

Hanmi Pharm's Supplier Code of Conduct

Hanmi Pharm promotes the values of ethical management, trust-based management, and compliance management based on its management philosophy of 'Respect for Humanity, and Value Creation'. It also strives to fulfill its corporate social responsibilities and achieve sustained and healthy growth as an admired company. Accordingly, Hanmi Pharm recognizes its suppliers as partners and enacts this Suppliers' Code of Conduct (hereinafter 'the Code') to enhance compliance management, which is the foundation of mutual growth, and to strengthen its environment, society, and governance structure. Furthermore, we hope that Hanmi Pharm's suppliers strictly comply with all applicable laws and regulations, guarantee a safe work environment, and establish a management system that can be respected by their workers, in order to become ethical companies.

1. Labor/Human Rights

1.1 Working Hours

Hanmi Pharm's suppliers shall not force their workers to work more than the maximum number of working hours permitted by labor laws. Workers shall be given all types of paid vacation with all legal rights guaranteed in accordance with applicable laws and shall receive accurate compensation concerning vacations.

1.2 Forced Labor

Hanmi Pharm's suppliers shall employ their workers according to the terms of the contract they have signed voluntarily, and the workers shall be able to leave work or retire with no disadvantages. They shall not use slaves or trafficked workers or

perpetrate physically and mentally restraining behaviors such as assault, threats, and confinement in order to coerce people into forced labor. Moreover, they shall not request workers to submit their ID card or visa so as to limit their private activities. When hiring foreign workers, they shall allow them to keep their original ID and immigration documents including their ID card, passport, and work permit issued by the government.

1.3 Child Labor

Any form of child labor involving children under the legal minimum working age is strictly prohibited, and the age of each worker must be verified and confirmed with lawful documents. If a child laborer is identified, the supplier concerned shall halt their employment immediately and take appropriate measures. Furthermore, Hanmi Pharm's suppliers shall not assign workers under the age of 18 to perform dangerous work processes that may be harmful to their health and safety, including night shifts and overtime work.

1.4 Wages & Welfare

Hanmi Pharm's suppliers shall pay their workers' wages in compliance with applicable laws and regulations, and this must include welfare items. Suppliers shall pay their workers' wages on the designated date, and workers must be able to verify whether accurate compensation has been provided for their labor in the form of a payment statement written in a language that the worker can understand. Suppliers shall exert efforts to operate a welfare system to improve workers' quality of life.

1.5 Humane Treatment, Prohibition of Discrimination

Hanmi Pharm's suppliers shall provide a work environment that is entirely free of inhumane acts or threats designed to cause physical or mental distress to workers, such as abuse, physical punishment, sexual harassment, and the use of violent language. Suppliers shall not discriminate against their employees for such reasons as age, disability, race or social background, gender, gender identity, nationality, marital status, pregnancy, political/religious beliefs, and labor union membership.

1.6 Guarantee of Freedom of Association

Hanmi Pharm's suppliers shall respect workers' right to freely organize and join a labor union, the right to collective bargaining, and the right to participate in peaceful gatherings, and must also guarantee them the right to reject such activities.

2. Health & Safety

2.1 Industrial Safety

Hanmi Pharm's suppliers shall continue to manage and supervise workers so as to prevent industrial accidents and occupational diseases by removing potential health and safety risks in advance. In addition, they shall perform maintenance work and design safe processes in order prevent accidents, prepare safety regulations, establish measures to take, and continuously conduct safety training for workers. Furthermore, suppliers shall equip their workers with personal protective gear and perform appropriate management and supervision.

2.2 Business Continuity & Preparation for Emergency

Hanmi Pharm's suppliers shall prepare appropriate response countermeasures to deploy in the event of an emergency or an accident so as to minimize damage and establish a plan for sustainable supply. Suppliers shall prepare their plans and manuals and conduct training according to related regulations in preparation for an emergency.

2.3. Industrial Accident & Disease Control

Hanmi Pharm's suppliers shall prepare procedures and systems to prevent, manage, track, and report industrial accidents and diseases. The company shall encourage its workers to report, classify and record cases of disease, provide the necessary treatment, take corrective measures to find and eliminate the causes, and include content designed to support the workers' return to work. Furthermore, suppliers shall identify physically demanding labor, such as repetitive work and the handling of

heavy objects, and take appropriate measures to prevent musculoskeletal disorders.

2.4 Hygiene & Safety Management of Facilities

Hanmi Pharm's suppliers shall provide clean restrooms, drinking water, meals, and rest spaces for workers. In addition, if workers are exposed to risks, suppliers shall provide protective equipment, safety devices, and a protective wall, and perform appropriate maintenance on the relevant facilities. If Hanmi Pharm's suppliers provide dormitories for their workers, they shall maintain them in a state of cleanliness and safety and provide each worker with a reasonable amount of personal space, along with sufficient emergency exits, cooling and heating systems, and ventilation facilities.

