

Hanmi Pharm's Environmental Management Policy

Carbon Neutrality

- ① Hanmi Pharm has recognized the climate change crisis and the necessity of countermeasures as a significant sustainability risk, and has established its carbon neutrality strategy by phase, taking into account the unique characteristics and reality of the domestic pharmaceutical industry after discussion by the hEHS Committee.
- ② Hanmi Pharm will establish its carbon neutrality response system by reflecting the unique characteristics of the domestic pharmaceutical industry by 2030, based on TCFD recommendations, and establish and operate a mid-long term roadmap in response to climate change in order to achieve carbon neutrality.

Environmental Management

- ① We have set and operate environmental goals for specific areas in environmental management, including greenhouse gases, energy, water, waste, air pollutants, water pollutants, etc.
- ② Each year, Hanmi Pharm shall report and obtain approval from the Board of Directors for its detailed environmental goals and performance through the submission of its Environmental Safety and Health Management Plan.
- ③ We manage the HR evaluation of the Environmental Department and the executives of each production base based on Cost-Innovation, an internal carbon reduction incentive system operated in five directions: process/efficiency improvement, discovery and application of innovative cases, application of governmentfunded projects, in-company PR and campaigns, and energy diagnosis, etc.

Waste Management

- ① We comply fully and strictly with the waste management processes prescribed by the relevant laws, and disclose the final treatment process of hazardous wastes, such as general waste and harmful substances, transparently.
- ② We set forth the details of our waste treatment procedures, company-contracting procedures,

matters for compliance, and precautions for management when treating waste in stand-alone guidelines.

Management of Air & Water Pollutants

- ① We must make our internal goals stronger than the legal standards according to the Clean Air Conservation Act and manage our environmental performance in order to reduce our air pollutant emissions.
- ② We make it a general rule to transparently disclose the pollutants emitted, and set and manage the details of our air and water pollutant emissions according to stand-alone guidelines.
- ③ To reduce water pollutant emissions and protect water resources, we have to continuously increase the amount of water we recycle at each business site, manage the water quality of effluents, and disclose our use of water intake sources.

Eco-friendly Supply Chain Management

- ① We have enacted the Hanmi Pharm Suppliers' Code of Conduct based on global ESG standards and Hanmi Pharm's human rights policy, such as the 10 UNGC principles, TCFD, etc., and we recommend that all our suppliers comply with them.
- ② We preemptively manage the environmental risks of the entire supply chain by reflecting elements of the ESG evaluation in the annual evaluation of our suppliers' performance.

Environmental Management Monitoring & Performance Evaluation

- ① Hanmi Pharm must conduct an annual environmental risk assessment by comprehensively reviewing the negative impacts of its business operations and changes in the external environment.
- ② The review of risks can include the global climate environment, strengthening regional regulations, changes in markets, the requirements of stakeholders, and changes in the physical environment. When conducting an environmental risk assessment, the company may discuss matters with individual stakeholders or groups who may be negatively affected by our corporate activities.
- ③ The details of our environmental management monitoring and performance evaluation are set

forth in standalone guidelines.

Monitoring & Reporting of Environmental Risks

- ① Hanmi Pharm must develop and implement improvement measures focusing on identified risks, and conduct continuous monitoring thereof.
- ② The results of environmental risk monitoring are reported to the EHS Committee. However, they may also be reported to the top decision-maker or the Board of Directors as and when required.
- ③ We publicly disclose and report risk mitigation measures to our internal and external stakeholders in the annual Corporate Sustainability Management Report posted on our company website.

Operation of Environmental Management System (ISO 14001)

- ① Hanmi Pharm must undergo annual conformity verification by a third-party verification agency in order to maintain our ISO 14001 certification, an international standard for environmental management.
- ② The results of the verification audit are reported to top management and incorporated into the company's environmental strategies and goals. They can also be separately reported to the Board of Directors as needed.
- ③ We must establish and implement various environmental management processes, including training, development and enforcement of guidelines, and internal audits.

Green Purchasing

- ① Hanmi Pharm must prioritize the use of green purchasing products such as environment and forest-certified products according to our green purchasing policy, and manage them so as to ensure that they are made with resource-recoverable materials.
- ② Hanmi Pharm is committed to using materials that have less impact on the environment in its production of medicines and aims to strengthen its green purchasing activities.

Preservation of Biodiversity

- ① Hanmi Pharm must adhere to the CBD (Convention on Biodiversity) and thereby ensure No Net Loss (NNL) while striving to increase its Net Positive Impact (NPI) on biodiversity.
- ② We must take proactive measures to prevent threats to biodiversity during our business activities; and, in the event that damages occur, we must make efforts to mitigate them.

Prohibition of Deforestation

- ① Hanmi Pharm aims to prevent gross deforestation throughout its business activities by operating a sustainable environmental management system.

Others

The specific details of Hanmi Pharm's environmental management policy and the operation of the environmental management system according to this regulation may be established as subordinate and detailed guidelines.