



The illustration at the top of the page depicts a diverse group of five professionals in a laboratory or office setting. From left to right: a woman in a green lab coat and mask operates a piece of equipment with three vertical cylinders; a man in a dark suit works on a laptop; a man in a white lab coat stands centrally with his hands raised in a gesture of agreement or presentation; a woman in a yellow lab coat holds a document; and a man in a green lab coat and mask uses a pipette. In the background, a green globe is visible. The entire scene is framed by a large, stylized handshake in the foreground, with two hands in white lab coats clasping each other. The background is a light green with soft, white clouds.

Hanmi

Hanmi Pharmaceutical Compliance Policy

Hanmi Pharmaceutical, which strives to become a global company based on creative and challenge spirit for its management philosophy of “Respect for Human Life” and “Value Creation,” hereby declares an **compliance policy** in order to strengthen compliance management.

All employees must be fully aware of and comply with compliance policy.

1. Any compliance violations of company and all employees made are prohibited.
2. All employees must strictly comply with all laws and internal regulations for compliance and ethics management.
3. All perceived acts which are against compliance regulations and predicted risk/violation should be informed without delay.
4. All employees shall maintain and enhance personal dignity and company's honor by practicing compliance.

To prevent compliance violations, Hanmi Pharmaceutical will strive to achieve “Compliance and Ethics Management Goals” by implementing “Compliance Policy” on all employees, under the direction of “Compliance Officer” who has independent authority.

CEO of Hanmi Pharmaceutical