Designated waste	ton	6,832	6,363	4,241
Generation intensity ²⁾	Per sales revenue	tons / KRW 100M	6.290	5.979	4.779
General waste treatment volume	Landfill	ton	0	0	0
	Incineration	ton	120	110	90
Designated waste treatment volume	Landfill	ton	0	0	0
	Incineration	ton	386	452	111
Waste recycling volume	Total	ton	6,480	5,948	4,161
	General waste	ton	34	37	31
	Designated waste	ton	6,447	5,911	4,130
Waste recycling rate		%	93	91	95

1) Waste recycling volume: In the previous year, 2023, Beijing Hanmi Pharmaceutical's recycling volume was classified as general waste, but it has been reclassified as designated waste.

2) Generation intensity: The generation intensity for the previous year (2023) was calculated by rounding sales revenue to the nearest 100 million KRW, but this year, it was recalculated without applying rounding.

Raw and auxiliary materials usage

Hanmi Pharmaceutical's raw and auxiliary materials usage

Category		Unit	2023	2024	2025
Total					
Total		ton	3,668	3,670	3,895
Active pharmaceutical ingredients		ton	352	373	390
Excipients		ton	3,315	3,297	3,506
Consumption Intensity	Per sales revenue	tons / KRW 100M	0.33	0.33	0.34
Paltan Smart Plant					
Total		ton	3,515	3,351	3,735
Active pharmaceutical ingredients		ton	352	373	390
Excipients		ton	3,162	2,978	3,345
Pyeongtaek Bioplant					
Total		ton	153	319	160
Active pharmaceutical ingredients		ton	0.0003	0.0010	0.0023
Excipients		ton	153	319	160

Key subsidiaries' raw and auxiliary materials usage

Category		Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical					
Total		ton	6,790	6,033	7,013
Active pharmaceutical ingredients		ton	3,952	3,360	4,794
Excipients		ton	2,838	2,673	2,219
Consumption Intensity	Per sales revenue	tons / CNY 1,000	0.003	0.003	0.003

Air Pollutants

Hanmi Pharmaceutical Air Pollutant Emissions

Category		Unit	2023	2024	2025
Paltan Smart Plant					
Dust		ton	0.2946	0.4520	0.3932
SOx		ton	0	0.0190	0.0908
NOx		ton	3.6951	2.6380	2.6571
Dichloromethane		ton	0.0905	0.0660	0.0190
THT		ton	4.6708	7.9250	4.7508
Pyeongtaek Bioplant					
Dust		ton	0.1360	0.0641	0.1510
Ammonia		ton	0.0039	0.0318	0.3324
SOx		ton	0.0000	0.1088	0.0000
NOx		ton	1.2709	2.1385	2.2106
Zinc Compounds		ton	0.0013	0.0004	0.0000
Copper Compounds		ton	0.0000	0.0002	0.0000
Hydrogen Chloride		ton	0.0017	0.0003	0.0073
Hydrogen Cyanide		ton	0	0	0.0005

Key Subsidiaries Air Pollutant Emissions

Category		Unit	2023	2024	2025
Hanmi Fine Chemical					
Dust		ton	1.2390	0.6691	0.3720
SOx		ton	0.0000	0.0416	0.0000
Ammonia		ton	0.2390	0.2407	0.0408
HCL		ton	0.2400	0.0609	0.0720
HCHO		ton	0.0000	0	0.0000
Chloroform		ton	0.0170	0.0169	0.0192
Dichloromethane		ton	0.1030	0.1236	0.0580

Water Pollutants

Hanmi Pharmaceutical Water Pollutant Emissions

Category		Unit	2023	2024	2025
Paltan Smart Plant					
TOC		ton	0.8366	0.9144	0.6100
SS		ton	0.0823	0.1408	0.0380
BOD		ton	0.2399	0.1988	0.1060
T-N		ton	1.6116	0.8352	0.8670
T-P		ton	0.0030	0.0048	0.0040
Pyeongtaek Bioplant					
TOC		ton	1.1636	3.6155	3.3700
SS		ton	0.7598	1.3543	3.1440
BOD		ton	0.5685	0.9320	0.7900
T-N		ton	2.2570	4.1077	2.7880
T-P		ton	0.0204	0.2888	0.2540

Key Subsidiaries Water Pollutant Emissions

Category		Unit	2023	2024	2025
Hanmi Fine Chemical					
TOC		ton	0.8791	1.2546	1.0420
SS		ton	0.4144	0.3784	0.5120
BOD		ton	0.0137	0.0378	0.0280
T-N		ton	0.0820	0.0457	0.2270
T-P		ton	0.0254	0.0110	0.0210

Environmental Education

Hanmi Pharmaceutical Environmental Education

Category		Unit	2023	2024	2025
Environmental Technical Personnel Job Training	Education Hours	hours	28	66	88
	No. of Trainees	persons	1	3	3
	Average Training Hours per Person	hours	28	22	29
Hazardous Chemical Substance Manager/Handler Training	Education Hours	hours	4,416	1,328	5,696
	No. of Trainees	persons	276	83	356
	Average Training Hours per Person	hours	16	16	16
Hazardous Chemical Substance Employee Training	Education Hours	hours	374	348	525
	No. of Trainees	persons	187	174	285
	Average Training Hours per Person	hours	2	2	2
Other Environmental Education (ISO 14001, ESG)	Education Hours	hours	944	960	983
	No. of Trainees	persons	470	459	450
	Average Training Hours per Person	hours	2	2	2

Key Subsidiaries Environmental Education

Category		Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical					
Environmental Technical Personnel Job Training	Education Hours	hours	40	48	56
	No. of Trainees	persons	5	6	7
	Average Training Hours per Person	hours	8	8	8
Hazardous Chemical Substance Manager/Handler Training	Education Hours	hours	960	936	960
	No. of Trainees	persons	40	39	40
	Average Training Hours per Person	hours	24	24	24
Hazardous Chemical Substance Employee Training	Education Hours	hours	240	260	260
	No. of Trainees	persons	12	13	13
	Average Training Hours per Person	hours	20	20	20
Other Environmental Education (ISO 14001, ESG)	Education Hours	hours	296	296	248
	No. of Trainees	persons	37	37	31
	Average Training Hours per Person	hours	8	8	8
Hanmi Fine Chemical					
Environmental Technical Personnel Job Training	Education Hours	hours	84	20	4
	No. of Trainees	persons	3	4	1
	Average Training Hours per Person	hours	28	5	4
Hazardous Chemical Substance Manager/Handler Training	Education Hours	hours	992	12	1,184
	No. of Trainees	persons	62	4	74
	Average Training Hours per Person	hours	16	3	16
Hazardous Chemical Substance Employee Training	Education Hours	hours	552	1,584	344
	No. of Trainees	persons	276	99	172
	Average Training Hours per Person	hours	2	16	2
Other Environmental Education (ISO 14001, ESG)	Education Hours	hours	30	360	360
	No. of Trainees	persons	15	180	180
	Average Training Hours per Person	hours	2	2	2

Environmental Legal Violations

Hanmi Pharmaceutical Environmental Legal Violations

Category	Unit	2023	2024	2025
Number of Legal Violations	Cases	0	2	0
Amount of Administrative Penalties for Legal Violations	KRW 10,000	0	208	0
Number of Environmental Lawsuits Filed	Cases	0	0	0
Number of Non-monetary Sanctions	Cases	0	0	0

Environmental Investment Amount

Hanmi Pharmaceutical Environmental Investment Amount

Category	Unit	2023	2024	2025
Hanmi Pharmaceutical	KRW 100M	4.8	12.0	4.1

* Last year's investment amount was calculated including maintenance costs, but this year, it has been restated based solely on investment-related expenditures such as equipment replacement and system implementation.

Key Subsidiaries Environmental Investment Amount

Category	Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical	CNY 1,000	2,140	1,740	1,320
Hanmi Fine Chemical	KRW 100M	0.6	1.6	0.6

Last year's investment amount was calculated including maintenance costs, but this year, it has been restated based solely on investment-related expenditures such as equipment replacement and system implementation.

