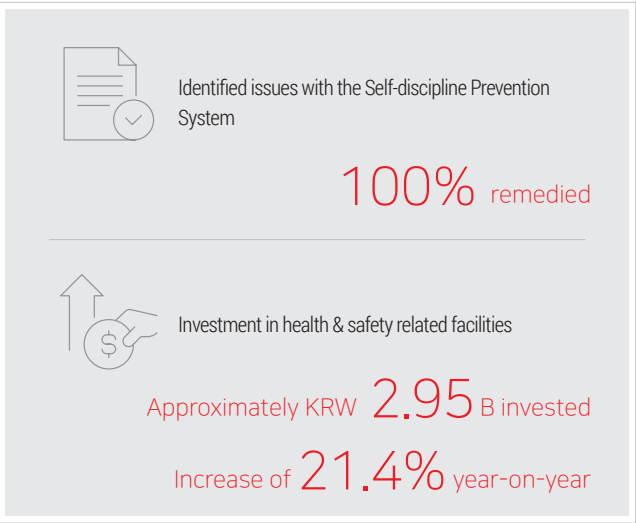


Issue 1. Strengthening Business Site Health & Safety

All industrial accidents, especially severe ones, are directly linked to a company's sustainable management and growth. Therefore, preventing accidents at business sites is not only a crucial corporate responsibility but also a key measure of human rights management. Additionally, as regulations such as the Serious Accidents Punishment Act and the Occupational Safety and Health Act continue to be strengthened, they have a significant impact on corporate operations and policy decisions.

As such, Hanmi Pharm recognizes health and safety as a critical agenda item with regard to sustainable management. We continuously reinforce our occupational health and safety policies and guidelines, implementing customized systems for each job category in order to enhance efficiency and conducting ongoing improvement activities to prevent accidents. Going forward, we will remain committed to strict compliance with applicable industrial health and safety regulations. By fostering discussions between management and employees on health and safety matters, we aim to establish completely safe and healthy business sites.

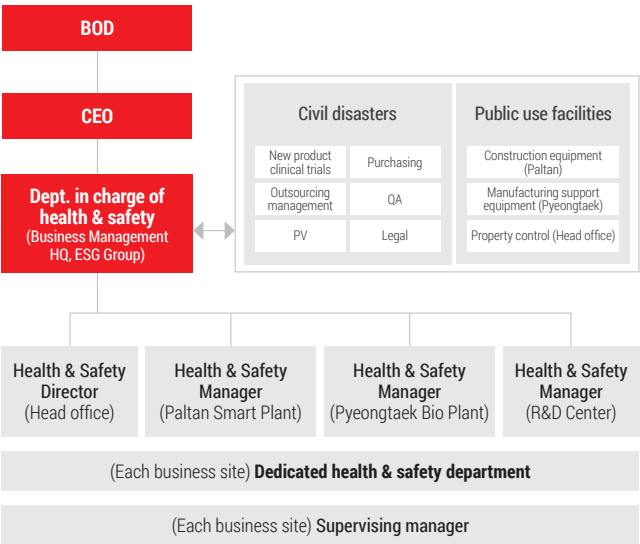
Key Achievements in 2024



I. Governance

Decision-making Structure

Hanmi Pharm operates a dedicated health and safety management department to strengthen company-wide occupational health and safety measures and protect employees' health and safety. This department oversees the company's industrial safety and worker protection policies and formulates strategies and action plans for preventing serious accidents and managing occupational health and safety risks. Additionally, we emphasize the roles and responsibilities of our executives in thoroughly managing and proactively preventing health and safety risks. The CEO holds the overall responsibility and authority for final decision-making on health and safety management matters, thereby ensuring policy effectiveness and systematically managing risk factors across all business sites based on swift decision-making. In particular, the health and safety management department submits a health and safety management plan to the board of directors twice per year to review the company-wide health and safety system and push through continuous improvements. Moreover, we set and operate health and safety-related KPIs across all our business sites to prevent industrial accidents. Furthermore, we plan to introduce a performance-linked compensation system to further enhance the effectiveness of our business site accident prevention efforts.



Roles and Responsibilities

Classification	Key items of agenda and contents of report
BOD	· Supervision of key health and safety strategies and plans
CEO	· Responsible for final decision-making on health and safety matters. · Approval of health and safety management goals and implementation plan.
Dept. in charge of Health & Safety	· Compilation, operation, and monitoring of major health and safety issues at business sites.
Health & Safety Manager	· Responsible for health and safety decision-making at each business site. · Operation and approval of overall health and safety matters at each business site.
Dedicated Health & Safety Department	· Guidance and advice on inspections and operations related to the health and safety of business sites
Supervising Manager	· Management and guidance on health and safety at each department.

Mandatory Occupational Health & Safety Professional Training

Target	Period	Training contents
Health & Safety Manager	Once every two years	· Establishment of health and safety management systems at business sites and comprehensive health and safety coordination and management methods.
Safety Manager/ Health Manager	Once every two years	· Business site risk assessment, safety inspections, accident prevention, relevant regulations, health management, work environment monitoring, hazardous substance management, and health-related regulations.
Supervising Manager	16 hours per year	· Methods of identifying and supervising actual risks within the organization, such as industrial safety and accident prevention, occupational disease prevention, and establishment of a safety culture within the organization.

