

Board of Director's Diversity Guidelines

Hanmi Pharm's board of directors makes major decisions based on a broad perspective, considering various stakeholders, including shareholders and customers, in order to avoid bias towards a specific area. In addition, we strive to form a board of directors equipped with diverse experience and expertise in various areas to ensure reasonable decision-making.

1. We appoint non-executive directors with the required expertise.

- ① Persons endowed with experience and knowledge in diverse areas as required to perform their duties as a director.
- ② Persons with professional expertise in various fields, such as pharmaceutical and biotechnology, management, finance, law, accounting, etc.

2. We appoint non-executive directors who can ensure diversity.

- ① We promote diversity of gender by reflecting the principle of gender equality in operating the board of directors based on diverse perspectives.
- ② We avoid bias toward a specific background and origin, while considering the nature of the Korean biopharmaceutical industry.
- ③ We aim to identify candidates for the position of director from diverse environments and cultures.
- ④ We strive to consider Korean society, ensuring diversity in nationality, race, religion, ethnicity, and other factors.