EHS Management Performance | Health & Safety

Accident Index

Hanmi Pharmaceutical Accident Index

Category			Unit	2023	2024	2025
Total						
Lost Time Injury Frequency Rate (LTIFR)	Total	Total Working Hours	hours	6,449,653	6,611,249	6,601,572
		LTI	Cases	1	4	1
		LTIFR	Accident Rate	0.2	0.6	0.2
	Employees	Total Working Hours	hours	6,103,853	6,276,089	6,264,452
		No. of Employees	persons	2,344	2,408	2,392
		LTI	Cases	1	4	1
		LTIFR	Accident Rate	0.2	0.6	0.2
	Contractors	Total Working Hours	hours	345,800	335,160	337,120
		No. of Employees	persons	175	171	172
		LTI	Cases	0	0	0
		LTIFR	Accident Rate	0	0	0
	Lost days by accident type	Lost days (fatalities)	Employees	days	0	0
Contractors			days	0	0	0
Lost days (injuries)		Employees	days	0	476	82
		Contractors	days	0	0	0
Lost days (illnesses)		Employees	days	0	0	0
		Contractors	days	0	0	0
Lost days (fatalities/non-work-related)		Employees	days	7,500	0	0
		Contractors	days	0	0	0
Headquarters						
Lost Time Injury Frequency Rate (LTIFR)	Total	Total Working Hours	hours	2,614,609	2,655,388	2,652,491
		LTI	Cases	1	0	0
		LTIFR	Accident Rate	0.4	0	0
	Employees	Total Working Hours	hours	2,610,657	2,651,468	2,648,571
		No. of Employees	persons	1,040	1,056	1,054
		LTI	Cases	1	0	0
		LTIFR	Accident Rate	0.4	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
Lost days by accident type	Lost days (fatalities)	Employees	days	0	0	0
		Contractors	days	0	0	0
	Lost days (injuries)	Employees	days	0	0	0
		Contractors	days	0	0	0
	Lost days (illnesses)	Employees	days	0	0	0
		Contractors	days	0	0	0
	Lost days (fatalities/non-work-related)	Employees	days	7,500	0	0
		Contractors	days	0	0	0

Paltan Smart Plant						
Lost Time Injury Frequency Rate (LTIFR)	Total	Total Working Hours	hours	2,115,353	2,147,805	2,155,883
		LTI	Cases	0	4	1
		LTIFR	Accident Rate	0	1.9	0.5
	Employees	Total Working Hours	hours	1,945,417	1,985,125	1,993,203
		No. of Employees	persons	709	726	724
		LTI	Cases	0	4	1
		LTIFR	Accident Rate	0	2.0	0.5
	Contractors	Total Working Hours	hours	169,936	162,680	162,680
		No. of Employees	persons	86	83	83
		LTI	Cases	0	0	0
		LTIFR	Accident Rate	0	0	0
	Lost days by accident type	Lost days (fatalities)	Employees	days	0	0
Contractors			days	0	0	0
Lost days (injuries)		Employees	days	0	476	82
		Contractors	days	0	0	0
Lost days (illnesses)		Employees	days	0	0	0
		Contractors	days	0	0	0
Lost days (fatalities/non-work-related)		Employees	days	0	0	0
		Contractors	days	0	0	0
Pyeongtaek Bioplant						
Lost Time Injury Frequency Rate (LTIFR)	Total	Total Working Hours	hours	1,265,406	1,310,432	1,287,965
		LTI	Cases	0	0	0
		LTIFR	Accident Rate	0	0	0
	Employees	Total Working Hours	hours	1,127,086	1,175,192	1,150,765
		No. of Employees	persons	436	451	437
		LTI	Cases	0	0	0
		LTIFR	Accident Rate	0	0	0
	Contractors	Total Working Hours	hours	138,320	135,240	137,200
		No. of Employees	persons	70	69	70
		LTI	Cases	0	0	0
		LTIFR	Accident Rate	0	0	0
	Lost days by accident type	Lost days (fatalities)	Employees	days	0	0
Contractors			days	0	0	0
Lost days (injuries)		Employees	days	0	0	0
		Contractors	days	0	0	0
Lost days (illnesses)		Employees	days	0	0	0
		Contractors	days	0	0	0
Lost days (fatalities/non-work-related)		Employees	days	0	0	0
		Contractors	days	0	0	0

R&D Center						
Lost Time Injury Frequency Rate (LTIFR)	Total	Total Working Hours	hours	454,285	497,624	505,233
		LTI	Cases	0	0	0
		LTIFR	Accident Rate	0	0	0
	Employees	Total Working Hours	hours	420,693	464,304	471,913
		No. of Employees	persons	159	175	177
		LTI	Cases	0	0	0
		LTIFR	Accident Rate	0	0	0
	Contractors	Total Working Hours	hours	33,592	33,320	33,320
		No. of Employees	persons	17	17	17
		LTI	Cases	0	0	0
		LTIFR	Accident Rate	0	0	0
Lost days by accident type	Lost days (fatalities)	Employees	days	0	0	0
		Contractors	days	0	0	0
	Lost days (injuries)	Employees	days	0	0	0
		Contractors	days	0	0	0
	Lost days (illnesses)	Employees	days	0	0	0
		Contractors	days	0	0	0
	Lost days (fatalities/non-work-related)	Employees	days	0	0	0
		Contractors	days	0	0	0

Key Subsidiaries Accident Index

Category			Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical						
Lost Time Injury Frequency Rate (LTIFR)	Total	Total Working Hours	hours	2,493,984	2,566,224	2,377,512
		LTI	Cases	3	4	3
		LTIFR	Accident Rate	1.2	1.6	1.3
	Employees	Total Working Hours	hours	2,493,984	2,566,224	2,377,512
		No. of Employees	persons	1,252	1,278	1,223
		LTI	Cases	3	4	3
		LTIFR	Accident Rate	1.2	1.6	1.3
	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
	Lost days by accident type	Lost days (fatalities)	Employees	days	0	0
Contractors			days	0	0	0
Lost days (injuries)		Employees	days	384	841	522
		Contractors	days	0	0	0
Lost days (illnesses)		Employees	days	0	0	0
		Contractors	days	0	0	0
Lost days (fatalities/non-work-related)		Employees	days	0	0	0
		Contractors	days	0	0	0
Hanmi Fine Chemical						
Lost Time Injury Frequency Rate (LTIFR)	Total	Total Working Hours	hours	596,063	630,531	548,853
		LTI	Cases	0	1	0
		LTIFR	Accident Rate	0	1.6	0
	Employees	Total Working Hours	hours	576,303	610,931	527,293
		No. of Employees	persons	269	286	261
		LTI	Cases	0	1	0
		LTIFR	Accident Rate	0	1.6	0
	Contractors	Total Working Hours	hours	19,760	19,600	21,560
		No. of Employees	persons	10	10	11
		LTI	Cases	0	0	0
LTIFR		Accident Rate	0	0	0	
Lost days by accident type	Lost days (fatalities)	Employees	days	0	0	0
		Contractors	days	0	0	0
	Lost days (injuries)	Employees	days	0	139	0
		Contractors	days	0	0	0
	Lost days (illnesses)	Employees	days	0	0	0
		Contractors	days	0	0	0
	Lost days (fatalities/non-work-related)	Employees	days	0	0	0
		Contractors	days	0	0	0

Health & Safety Budget

Hanmi Pharmaceutical Health & Safety Budget

Health & Safety investment	2025		
	Planned amount (KRW)	Executed amount (KRW)	Execution rate (%)
Total	2,993,400,224	2,521,494,617	84
Headquarters	359,947,150	204,624,923	57
Paltan Smart Plant	584,030,000	386,096,480	66
Pyeongtaek Bioplant	1,383,263,074	1,361,811,214	98
R&D Center	666,160,000	568,962,000	85

ESG Factbook

Human-oriented Management Performance

Human-oriented management performance | Employment indicators

Employees

Hanmi Pharmaceutical Employees

Employees (by workplace)¹⁾

Category	Unit	2023	2024	2025
Total employees	persons	2,344	2,398	2,392
Headquarters	persons	383	389	386
Paltan Smart Plant	persons	709	726	724
Pyeongtaek Bioplant	persons	436	451	437
R&D Center	persons	159	175	177
Smart office	persons	657	657	668

1) Total employees = Total employees including registered executives

Employees (by employment type)

Category			Unit	2023	2024	2025
Regular Employees	Total Headcount		persons	2,282	2,331	2,392
	Female	No. of Employees	persons	661	691	676
		Percentage	%	29.0	29.6	28.3
	Male	No. of Employees	persons	1,621	1,640	1,653
		Percentage	%	71.0	70.4	69.1
Non-regular Employees	Total Headcount		persons	62	67	63
	Female	No. of Employees	persons	33	33	27
		Percentage	%	53.2	49.3	42.9
	Male	No. of Employees	persons	29	34	36
		Percentage	%	46.8	50.7	57.1
Contracted Workers ¹⁾	Daily		persons	0	0	0
	Outsourced Service		persons	173	169	170
	Dispatched and Atypical Employment Workers		persons	2	2	2

1) Contracted Workers = All outsourced companies (e.g., cafeteria, security, cleaning, drivers) permanently stationed within the workplace / 2023, 2024 data has been revised due to aggregation errors.

Employees (by Job Category)

Category			Unit	2023	2024	2025
Production Workers	Total Headcount		persons	891	923	909
	Female	No. of Employees	persons	254	260	257
		Percentage	%	10.8	10.8	10.7
	Male	No. of Employees	persons	637	663	652
		Percentage	%	27.2	27.6	27.3
Sales Workers	Total Headcount		persons	655	655	662
	Female	No. of Employees	persons	34	41	43
		Percentage	%	1.5	1.7	1.8
	Male	No. of Employees	persons	621	614	619
		Percentage	%	26.5	25.6	25.9
Researchers ¹⁾	Total Headcount		persons	508	535	530
	Female	No. of Employees	persons	269	286	282
		Percentage	%	11.5	11.9	11.8
	Male	No. of Employees	persons	239	249	248
		Percentage	%	10.2	10.4	10.4
Office Workers	Total Headcount		persons	250	243	243
	Female	No. of Employees	persons	128	127	112
		Percentage	%	5.5	5.3	4.7
	Male	No. of Employees	persons	122	116	131
		Percentage	%	5.2	4.8	5.5
Executives	Total Headcount		persons	40	42	48
	Female	No. of Employees	persons	9	10	9
		Percentage	%	0.4	0.4	0.4
	Male	No. of Employees	persons	31	32	39
		Percentage	%	1.3	1.3	1.6

1) Researchers can be classified as STEM (Science, Technology, Engineering, Mathematics).

