

Hanmi Pharm's EHS Management Policy

Hanmi Pharm is committed to its management principles of 'Respect for Humanity' and 'Value Creation.' The company is proactively implementing Environmental, Health, and Safety management to reduce any potentially adverse effects on the environment, health, and safety in all aspects of its operations. Hanmi Pharm adheres to domestic and overseas EHS laws and regulations, including the domestic environmental laws, the Fire Services Act, the Occupational Safety and Health Act, and the Serious Accident Punishment Act. We have acquired the ISO 45001 certification, an international standard, at all business sites, and renew the certification every year.

The EHS management policy applies to all employees of Hanmi Pharm, including those working for its domestic and overseas production and sales corporations, as well as those of its subsidiaries. Furthermore, we advise all parties involved in business relationships with Hanmi Pharm to adhere to this EHS management policy.

Except in cases where there is a special clause in the law or an organization's articles of association or company

1. We shall strive to become a leading company by ensuring compliance with domestic and overseas EHS related laws and regulations, fostering growth within the social community, and fulfilling our social responsibilities.
2. We shall conduct systematic and quantitative analyses in order to identify hazards, and consistently develop prevention programs designed to maintain a safe working environment.
3. We shall strive continuously to develop an integrated and scientifically verified EHS system in order to ensure the health and safety of our employees, partners, and contractors.
4. We shall endeavor to fulfill the environmental responsibility for human-nature coexistence by setting specific goals to minimize our impact on the environment and subsequently check the progress of those goals.
5. We shall transparently disclose all of our EHS activities and strengthen our policy through continuous, active communication and training with our stakeholders.
6. We shall maintain our commitment to improving our energy performance efficiency based on a low-energy/ low-carbon

April 1, 2026

CEO Sangyeon Hwang