2.5 Health & Safety Training

Hanmi Pharm's suppliers shall give their workers appropriate health & safety training, and post information related to health & safety at a location visible to the workers in a language that is easily understandable. In addition, they shall promote an open in-company culture that allows workers to raise concerns regarding health and safety at any time.

3. Environment

3.1 Acquisition of Environmental Management System&Environmental Licensing

Hanmi Pharm's suppliers shall acquire, maintain, and manage licensing related to all environments requiring business operation, reflect the latest legal amendments, and comply with reporting obligations thereunder.

3.2 Management of Energy Use & Greenhouse Gas Emissions

Hanmi Pharm's suppliers shall work hard to track and record energy consumption and greenhouse gas emissions (Direct emissions - Scope 1, indirect emissions - Scope 2), look for ways to raise energy efficiency, and minimize energy consumption and greenhouse gas emissions.

3.3 Water Resource Management

Hanmi Pharm's suppliers shall measure and monitor the amount of water used and wastewater discharge so that water resources can be preserved and managed, and satisfy the standards provided under applicable regulations.

3.4 Air Pollutant Management

Hanmi Pharm's suppliers shall identify air pollutants generated by their manufacturing processes and monitor the status of emissions at all times. Furthermore, they shall satisfy the standards according to the regulations on air pollutants.

3.5 Waste Management

Hanmi Pharm's suppliers shall identify waste generated by their manufacturing processes, and satisfy the standards provided under applicable regulations.

3.6 Chemical Substance Management & Harmful Substance

Hanmi Pharm's suppliers shall satisfy the standards provided under applicable regulations in order to ensure safety from the handling to the transport, utilization and disposal of harmful chemical substances.

4. Ethical/Fair Trade

4.1 Prohibition of Bribery & Corruption Prevention

Hanmi Pharm's suppliers shall not tolerate any acts involving bribery or corruption, such as the offering of money and valuables in order to influence decision-making in a business relationship between companies. They shall comply with all legal standards related to anti corruption and ensure the confidentiality and protection of whistleblowers.

4.2 Protection of Personal Information

Hanmi Pharm's suppliers shall protect the confidential information and business secrets of their customers and the companies with whom they do business, and protect all the personal information that they collect, store, and process, and comply

with related regulations.

4.3 Prevention of Unfair Trade

Hanmi Pharm's suppliers shall comply with the laws and regulations related to fair trade and implement a zero-tolerance policy prohibiting all forms of bribery, unfair profit, and embezzlement.

4.4 Responsible Purchase

Hanmi Pharm's suppliers shall not supply or use any products containing minerals originating from high-risk areas within the sphere of influence of conflicts, and shall exert every effort to check and confirm.

4.5 Protection of Intellectual Property

Hanmi Pharm's suppliers shall respect intellectual property rights and protect the relevant rights when transferring technology and know how, and they shall protect all information (technical material, information, intellectual property, etc.) which they come to acquire while engaging in business with Hanmi Pharm. In addition, when supplying products and services to Hanmi Pharm, they shall not infringe the intellectual property rights or illegally use the patents, software, design, trademark, copyright, and domain of any other person or third-party.

5. Management System

5.1 Obligations & Responsibilities of Top Management

Hanmi Pharm's suppliers shall specify the member of top management or the CEO who is responsible for implementing the management system and related programs, and the CEO shall regularly check the operating status of the management system and comply with related laws and regulations concerning all business activities. The CEO must frequently check the risks related to ethics, environment, health & safety, and human rights, observe established norms, and faithfully carry out remedial activities.

5.2 Training

Hanmi Pharm's suppliers shall run training programs for managers and employees to ensure that they are able to comply with relevant laws and regulatory requirements and shall strictly conduct legally mandated training as regulated by relevant laws.

5.3 Audit & Evaluation

Hanmi Pharm's suppliers shall conduct a periodic self-evaluation to check whether they have complied with Hanmi Pharm's requirements in the contract, including legal and regulatory requirements, the content of established norms, and the environment.

5.4 Documentation & Records

Hanmi Pharm's suppliers shall prepare, record, and keep documents in order to maintain the appropriate degree of confidentiality for regulatory compliance and personal information protection, and to fulfill Hanmi Pharm's requirements.

5.5 Quality Control

Hanmi Pharm's suppliers shall strive to supply products of proven quality in order to ensure that products with the highest level of quality are produced and supplied.

5.6 Change Management

In the event that product quality may be affected by a change in equipment, materials or working methods, Hanmi Pharm's suppliers shall notify Hanmi Pharm of the facts thereof in advance and prevent the occurrence of any risks, including defects.

5.7 Mutual Quality Control

Hanmi Pharm's suppliers shall ensure the quality of their products and services by providing technical and quality support to other suppliers with whom they do business.