Key Subsidiaries Employees

Category			Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical						
Total Employees			persons	1,252	1,278	1,231
By Job Function	Production Workers	No. of Employees	persons	316	337	320
		Percentage	%	25.2	26.4	26.0
	Sales Workers	No. of Employees	persons	658	653	624
		Percentage	%	52.6	51.1	50.7
	Researchers	No. of Employees	persons	179	185	179
		Percentage	%	14.3	14.5	14.5
	Office workers	No. of Employees	persons	91	93	97
		Percentage	%	7.3	7.3	7.9
	Executives	No. of Employees	persons	8	10	11
		Percentage	%	0.6	0.8	0.9
By Form of Employment	Permanent	No. of Employees	persons	1,252	1,278	1,231
		Percentage	%	100	100	100
	Temporary	No. of Employees	persons	0	0	0
		Percentage	%	0	0	0
Hanmi Fine Chemical						
Total Employees			persons	269	286	261
By Job Function	Production Workers	No. of Employees	persons	184	189	164
		Percentage	%	68.4	66.1	62.8
	Sales Workers	No. of Employees	persons	1	4	5
		Percentage	%	0.4	1.4	1.9
	Researchers	No. of Employees	persons	59	64	64
		Percentage	%	21.9	22.4	24.5
	Office workers	No. of Employees	persons	17	20	18
		Percentage	%	6.3	7.0	6.9
	Executives	No. of Employees	persons	8	9	10
		Percentage	%	3.0	3.1	3.8
By Form of Employment	Permanent	No. of Employees	persons	269	286	261
		Percentage	%	100	100	100
	Temporary	No. of Employees	persons	0	0	0
		Percentage	%	0	0	0

Employee Diversity

Hanmi Pharmaceutical Employee Diversity

Category			Unit	2023	2024	2025
Total Employees			persons	2,344	2,398	2,392
By Position	Managers		persons	123	126	137
	By Ethnicity	Asians	persons	123	126	137
		Non-Asians	persons	0	0	0
	By Gender	No. of Female	persons	36	38	37
		Female Ratio ¹⁾	%	1.5	1.6	1.5
		No. of Male	persons	87	88	100
		Male Ratio ¹⁾	%	3.7	3.7	4.2
	Non-Managers		persons	2,221	2,272	2,255
	By Ethnicity	Asians	persons	2,220	2,271	2,254
		Non-Asians	persons	1	1	1
	By Gender	No. of Female	persons	658	686	666
		Female Ratio ¹⁾	%	28.1	28.6	27.8
		No. of Male	persons	1,563	1,586	1,589
		Male Ratio ¹⁾	%	66.7	66.1	66.4
By Gender	Female	No. of Employees	persons	694	724	703
		Percentage	%	29.6	30.2	29.4
	Male	No. of Employees	persons	1,650	1,674	1,689
		Percentage	%	70.4	69.8	70.6
By Age Group	Under 30	No. of Employees	persons	599	592	520
		Percentage	%	25.6	24.7	21.7
	Ages 30-49	No. of Employees	persons	1,640	1,685	1,721
		Percentage	%	70.0	70.3	71.9
	Age 50 and above	No. of Employees	persons	105	121	151
		Percentage	%	4.5	5.0	6.3
Employment of persons with disabilities			persons	28	29	30

1) Change in ratio standard: Compared to total employees

Key Subsidiaries Diversity of employees

Category			Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical						
Total Employees			persons	1,252	1,278	1,231
By Position	Managers		persons	164	175	168
	By Ethnicity	Asians	persons	164	175	168
		Non-Asians	persons	0	0	0
	By Gender	Female	persons	67	79	72
		Female ratio	%	5.4	6.2	5.8
		Male	persons	97	96	96
		Male ratio	%	7.7	7.5	7.8
	Non-Managers		persons	1,088	1,103	1,063
	By Ethnicity	Asians	persons	1,088	1,103	1,063
		Non-Asians	persons	0	0	0
	By Gender	No. of Female	persons	616	613	589
		Female ratio	%	49.2	48.0	47.8
		No. of Male	persons	472	490	474
		Male ratio	%	37.7	38.3	38.5
By Gender	Female	No. of Employees	persons	683	692	661
		Percentage	%	54.6	54.1	53.7
	Male	No. of Employees	persons	569	586	570
		Percentage	%	45.4	45.9	46.3
By Age Group	Under 30	No. of Employees	persons	310	286	254
		Percentage	%	24.8	22.4	20.6
	Ages 30-49	No. of Employees	persons	915	962	941
		Percentage	%	73.1	75.3	76.4
	Age 50 and above	No. of Employees	persons	27	30	36
		Percentage	%	2.2	2.3	2.9
Employment of persons with disabilities			persons	16	17	13

Hanmi Fine Chemical						
Total Employees			persons	269	286	261
By Position	Managers		persons	36	54	54
	By Ethnicity	Asians	persons	36	54	54
		Non-Asians	persons	0	0	0
	By Gender	Female	persons	7	12	13
		Female ratio	%	2.6	4.2	5.0
		Male	persons	29	42	41
		Male ratio	%	10.8	14.7	15.7
	Non-Managers		persons	566	232	207
	By Race/Ethnicity	Asians	persons	566	232	207
		Non-Asians	persons	0	0	0
	By Gender	No. of Female	persons	62	68	56
		Female ratio	%	23.0	23.8	21.5
		No. of Male	persons	171	164	151
		Male ratio	%	63.6	57.3	57.9
By Gender	Female	No. of Employees	persons	69	80	69
		Percentage	%	25.7	28.0	26.4
	Male	No. of Employees	persons	200	206	192
		Percentage	%	74.3	72.0	73.6
By Age Group	Under 30	No. of Employees	persons	68	70	40
		Percentage	%	25.3	24.5	15.3
	Ages 30-49	No. of Employees	persons	163	172	171
		Percentage	%	60.6	60.1	65.5
	Age 50 and above	No. of Employees	persons	38	44	50
		Percentage	%	14.1	15.4	19.2
Employment of persons with disabilities			persons	2	1	1

Employee recruitment

Hanmi Pharmaceutical Employee Recruitment

Category			Unit	2023	2024	2025
Total number of hires		No. of Employees	persons	312	295	230
		Percentage	%	13.3	12.3	9.6
By Age Group	Under 30	No. of Employees	persons	229	192	150
	Age 30 and above	No. of Employees	persons	83	103	80
By Gender	Female	No. of Employees	persons	121	128	83
	Male	No. of Employees	persons	191	167	147
By Form of Employment	Permanent	No. of Employees	persons	280	265	175
	Temporary	No. of Employees	persons	32	30	55
By Job Level	Managers and above	No. of Employees	persons	8	14	9
	Team members	No. of Employees	persons	304	281	221
By Ethnicity	Asians	No. of Employees	persons	312	295	230
	Non-Asians	No. of Employees	persons	0	0	0
Conversion rate of young interns to regular employment		Percentage	%	100	100	100

Employee recruitment at major subsidiaries

Category			Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical						
Total number of hires		No. of Employees	persons	206	185	112
		Percentage	%	16.5	14.5	9.1
By Age Group	Under 30	No. of Employees	persons	114	105	80
	Age 30 and above	No. of Employees	persons	92	80	32
By Gender	Female	No. of Employees	persons	101	76	52
	Male	No. of Employees	persons	105	109	60
By form of Employment	Permanent	No. of Employees	persons	206	185	112
	Temporary	No. of Employees	persons	0	0	0
Hanmi Fine Chemical						
Total number of hires		No. of Employees	persons	33	42	5
		Percentage	%	12.3	14.7	1.9
By Age Group	Under 30	No. of Employees	persons	25	32	4
	Age 30 and above	No. of Employees	persons	8	10	1
By Gender	Female	No. of Employees	persons	12	22	2
	Male	No. of Employees	persons	21	20	3
By Form of Employment	Permanent	No. of Employees	persons	33	42	4
	Temporary	No. of Employees	persons	0	0	1

Employee tenure and leave of absence

Hanmi Pharmaceutical Employee Tenure and Leave of Absence

Category			Unit	2023	2024	2025
Average Tenure			years	8.3	8.5	8.1
Total turnover		No. of Employees	persons	315	255	252
		Percentage	%	13.4	10.6	10.5
By Gender	Female	No. of Employees	persons	114	100	106
		Percentage	%	36.2	39.2	42.1
	Male	No. of Employees	persons	201	155	146
		Percentage	%	63.8	60.8	57.9
By Job Level	Managers and above	No. of Employees	persons	15	6	22
		Percentage	%	4.8	2.4	8.7
	Team members	No. of Employees	persons	300	249	230
		Percentage	%	95.2	97.6	91.3
By Turnover Type	Voluntary	No. of Employees	persons	312	251	245
	Involuntary	No. of Employees	persons	3	4	7
Turnover Rate	Overall Turnover Rate	Percentage	%	13.4	10.6	10.5
	Voluntary Turnover Rate	Percentage	%	13.3	10.5	10.2

