

Hanmi Science EHS (Environment, Health, and Safety) Management Policy

Hanmi Science clearly recognizes that environmental, safety, and health management are indispensable core elements of sustainable management and corporate activities. Based on our management philosophy of respect for humanity and value creation, we are committed to fulfilling our mission to build a safe and healthy company.

1. We will establish a management system in compliance with relevant domestic and international laws and regulations, such as the Industrial Safety and Health Act and the Act on the Punishment of Serious Accidents, and strive to become a leading company that contributes to the development of the social community and fulfills its social responsibilities.
2. We will establish and continuously improve a safety and health management system that complies with domestic and international standards related to environment, safety, and health, and strive to enhance the environmental, safety, and health improvement activities of employees at our partner companies.
3. We will set goals and specific targets linked to our environmental, safety, and health management policy, and establish and implement action plans to achieve them.
4. We will systematically and quantitatively analyze and identify potential risks in advance, and maintain consistent preventive measures to create a safe working environment free from the risk of accidents.
5. We operate various health promotion activities to enhance the physical and mental well-being of our employees and continuously monitor their health status.
6. Through the company-wide participation of all employees, we verify the effectiveness of our environmental, safety, and health management through periodic training and evaluations to maintain the highest standards of our systems.
7. We will transparently disclose our environmental, safety, and health activities and establish a corporate culture of environmental, safety, and health through the active participation, communication, and education of all stakeholders.
8. To fulfill our environmental responsibility for the coexistence of humans and nature, we will strive to minimize environmental impact and continuously pursue activities to improve energy performance and efficiency.

April 17, 2025

Chief Safety and Health Officer Shim Byung-hwa