Key Subsidiaries Employee Tenure and Leave of Absence

Category			Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical						
Average Tenure			years	7.1	7.3	7.9
Total Turnover		No. of Employees	persons	154	159	191
		Percentage	%	12.3	12.4	15.5
By Gender	Female	No. of Employees	persons	72	67	97
		Percentage	%	46.8	42.1	50.8
	Male	No. of Employees	persons	82	92	94
		Percentage	%	53.2	57.9	49.2
By Job Level	Managers and above	No. of Employees	persons	12	23	31
		Percentage	%	7.8	14.5	16.2
	Team members	No. of Employees	persons	142	136	160
		Percentage	%	92.2	85.5	83.8
By Turnover Type	Voluntary	No. of Employees	persons	137	101	139
	Involuntary	No. of Employees	persons	17	58	52
Turnover Rate	Overall Turnover Rate	Percentage	%	12.3	12.4	15.5
	Voluntary Turnover Rate	Percentage	%	10.9	7.9	11.3
Hanmi Fine Chemical						
Average tenure			years	10.4	11.8	11.6
Total Turnover		No. of Employees	persons	34	30	29
		Percentage	%	12.6	10.5	11.1
By Gender	Female	No. of Employees	persons	13	11	14
		Percentage	%	38.2	36.7	48.3
	Male	No. of Employees	persons	21	19	15
		Percentage	%	61.8	63.3	51.7
By Job Level	Managers and above	No. of Employees	persons	2	1	1
		Percentage	%	5.9	3.3	3.4
	Team members	No. of Employees	persons	32	29	28
		Percentage	%	94.1	96.4	96.6
By Turnover Type	Voluntary	No. of Employees	persons	33	28	28
	Involuntary	No. of Employees	persons	1	2	1
Turnover Rate	Overall Turnover Rate	Percentage	%	12.6	10.5	11.1
	Voluntary Turnover Rate	Percentage	%	12.3	9.8	10.7

Employee Parental Leave

Hanmi Pharmaceutical Employee Parental Leave ¹⁾

Category			Unit	2023	2024	2025
Parental Leave Users	Total	No. of Employees	persons	79	52	67
	Female	No. of Employees	persons	52	36	45
	Male	No. of Employees	persons	27	16	22
Parental Leave Usage Rate	Total	Percentage	%	22.7	12.2	23.1
	Female	Percentage	%	81.3	85.7	65.7
	Male	Percentage	%	9.7	5.3	4.9
Employees retained for 12 months after returning from leave	Total	No. of Employees	persons	145	160	204
	Female	No. of Employees	persons	131	135	163
	Male	No. of Employees	persons	14	25	41
No. of Users of Reduced Working Hours for Childcare			persons	12	13	11
No. of Users of Paternity Leave			persons	81	88	82

Key Subsidiaries Employee Parental Leave ¹⁾

Category			Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical						
Parental Leave Users	Total	No. of Employees	persons	69	62	66
	Female	No. of Employees	persons	39	33	32
	Male	No. of Employees	persons	30	29	34
Parental Leave Usage Rate	Total	Percentage	%	44.8	39.3	56.3
	Female	Percentage	%	42.1	36.4	53.3
	Male	Percentage	%	48.2	42.9	60.0
Employees retained for 12 months after returning from leave	Total	No. of Employees	persons	67	61	64
	Female	No. of Employees	persons	38	33	33
	Male	No. of Employees	persons	29	28	31
No. of Users of Reduced Working Hours for Childcare			persons	15	15	18
No. of Users of Paternity Leave			persons	14	9	15
Hanmi Fine Chemical						
Parental Leave Users	Total	No. of Employees	persons	4	2	10
	Female	No. of Employees	persons	2	1	3
	Male	No. of Employees	persons	2	1	7
Parental Leave Usage Rate	Total	Percentage	%	14.3	12.5	54.5
	Female	Percentage	%	0	50	100
	Male	Percentage	%	14.3	0	44.4
Employees retained for 12 months after returning from leave	Total	No. of Employees	persons	6	8	8
	Female	No. of Employees	persons	4	6	6
	Male	No. of Employees	persons	2	2	2
No. of Users of Reduced Working Hours for Childcare			persons	0	1	1
No. of Users of Paternity Leave			persons	9	7	2

¹⁾ Employee Parental Leave = Prepared based on Hanmi Pharmaceutical's business report

Employee Compensation and Benefits

Hanmi Pharmaceutical Average Employee Compensation ¹⁾

Category	Unit	2023	2024	2025
Average Annual Total Compensation	KRW	76,709,171	77,210,833	79,011,962
Average Annual Total Compensation Increase Rate	%	6.6	0.7	2.3

Key Subsidiaries Average Compensation for Employees ¹⁾

Category	Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical				
Average Annual Total Compensation	Yuan	229,506	261,666	218,044
Average Annual Total Compensation Increase Rate	%	3.7	14.0	-16.7
Hanmi Fine Chemical				
Average Annual Total Compensation	KRW	57,244,093	58,222,036	59,659,744
Average Annual Total Compensation Increase Rate	%	2.0	1.7	2.5

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

Average Salary for Hanmi Pharmaceutical Employees ²⁾

Category	Unit	2023	2024	2025
Female	KRW	54,213,504	55,143,548	61,792,460
Male	KRW	73,703,850	75,268,546	86,718,727
Female-to-Male Salary Ratio	%	73.6	73.3	71.3

Key Subsidiaries Average Salary for Employees ²⁾

Category	Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical				
Female	KRW	222,692	253,979	218,474
Male	KRW	237,564	270,702	217,541
Female-to-Male Salary Ratio	%	93.7	93.8	100.4
Hanmi Fine Chemical				
Female	KRW	42,661,567	42,585,072	51,735,858
Male	KRW	62,737,975	64,631,783	68,664,563
Female-to-Male Salary Ratio	%	68.0	65.9	75.3

2) Salary = Sum of salary, bonuses, and various allowances, excluding executives.

Regular Review of Performance/Career Development

Regular Review of Performance and Career Development for Hanmi Pharmaceutical Employees and Executives

Category			Unit	2023	2024	2025
Total Employees		No. of Employees	persons	2,344	2,398	2,392
Subjects of Performance and Career Development Review	Total	No. of Employees	persons	2,344	2,398	2,392
	Female	No. of Employees	persons	694	724	703
	Male	No. of Employees	persons	1,650	1,674	1,689
No. of Employees Reviewed for Performance and Career Development	Total	No. of Employees	persons	2,344	2,398	2,392
	Female	No. of Employees	persons	694	724	703
	Male	No. of Employees	persons	1,650	1,674	1,689
Percentage of Employees Reviewed for Performance and Career Development		Percentage	%	100	100	100

Regular Review of Performance and Career Development for Employees and Executives of Key Subsidiaries

Category			Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical						
Total Employees		No. of Employees	persons	1,252	1,278	1,231
Subjects of Performance and Career Development Review	Total	No. of Employees	persons	1,252	1,278	1,231
	Female	No. of Employees	persons	683	692	661
	Male	No. of Employees	persons	569	586	570
No. of Employees Reviewed for Performance and Career Development	Total	No. of Employees	persons	1,252	1,278	1,231
	Female	No. of Employees	persons	683	692	661
	Male	No. of Employees	persons	569	586	570
Percentage of Employees Reviewed for Performance and Career Development		Percentage	%	100	100	100
Hanmi Fine Chemical						
Total Employees		No. of Employees	persons	269	286	261
Subjects of Performance and Career Development Review	Total	No. of Employees	persons	269	286	261
	Female	No. of Employees	persons	69	80	69
	Male	No. of Employees	persons	200	206	192
No. of Employees Reviewed for Performance and Career Development	Total	No. of Employees	persons	269	286	261
	Female	No. of Employees	persons	69	80	69
	Male	No. of Employees	persons	200	206	192
Percentage of Employees Reviewed for Performance and Career Development		Percentage	%	100	100	100

Human-Oriented Management Performance | Governance

Board of Directors and Executive Composition

Composition of Hanmi Pharmaceutical's Board of Directors and Executives

Category			Unit	2023	2024	2025
Board of Directors	Total		persons	7	10	10
	Inside Director	Total	persons	3	4	4
		Female	persons	1	1	1
		Male	persons	2	3	3
	Non-Executive Director	Total	persons	0	1	2
		Female	persons	0	0	0
		Male	persons	0	1	2
	Independent Director	Total	persons	4	5	4
		Female	persons	1	1	0
		Male	persons	3	4	4
	Ages 30 to under 50	Total	persons	0	1	1
		Female	persons	0	0	0
		Male	persons	0	1	1
	Age 50 and above	Total	persons	7	9	7
		Female	persons	2	2	1
		Male	persons	5	7	6
Executives	Total		persons	40	42	48
	Ages 30 to under 50	Total	persons	15	16	21
		Female	persons	6	7	6
		Male	persons	9	9	15
	Age 50 and above	Total	persons	25	26	27
		Female	persons	3	3	3
		Male	persons	22	23	24

Board of Directors and Executive Composition Status of Major Subsidiaries

Category			Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical						
Board of Directors	Total		persons	5	7	6
	Executive Directors	Total	persons	3	5	5
		Female	persons	1	1	1
		Male	persons	2	4	4
	Independent Directors	Total	persons	2	2	1
		Female	persons	0	0	0
		Male	persons	2	2	1
Executives	Total		persons	8	10	11
	Ages 30 to under 50	Total	persons	0	2	1
		Female	persons	0	0	0
		Male	persons	0	2	1
	Age 50 and above	Total	persons	8	8	10
		Female	persons	2	2	2
		Male	persons	6	6	8
Hanmi Fine Chemical						
Board of Directors	Total		persons	4	5	5
	Inside Director	Total	persons	4	5	5
		Female	persons	0	0	0
		Male	persons	4	5	5
	Independent Director	Total	persons	0	0	0
		Female	persons	0	0	0
		Male	persons	0	0	0
Executives	Total		persons	8	9	9
	Ages 30 to under 50	Total	persons	1	1	1
		Female	persons	0	0	0
		Male	persons	1	1	1
	Age 50 and above	Total	persons	7	8	8
		Female	persons	1	1	1
		Male	persons	6	7	7

Director/Board of Directors and Auditor Compensation

Hanmi Pharmaceutical Director/Board of Directors and Auditor Compensation

	Category	Unit	2023	2024	2025
No. of Employees	Total	persons	40	42	48
	Inside Director	persons	3	4	4
	Non-Executive Director	persons	0	1	2
	Independent Directors (excluding Audit Committee Members)	persons	1	2	2
	Audit Committee Members	persons	3	3	3
	Advisors, Consultants, etc.	persons	3	2	2
	Non-Registered Executives	persons	30	30	35
Total Payment	Total	KRW 1M	10,866	9,814	11,174
	Inside Director	KRW 1M	1,661	1,493	1,891
	Non-Executive Director	KRW 1M	0	25	57
	Independent Directors (excluding Audit Committee Members)	KRW 1M	36	74	57
	Audit Committee Members	KRW 1M	133	144	182
	Advisors, Consultants, etc.	KRW 1M	188	130	165
	Non-Registered Executives	KRW 1M	8,848	7,948	7,955
Average Payment Per Person	Inside Director	KRW 1M	277	373	408
	Non-Executive Director	KRW 1M	0	25	29
	Independent Directors (excluding Audit Committee Members)	KRW 1M	36	37	56
	Audit Committee Members	KRW 1M	44	48	65
	Advisors, Consultants, etc.	KRW 1M	63	65	82
	Non-Registered Executives	KRW 1M	295	264	227

Director/Board of Directors and Auditor Compensation of Major Subsidiaries

Category		Unit	2023	2024	2025
Beijing Hanmi Pharmaceutical					
No. of Employees	Total	persons	7	7	6
	Directors	persons	7	7	6
	Advisory Committee Members	persons	0	0	0
	Advisors, Auditors, etc.	persons	0	0	0
Total Payment	Total	CNY 1,000	15,690	14,661	5,414
	Directors	CNY 1,000	15,690	14,661	5,414
	Advisory Committee Members	CNY 1,000	0	0	0
	Advisors, Auditors, etc.	CNY 1,000	0	0	0
Average Payment Per Person ¹⁾	Directors	CNY 1,000	5,230	4,887	1,353
	Advisory Committee Members	CNY 1,000	0	0	0
	Advisors, Auditors, etc.	CNY 1,000	0	0	0
Hanmi Fine Chemical					
No. of Employees	Total	persons	5	6	6
	Inside Director	persons	4	5	5
	Independent Director	persons	0	0	0
	Advisory Committee Members	persons	0	0	0
	Advisors, Auditors, etc.	persons	1	1	1
Total Payment	Total	KRW 1M	718	1,220	1,056
	Inside Director	KRW 1M	682	1,172	1,008
	Independent Director	KRW 1M	0	0	0
	Advisory Committee Members	KRW 1M	0	0	0
	Advisors, Auditors, etc.	KRW 1M	36	48	48
Average Payment Per Person	Inside Director	KRW 1M	171	234	201
	Independent Director	KRW 1M	0	0	0
	Advisory Committee Members	KRW 1M	0	0	0
	Advisors, Auditors, etc.	KRW 1M	36	48	48

1) Based on the number of compensated personnel

06

APPENDIX

Reporting Framework	196
Reporting Scope & Verification	202
Current Status of Membership of Domestic & Overseas Associations	207
ESG Policies	208
ESG Assessment	209
Report Archive	210

APPENDIX

Reporting Framework

GRI

GRI Standard 2021 Index

Statement of Use	The 2025-26 Hanmi Pharmaceutical ESG Report is prepared in compliance with the GRI Standard 2021 Index and records sustainability management performance from January 1 to December 31, 2025. Additionally, information that could significantly influence stakeholder decisions includes activities up to April 2026 and additional data from previous years.
GRI 1 used	GRI 1 : Foundation 2021
Applicable GRI Sector Standards	As of May 2026, when Hanmi Pharmaceutical publishes its report, there are no applicable GRI Sector Standards published through GRI. Hanmi Pharmaceutical identifies and reports material issues from the perspective of the future of the domestic pharmaceutical industry and risks and opportunities that may arise across its business operations.

General Disclosures

Category	Indicators	Description	Contents	Remarks
GRI 2: General Disclosures 2021	2-1	Organizational Information	Company Overview	
	2-2	Entities included in the organization's sustainability report	About this report	
	2-3	Reporting period, frequency, and contact point	About this report	
	2-4	Restatements of Information	-	Annotation for each piece of information where applicable
	2-5	External Assurance	Independent Assurance Statement	
	2-6	Activities, value chain, and other business relationships	Company Overview	
	2-7	Employees	Employees	
	2-8	Workers who are not employees	Employees	
	2-9	Governance structure and composition	Hanmi Group ESG Management / Board of Directors	
	2-10	Recommendation 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 Regarding Impact Management	Hanmi Group ESG Management	
	2-13	Delegation of Responsibility for Impact Management	Hanmi Group ESG Management	
	2-14	Role of the Highest Governance Body Regarding Sustainability Reporting	Hanmi Group ESG Management	
	2-15	Conflict of Interest	Board of Directors	
	2-16	Reporting of Material Matters	Hanmi Group ESG Management	
	2-17	Overall Knowledge of the Highest Governance Body	Board Skills Matrix	
	2-18	Performance Evaluation of the Highest Governance Body	Board of Directors Appointment and Remuneration	
	2-19	Remuneration Policy	Board of Directors Appointment and Remuneration	
	2-20	Remuneration Decision-Making Process	Board of Directors Appointment and Remuneration	
	2-21	Annual Total Compensation Ratio	-	
	2-22	Statement Regarding Sustainable Development Strategy	CEO Message	
	2-23	Policy Commitment	ESG Policies	
	2-24	Internalization of Policy Commitments	Compliance Education / Safety and Health Education / Personal Data Protection Education / Environmental Education	
	2-25	Process for Addressing Negative Impacts	GMP Compliance / Reporting and Handling of Violations / Company-wide Safety Diagnosis / Human Rights Due Diligence	
	2-26	Mechanism for seeking advice and raising concerns	Reporting and Handling of Violations / Human Rights Due Diligence	
	2-27	Compliance with Laws and Regulations	2025 Administrative Sanctions / Cases of Environmental Law Violations / SASB Business Ethics	
	2-28	Membership Associations	Status of Membership	
	2-29	Stakeholder Engagement Approach	Stakeholder Communication	
	2-30	Collective Bargaining Agreements	Communication and consensus between labor and management	

Material Topic

Category	Indicators	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	Indicators	Description	Contents	Remarks
Material Topic 1. Ensuring Pharmaceutical Product Safety				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Ensuring Pharmaceutical Safety	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of Health and Safety Impacts of Product and Service Categories	Systematic Quality Assurance System	
	416-2	Cases of Violations of Laws and Regulations Regarding Health and Safety Impacts of Products and Services	Status of Administrative Sanctions	
Material Topic 2. Expansion of Ethical and Compliance Management				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Expansion of Ethical Management and Compliance Management	
GRI 205: Anti-corruption 2016	205-1	Assessment of corruption risks in operations	Risk Assessment	
	205-2	Communication and training on anti-corruption policies	Compliance Training	
	205-3	Confirmed incidents of corruption and actions taken	Personnel sanctions and incentives	
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 3. Strengthening workplace safety and health				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Strengthening Workplace Safety and Health	
GRI 403: Occupational Health and Safety 2018	403-1	Workplace occupational health and safety management system	Occupational Health and Safety Management System	
	403-2	Hazard identification, risk assessment, and incident investigation	Identification of risks and opportunities Self-regulatory prevention system	
	403-3	Workplace health services	Key Health Activities	
	403-4	Worker participation, consultation, and communication on workplace safety&health	Employee Awareness Survey	
	403-5	Worker occupational health and safety training	Safety and health training	
	403-6	Worker health promotion	Key Health Activities	
	403-7	Prevention and mitigation of occupational health and safety impacts directly influenced by the nature of operations	Occupational Health and Safety Management System / Occupational Health and Safety Training	
	403-8	Workers covered by occupational health and safety management systems	Occupational Health and Safety Management System	
	403-9	Work-related injuries	Accident Index	
	403-10	Work-related diseases	Accident Index	
Material Issue 4. Responsible Supply Chain Management				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Responsible Supply Chain Management	
GRI 414: Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	Supply chain ESG assessment results	
Material Issue 5. 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 Privacy 2016	418-1	Number of substantiated complaints regarding breaches of customer privacy and loss of customer data	Information security indicators and targets	

Topic Standards

Category	Indicators	Description	Contents	Remarks
Biodiversity				
GRI 101: Biodiversity 2024	101-1	Policies for halting and reversing biodiversity loss	Company's commitments regarding biodiversity and no deforestation	
	101-2	Biodiversity impact management	Biodiversity Conservation	
	101-3	Access and benefit-sharing	Compliance with the Nagoya Protocol	
	101-8	Ecosystem services	Environmental Protection Activities	
Economy				
GRI 201: Economic Performance 2016	201-1	Direct Economic Value Generated and Distributed	Financial Performance	
	201-2	Financial Implications and Other Risks and Opportunities due to Climate Change	Climate Change Risk Analysis / Climate Change Scenario	
	201-3	Defined Benefit Plan Obligations of the Organization	-	2025 Audit Report 23. See Net Defined Benefit Liability (Asset)
GRI 202: Market Presence 2016	202-2	Proportion of Senior Management Hired from the Local Community at Significant Locations of Operation and Definition	Beijing Hanmi Pharmaceutical / Hanmi Fine Chemical	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure Investments and Services Supported	Social Contribution	
	203-2	Significant Indirect Economic Impacts	Financial Soundness through Improved New Drugs Hanmi Pharmaceutical Social Contribution	
Environment				
GRI 302: Energy 2016	302-1	Energy Consumption within the Organization	Energy	
	302-3	Energy Intensity	Energy	
	302-4	Reduction in Energy Consumption	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	
	303-4	Water discharge volume	Water	
	303-5	Water usage volume	Water	
GRI 305: Emissions 2016	305-1	Direct Greenhouse Gas Emissions (Scope 1)	Greenhouse Gas Emissions	
	305-2	Indirect Greenhouse Gas Emissions (Scope 2)	Greenhouse Gas Emissions	
	305-3	Other Indirect Greenhouse Gas Emissions (Scope 3)	Greenhouse Gas Emissions	
	305-4	Greenhouse Gas (GHG) Emissions Intensity	Greenhouse Gas Emissions	
	305-5	Greenhouse Gas (GHG) Emissions 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 Major Waste-Related Impacts	Waste Management	
	306-2	Management of Major 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 Hiring / Employee Retention and Turnover	
	401-2	Benefits for full-time employees not offered to non-regular employees	Employee 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 development and transition support programs	Talent Development	
	404-3	Percentage of employees who received regular performance and career development reviews	Performance and career development review	

GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Employee Diversity / Composition of Board and Executive Management	
	405-2	Ratio of basic salary and remuneration for women to men	Employee Compensation and Benefits	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at high risk for incidents of child labor	Human Rights Due Diligence	
GRI 409: Forced Labor 2016	409-1	Operations and suppliers at high risk for incidents of forced labor	Human Rights Due Diligence	
GRI 415: Public Policy 2016	415-1	Political contributions	-	In accordance with Article 31 of the Political Funds Act, the Company, as a corporate entity, is prohibited from making any form of political contributions (financial or in-kind).
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Accurate Product Information and Labeling Materials Management	
	417-2	Cases of non-compliance with regulations concerning information and labeling for products and services	Status of Labeling and Advertising Compliance Management	
	417-3	Cases of legal and regulatory violations related to marketing communications	-	No violations

SASB

Biotechnology and Pharmaceuticals

Topic	Code	Category	Content	Contents
Safety of Clinical Trial Participants	HC-BP-210a.1	Indicators	Discussion on management procedures to ensure quality and patient safety in clinical trials across various global regions	-
		Response	Hanmi Pharmaceutical conducts audits through its QA team before and during clinical trials, manages and supervises the progress of clinical trials through regular meetings, and performs monitoring progress and data quality checks through Accompany visits.	
Drug Safety	HC-BP-250a.1	Indicators	List of products enumerated in the U.S. Food and Drug Administration (FDA)'s MedWatch Safety Alerts for Human Medical Products database	Audit History
		Response	Hanmi Pharmaceutical's products are not included in the FDA's MedWatch list. To provide high-quality pharmaceuticals to customers, we manage products by establishing a safety management system throughout the entire lifecycle of pharmaceuticals, implementing product anti-counterfeiting systems, labeling systems, and regularly responding to audits from global regulatory agencies (such as FDA, PMDA, MHLW).	
	HC-BP-250a.2	Indicators	Number of deaths related to products reported in the FDA Adverse Event Reporting System (FAERS)	-
		Response	Adverse events related to Hanmi Pharmaceutical's products are collected, and the number of reported products and deaths are managed in the Ministry of Food and Drug Safety's (MFDS) database, but these are not disclosed in FAERS.	
	HC-BP-250a.3	Indicators	Number of announced recalls and total recalled quantity	Pharmaceutical Recalls
		Response	Number of recalls: 1 / Total volume: 6.41 tons	
	HC-BP-250a.4	Indicators	Total quantity of products approved for recall, reuse, or disposal	Pharmaceutical Recalls
		Response	The total amount of pharmaceutical products recalled and disposed of in 2025 was 6.41 tons.	
	HC-BP-250a.5	Indicators	Number of FDA sanction measures taken by type in response to violations of FDA current Good Manufacturing Practices (cGMP)	-
		Response	Number of FDA sanctions: 0	
Counterfeit pharmaceutical products	HC-BP-260a.1	Indicators	Description of methods and technologies used to maintain product traceability throughout the supply chain and prevent counterfeiting	Pharmaceutical product monitoring
		Response	Hanmi Pharmaceutical uses Radio Frequency Identification (RFID) tagging to prevent product counterfeiting and trace product history.	
	HC-BP-260a.2	Indicators	Discussion of procedures for warning consumers and business partners about potential or known risks associated with counterfeit products	Ethical Marketing
		Response	To ensure accurate product information, Hanmi Pharmaceutical manages its labeling to convey all essential information without omission. For some high-risk products, the company submits a risk management plan to the Ministry of Food and Drug Safety and strictly manages labeling violations.	
	HC-BP-260a.3	Indicators	Number of actions that led to crackdown, seizure, arrest, and/or criminal charges related to counterfeit products	Pharmaceutical product monitoring
		Response	Number of detected cases: 0	
Ethical Marketing	HC-BP-270a.1	Indicators	Total amount of monetary losses resulting from legal proceedings related to false marketing claims	Ethical Marketing
		Response	Hanmi Pharmaceutical incurred no monetary losses in 2025 due to legal proceedings related to false marketing.	
	HC-BP-270a.2	Indicators	Description of the code of ethics that controls the promotion of off-label use of products	Ethical Marketing
		Response	Hanmi Pharmaceutical reviews the approval status and clarity of labeling and phrases used in marketing, etc., through its 'Pharmaceutical Promotional Material Review Regulations'.	
Employees Recruitment, Development, and Retention	HC-BP-330a.1	Indicators	Discussion on efforts to recruit talent and retain scientists and R&D personnel	-
		Response	Hanmi Pharmaceutical is doing its best to secure global R&D talent, including by participating in a large-scale talent exchange roadshow hosted by the Korea Trade-Investment Promotion Agency (KOTRA) titled 'The Invitation: Korea Awaits Your Brilliance'.	
	HC-BP-330a.2	Indicators	(1) Voluntary and (2) involuntary turnover rates for (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all other employees	Tenure and Leave of Absence
		Response	This information is recorded in this report's ESG Factbook - Human-Centered Management Performance - Employee Tenure and Leave of Absence.	
Supply Chain Management	HC-BP-430a.1	Indicators	The percentage of (1) company facilities and (2) Tier I supplier facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or an equivalent third-party audit program, for the integrity of the supply chain and raw materials.	Supply Chain ESG Assessment
		Response	Although we do not participate in the Rx-360 International Pharmaceutical Supply Chain Consortium, we have established and operated regulations and guidelines for sustainable supply chain management since 2023. In 2025, we conducted ESG diagnostic assessments for 109 partners and in-depth assessments for 36 partners. Hanmi Pharmaceutical plans to continuously expand the scope of due diligence and advance its supply chain due diligence system in the future.	
Business ethics	HC-BP-510a.1	Indicators	Total monetary losses resulting from legal proceedings related to corruption or bribery	-
		Response	No monetary losses related to corruption or bribery occurred in 2025.	
	HC-BP-510a.2	Indicators	Description of the code of ethics governing interactions with healthcare professionals	-
		Response	Hanmi Pharmaceutical adheres to legal compliance by observing the scope of permissible economic benefits, etc., as stipulated by Article 44 of the Enforcement Rules of the Pharmaceutical Affairs Act of domestic law.	

TCFD

Topic	Measurement Indicators	Contents
Corporate Governance	Board oversight of climate-related risks and opportunities	Climate Change Governance
	Management's role in assessing and managing climate-related risks and opportunities	Climate Change Governance
Strategy	Climate-related risks and opportunities identified by the organization across the short, medium, and long term	Climate Change Risk Analysis
	The impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning	Climate Change Risk Assessment
	Resilience of the organization's strategy, taking into account various climate-related scenarios, including those consistent with a 2°C or lower scenario	Climate Change Scenarios
Risk Management	The organization's processes for identifying and assessing climate-related risks	Climate Change Risk Analysis Climate Change Scenarios
	The organization's processes for managing climate-related risks	Climate Change Risk Analysis Climate Change Scenarios
	How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Risk Management
Metrics and Targets	The metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management processes	Climate Change Strategy
	Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and related risks	Detailed Strategy for Carbon Neutrality
	The targets used by the organization to manage climate-related risks, opportunities, and performance against objectives	Carbon Neutrality Metrics and Targets

APPENDIX

Reporting Scope and Verification

About this report

Report Overview

The 2025-26 Hanmi Pharmaceutical ESG Report is the ninth sustainability report published by Hanmi Pharmaceutical since its first issuance in 2018, making it the first in the domestic pharmaceutical industry. This report was prepared to transparently disclose the goals and achievements related to the creation of economic, social, and environmental value for a global Hanmi to stakeholders. Hanmi Pharmaceutical will strive to be a pharmaceutical company that communicates and develops with stakeholders, including shareholders and customers, through its annual ESG reports.

Report Preparation Standards and Principles

The 2025-26 Hanmi Pharmaceutical ESG Report was prepared in accordance with the GRI (Global Reporting Initiative) Standard 2021 Index [\[GRI\]](#). Financial performance was prepared according to K-IFRS, and to disclose activity details for key issues suitable for the characteristics of the pharmaceutical industry, SASB (Sustainability Accounting Standards Board) [\[SASB\]](#), as well as global sustainable management initiatives such as UN SDGs (Sustainable Development Goals) [\[UN SDGs\]](#), TCFD (Task Force on Climate-related Financial Disclosures) [\[TCFD\]](#) recommendations were referenced.

Reporting Period and Scope

The 2025-26 Hanmi Pharmaceutical ESG Report covers Hanmi Pharmaceutical's sustainable management performance from January 1 to December 31, 2025. Information that could significantly influence stakeholder decisions includes activities up to April 2026 and additional data from previous years. This report also includes the sustainable management performance of Hanmi Pharmaceutical's headquarters and domestic business sites. For environmental and employee data, it incorporates information from its major consolidated subsidiaries, Hanmi Fine Chemical and Beijing Hanmi Pharmaceutical.

Report Verification

This ESG report was verified for the objectivity, fairness, and reliability of its contents by an independent third-party professional verifier who was not involved in the selection or preparation of the key reporting issues. Information regarding the methodology and relevant standards, verification results, and other matters related to the verifier used for content verification of the report can be found [\[Third-Party Verification Opinion\]](#) therein.

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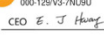
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Publication Month : May 2026

Independent Assurance Statement

Independent Assurance Statement To readers of 2025-26 Hanmi Pharmaceutical ESG Report Introduction Korea Management Register (KMR) was engaged to conduct an independent assurance of 2025-26 Hanmi Pharmaceutical ESG Report for the year ending December 31, 2025. The preparation, information and internal control of the report are the sole responsibility of Hanmi Pharmaceutical's management. KMR's responsibility is to comply with the agreed engagement and express an opinion to Hanmi Pharmaceutical's management. Subject Matter The reporting boundaries included the performance and activities of sustainability-related organizations as described in Hanmi Pharmaceutical's report: 2025-26 Hanmi Pharmaceutical ESG Report Reference Standard - GR Standards 2021 : 2023 (GR) Assurance criteria KMR applied the quality management system in accordance with ISO 17000 and KMR EDV 01, and carried out the verification in accordance with the assurance criteria of AA1000AP v3 and KMR's proprietary SRV1000. Under AA1000AP v3, we assessed the substance to the four principles presented in AA1000AP 2010—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 : 2018, ISO 14063 : 2020, AA1000AP v3 : 2020 (AssuranceMatters), AA1000AP : 2010 (AssuranceMatters), SRV 1000 : 2022 (KMR), KMR EDV 01 : 2024 (KMR) - Levels of assurance/materiality: AA1000AP v3 -- Type 2/moderate, limited/not set Scope of assurance The information subject to verification in the sustainability report is as follows: - GR Standards 2021 reporting principles - Universal Standards - Topic Specific Standards - GR 101: Biodiversity(101-1, 101-2, 101-3, 101-4) - GR 201: Economic Performance(201-1, 201-2, 201-3), GR 302: Market Presence(302-2), GR 203: Indirect Economic Impacts, GR 205: Anti-corruption, GR 206: Anti-competitive behavior - GR 302: Energy(302-1, 302-3, 302-4), GR 303: Water and Effluents(303-2, 303-3, 303-4, 303-5), GR 305: Emissions(305-1, 305-2, 305-3, 305-4, 305-5, 305-7), GR 306: Waste(306-1, 306-2, 306-3, 306-4) - GR 401: Employment, GR 403: Occupational Health and Safety, GR 404: Training and Education, GR 405: Diversity and Equal Opportunity, GR 408: Child Labor, GR 409: Forced or Compulsory Labor, GR 414: Supplier Social Assessment(414-2), GR 415: Public Policy, GR 416: Customer Health and Safety, GR 417: Marketing and Labeling, GR 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 disclosure of sustainability information are accurate and clearly defined; - Identifying errors through comparison and check against underlying information, recalculation, analysis, 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 procedure 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 Pharmaceutical 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 review and interviews, we had several discussions with Hanmi Pharmaceutical 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 Pharmaceutical, 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: Industry Hanmi Pharmaceutical 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 Pharmaceutical 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 Pharmaceutical 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 Pharmaceutical's actions. Impact Hanmi Pharmaceutical 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 (2010) 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 Register (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 14063, the additional accreditation criteria ISO 14063 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 17000 requirements and compliant with KMRB (SQM1:2022 (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 ISBA 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 Pharmaceutical and did not provide any services to Hanmi Pharmaceutical that could compromise the independence of our work. Limitations of this This assurance statement is made solely for the management of Hanmi Pharmaceutical 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 Pharmaceutical. 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     #1204, Aseonghitechry 1-dong, 775 Kyungju, Gyeongbuk-do-gu, Seoul, 02096 Korea Homepage : www.kmr.co.kr
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Hanmi Pharmaceutical ESG Report Independent Assurance Statement.pdf 

Greenhouse Gas Verification Opinion

Greenhouse Gas Verification Opinion (SCOPE 1+2)

Hanmi Pharmaceutical Greenhouse Gas Verification Opinion (SCOPE 1+2)



Hanmi 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 Pharm. Co., Ltd. (hereinafter "the company").

PURPOSE & SCOPE

The purpose of this verification is to independently assess the following based on objective evidence.

- Conformity with the verification criteria
- The accuracy of the GHG emissions and removals reported by the company

The scope of this verification covers the GHG emissions report provided by the company, as well as all facilities and emission sources under the operational control of the company.

STANDARDS

- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment Notice No.2025-64)
- Verification Guidelines for the Operation of the GHG Emissions Trading Scheme (Ministry of Environment Notice No.2025-165)
- Guidelines on the Operation of Greenhouse Gas and Energy Target Management System (Ministry of Environment Notice No.2025-165)
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)

PROCEDURE

KMR conducted on-site verification based on a risk analysis approach and data evaluation, and assessed the appropriateness of the data and parameters applied in the calculation of GHG emissions based on objective evidence. KMR verified the GHG emissions for the reporting period using reasonable methods in accordance with the verification guidelines.

INDEPENDENCE

KMR has no conflict of interest with the company and does not perform verification with biased opinions or perspectives. KMR derived an independent and objective verification conclusion based on the verification criteria, and reviewed the entire verification process through an independent review.

LIMITATION

KMR verified the relevant reports, information, and data provided by the company through sampling and, where applicable, full inspection methods. However, there are inherent limitations, and differences in interpretation regarding conformity may exist. Although efforts were made to conduct a thorough verification in accordance with the verification criteria, undetected errors, omissions, or misstatements may still exist, which are presented as limitations of the verification.

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GHG emissions and Energy Consumption

Unit : GHG (ton CO₂e) / Energy (TJ)

Year	GHG	Scope 1	Scope 2	Total
2025		13,099.063	55,328.462	68,426

Year	Energy	Fuel	Electricity	Steam	Total
2025		255.368	954.225	158.492	1,366

*The total emissions value may differ by ±1 ton CO₂e due to rounding during the aggregation process.

RESULTS

KMR prepared the GHG report in accordance with the agreed verification criteria.

- The verification of GHG emissions was conducted to achieve a reasonable level of assurance in accordance with the verification criteria.
- It has been verified that the data were properly collected, prepared, and reported in accordance with the verification criteria, and that emissions from key emission sources (accounting for 95% of total GHG emissions) have been calculated and reported without omission.
- Materiality: Meets the threshold of less than 5%

It has been verified that emissions from key emission sources have been calculated and reported without omission.

The verification confirms conformity with the verification objectives, scope, and criteria, and an "unmodified" opinion is expressed.

※ The company is responsible for preparing verification data in accordance with relevant laws and standards, and KMR's responsibility is limited to the company under the agreed contractual terms. KMR does not assume responsibility for any other decisions, such as investment decisions, made based on this verification statement.

※ The company shall comply with the use of certification marks and logos in accordance with the agreement with KMR.

April 14, 2026

C E O *E. J. Hwang*

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Hanmi Pharmaceutical Greenhouse Gas (SCOPE1&2) Verification Opinion [↓](#)

Hanmi Fine Chemical Greenhouse Gas Verification Opinion (SCOPE 1+2)



Hanmi Fine Chemical 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 Fine Chemical Co., Ltd. (hereinafter "the company").

PURPOSE & SCOPE

The purpose of this verification is to independently assess the following based on objective evidence.

- Conformity with the verification criteria
- The accuracy of the GHG emissions and removals reported by the company

The scope of this verification covers the GHG emissions report provided by the company, as well as all facilities and emission sources under the operational control of the company.

STANDARDS

- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment Notice No. 2025-64)
- Verification Guidelines for the Operation of the GHG Emissions Trading Scheme (Ministry of Environment Notice No. 2025-165)
- Guidelines on the Operation of Greenhouse Gas and Energy Target Management System (Ministry of Environment Notice No. 2025-165)
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)

PROCEDURE

KMR conducted on-site verification based on a risk analysis approach and data evaluation, and assessed the appropriateness of the data and parameters applied in the calculation of GHG emissions based on objective evidence. KMR verified the GHG emissions for the reporting period using reasonable methods in accordance with the verification guidelines.

INDEPENDENCE

KMR has no conflict of interest with the company and does not perform verification with biased opinions or perspectives. KMR derived an independent and objective verification conclusion based on the verification criteria, and reviewed the entire verification process through an independent review.

LIMITATION

KMR verified the relevant reports, information, and data provided by the company through sampling and, where applicable, full inspection methods. However, there are inherent limitations, and differences in interpretation regarding conformity may exist. Although efforts were made to conduct a thorough verification in accordance with the verification criteria, undetected errors, omissions, or misstatements may still exist, which are presented as limitations of the verification.

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Unit : GHG (ton CO₂e) / Energy (TJ)

Year \ GHG	Scope 1	Scope 2	Total
2025	31.961	11,577.468	11,609

Year \ Energy	Fuel	Electricity	Steam	Total
2025	0.475	216.42	52.792	269

*The total emissions value may differ by ±1 ton CO₂e due to rounding during the aggregation process.

RESULTS

KMR prepared the GHG report in accordance with the agreed verification criteria.

- The verification of GHG emissions was conducted to achieve a reasonable level of assurance in accordance with the verification criteria.
- It has been verified that the data were properly collected, prepared, and reported in accordance with the verification criteria, and that emissions from key emission sources (accounting for 95% of total GHG emissions) have been calculated and reported without omission.
- Materiality: Meets the threshold of less than 5%

It has been verified that emissions from key emission sources have been calculated and reported without omission.

The verification confirms conformity with the verification objectives, scope, and criteria, and an "unmodified" opinion is expressed.

- ※ The company is responsible for preparing verification data in accordance with relevant laws and standards, and KMR's responsibility is limited to the company under the agreed contractual terms. KMR does not assume responsibility for any other decisions, such as investment decisions, made based on this verification statement.
- ※ The company shall comply with the use of certification marks and logos in accordance with the agreement with KMR.

April 14, 2026

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Hanmi Fine Chemical Greenhouse Gas (SCOPE1&2) Verification Opinion ↓

Greenhouse Gas Verification Opinion (SCOPE 3)

Hanmi Pharmaceutical Greenhouse Gas Verification Opinion (SCOPE 3)



KMR-VCV-26-105

Hanmi Pharm. Co., Ltd.

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas (here in after "GHG") emission (Scope 3) in 2025 of Hanmi 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 Pharm. Co., Ltd.

STANDARDS

- ISO 14064-3:2019
- ISO 14064-1:2018
- WRI/WBCSD GHG Protocol(2013)
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- SCOPE 3 GREENHOUSE GAS EMISSIONS CALCULATION: GUIDANCE FOR THE PHARMACEUTICAL INDUSTRY(2020), PSCI
- Guidelines for Environmental Product Declarations (EPD) and EPD Characterization Factors
- 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 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-VCV-26-105

Scope 3 GHG Emissions

Category	Scope 3	Emissions (tCO ₂ eq)	Note
CAT 1	Purchased goods and service	48,011.377	
CAT 2	Capital goods	4,221.198	
CAT 3	Fuel and energy-related activities (not included in scope 1 or scope 2)	4,807.459	
CAT 4	Upstream transportation and distribution	155.317	
CAT 5	Waste generated in operations	1,143.597	
CAT 6	Business travel	5,640.300	
CAT 7	Employee commuting	1,671.366	
CAT 8	Upstream leased assets	7.169	
CAT 9	Downstream transportation and distribution	2,382.099	
CAT 10	Processing of sold products	-	-
CAT 11	Use of sold products	-	-
CAT 12	End-of-life treatment of sold products	-	-
CAT 13	Downstream leased assets	-	-
CAT 14	Franchises	-	-
CAT 15	Investments	13,476.464	Applied only to entities with an ownership share of 30% or more
Total		81,516	Final emissions are truncated at the decimal level

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.

May, 8, 2026





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Hanmi Pharmaceutical Greenhouse Gas (SCOPE3) Verification Opinion [↓](#)

APPENDIX

Current Status of Membership of Domestic & Overseas Associations

Current Status of Membership of Domestic & Overseas Associations

Hanmi Pharmaceutical

PDA	PQM	UN Global Compact
Gyeonggi Process Safety Management Council	Gyeonggi Climate and Environment Council	Gyeonggi Environmental Technicians Association
Korea Industrial Safety Association	Korea Chamber of Commerce and Industry	Korean Pharmaceutical Association
Korea Crime Prevention Foundation	Pharmaceutical Production Management Association	Pharmaceutical Credit Management Council
Chupal Regional Industrial Complex Business Council	Korea Customs Logistics Association	Korea Listed Companies Association
Korea Fire Safety Institute	Korean Society of Pharmaceutical Sciences	Korea Pharmaceutical Distribution Association
Korea Clinical Research Development Association	Korean Society of Pharmaceutical Medicine	Hwaseong Central Entrepreneurs Association
Major Affiliated Associations 2025 Association Membership Fees Status	Korea Chamber of Commerce and Industry	KRW 30,000,000
	UN Global Compact	KRW 16,500,000
	Korea Listed Companies Association	KRW 10,440,000

Hanmi Fine Chemical

ISPE KOREA	Gyeonggi Process Safety Management Council	Ministry of Justice Youth Crime Prevention Commissioner Ansan Regional Council
Sihwa Industrial Complex Pharmaceutical Business Cooperative	Sihwa Fashion Color Business Cooperative	Siheung Chamber of Commerce and Industry
Siheung Fire Station Fire Policy Advisory Committee	Ansan-Siheung Environmental Engineers Association	Ansan Environmental Engineers Association
Korea International Trade Association	Korea Industrial Technology Association	Representatives' Council of Chemical Substance Handling Workplaces
Major Affiliated Associations 2025 Association Membership Fees Status	Sihwa Industrial Complex Pharmaceutical Business Cooperative	KRW 42,969,096
	Siheung Chamber of Commerce and Industry	KRW 6,996,000
	Sihwa Fashion Color Business Cooperative	KRW 6,000,000

APPENDIX

ESG Policies

ESG Policies

Environmental	Hanmi Pharm's Environmental Management Policy	Download
	Hanmi Pharm's Waste Policy	Download
	The Company's Commitment to Biodiversity and Deforestation	Download
	Hanmi Pharm's Green Purchase Policy	Download
Social	Hanmi Pharm's Human Rights Policy	Download
	Hanmi Pharm's EHS Management Policy	Download
	Hanmi Pharm's Supply Chain Management Regulations	Download
	Hanmi Pharm's Supplier Code of Conduct	Download
	Hanmi Pharm's BCMS (Business Continuity Management System) Policy	Download
	Hanmi Pharmaceutical Compliance Policy	Download
	Code of Conduct	Link
	Hanmi Pharm's Information Security Declaration	Download
	Commitment to Securing Patent Applications to Guarantee Better Access to Medicines	Download
Governance	Hanmi Pharm's View of Taxation	Download

APPENDIX

ESG Assessment

ESG Assessment

Domestic ESG Assessment Results

Category	KCGS (Korea Institute of Corporate Governance and Sustainability)				Korea ESG Research Institute	Sustainvest
	Overall Rating	Environment	Social	Governance		
2021	A	B+	A+	A	A	-
2022	B+	B	A+	B	A	-
2023	B+	A	A	B	A	AA
2024	B	A	A+	C	A	A
2025	B	A	A+	C	A	BB

Global ESG Assessment Results

Category	MSCI	S&P ESG Rating	ECOVADIS	CDP (climate change)
2021	BB	34	-	-
2022	BB	42	-	-
2023	BB	42	-	-
2024	BB	52(DJBIC KOREA)	Bronze	B
2025	BB	57(DJBIC KOREA)	Silver	C

APPENDIX

Report Archive

Report Archive

2025-26 ESG Report

KOR	ENG
Download ↓	Download ↓

Report History

Category	KOR	ENG
Hanmi Pharmaceutical 2024-25 ESG Report	Download ↓	Download ↓
Hanmi Pharmaceutical 2023-24 ESG Report	Download ↓	Download ↓
Hanmi Pharmaceutical 2022-23 ESG Report	Download ↓	Download ↓
Hanmi Pharmaceutical 2021-22 CSR Report	Download ↓	Download ↓
Hanmi Pharmaceutical 2020-21 CSR Report	Download ↓	Download ↓
Hanmi Pharmaceutical 2019-20 CSR Report	Download ↓	Download ↓
Hanmi Pharmaceutical 2018-19 CSR Report	Download ↓	Download ↓
Hanmi Pharmaceutical 2017 CSR Report	Download ↓	