Issue 1. Strengthening Business Site Health & Safety

II. Strategy_Identifying Risks and Opportunities

Hanmi Pharm identifies key risks and opportunities that could have a significant impact on stakeholders and sustainability in our occupational health and safety management based on the IRO (Impacts, Risks, and Opportunities) analysis conducted by internal and external experts, and continuously strives to develop effective response strategies based on these findings.

RISK1

Risk of Accidents due to Outdated Equipment

Characteristics of impact	Actual impact
Affected stakeholders	Shareholders and investors, customers, and employees
Severity of impact on society/ environment	Scale <div><div></div><div></div><div></div><div></div><div></div></div> Scope <div><div></div><div></div><div></div><div></div><div></div></div> Recoverability <div><div></div><div></div><div></div><div></div><div></div></div>
Expected financial impact	Possibility of occurrence <div><div></div><div></div><div></div><div></div><div></div></div> Scale <div><div></div><div></div><div></div><div></div><div></div></div>
Impact on corporation	If an accident occurs due to the use of outdated equipment, there will be concerns about corporate losses due to human and material damage, production interruptions, and legal liabilities.
Corporation's response	<div><div>- Company-wide inspections of outdated equipment; establishment and implementation of mid-to-long-term replacement goals.</div><div>- Performance of regular equipment inspections in the first and second half of the year according to the Self-discipline Prevention System.</div><div>- Shortening of maintenance cycles and increase of the inspection ratio.</div></div>

RISK2

Risk of Failure to Evacuate in the Event of Fire due to the Characteristics of the Chemical Industry

Characteristics of impact	Actual impact
Affected stakeholders	Shareholders and investors, customers, and employees
Severity of impact on society/ environment	Scale <div><div></div><div></div><div></div><div></div><div></div></div> Scope <div><div></div><div></div><div></div><div></div><div></div></div> Recoverability <div><div></div><div></div><div></div><div></div><div></div></div>
Expected financial impact	Possibility of occurrence <div><div></div><div></div><div></div><div></div><div></div></div> Scale <div><div></div><div></div><div></div><div></div><div></div></div>
Impact on corporation	If a fire caused by chemicals occurs, rapid evacuation can be difficult, increasing the risk of large-scale casualties and a decline in corporate trust.
Corporation's response	<div><div>- Provision of emergency response training at least once per year in accordance with the Business Continuity Plan (BCP).</div><div>- Performance of regular statutory inspections and internal occupational health and safety audits.</div><div>- Establishment of an early response system by integrating fire automatic detection systems with real-time monitoring through CCTV.</div></div>

Issue 1. Strengthening Business Site Health & Safety

II. Strategy_Identifying Risks and Opportunities

Hanmi Pharm identifies key risks and opportunities that could have a significant impact on our stakeholders and sustainability in our occupational health and safety management based on the IRO (Impacts, Risks, and Opportunities) analysis conducted by internal and external experts, and continuously strives to develop effective response strategies based on these findings.

OPPORTUNITY1

Strengthening the Occupational Health & Safety Management System in Response to the Increasing Demand for ISO 45001 Certification

Characteristics of impact	Potential impacts
Affected stakeholders	Shareholders and investors, customers, and employees
Severity of impact on society/environment	Scale <div><div></div><div></div><div></div><div></div><div></div></div> Scope <div><div></div><div></div><div></div><div></div><div></div></div>
Expected financial impact	Possibility of occurrence <div><div></div><div></div><div></div><div></div><div></div></div> Scale <div><div></div><div></div><div></div><div></div><div></div></div>
Impact on corporation	<div><div>· Enhancement of occupational health and safety management capabilities and strengthening of industrial accident prevention capabilities.</div><div>· Acquisition company-wide of the ISO 45001 certification to meet global standards.</div><div>· Improvement of external corporate credibility.</div></div>
Enhance credibility with shareholders and investors and contribute to increased employee productivity by proactively preventing occupational health and safety legal risks and establishing a sustainable safe work environment, based on the PDCA operational cycle.	

OPPORTUNITY2

Increasing the Effectiveness of Health & Safety Education by Using AI Technology

Characteristics of impact	Potential impacts
Affected stakeholders	Employees
Severity of impact on society/environment	Scale <div><div></div><div></div><div></div><div></div><div></div></div> Scope <div><div></div><div></div><div></div><div></div><div></div></div>
Expected financial impact	Possibility of occurrence <div><div></div><div></div><div></div><div></div><div></div></div> Scale <div><div></div><div></div><div></div><div></div><div></div></div>
Impact on corporation	<div><div>· Provision of personalized occupational health and safety training to enhance employees' risk awareness.</div><div>· Use of virtual training (such as VR) to prevent accidents at business sites and reduce the injury rate.</div><div>· Shortening of training time and reduction of costs to improve operational efficiency.</div></div>
Leverage advanced AI technology in order to implement customized and VR-based safety training, with the aim of lowering accident rates, cutting training expenses, and reinforcing employees' safety awareness.	

Issue 1. Strengthening Business Site Health & Safety

II. Strategy_Risk and Opportunity Response Plan

Operation of the Company-wide Health & Safety System

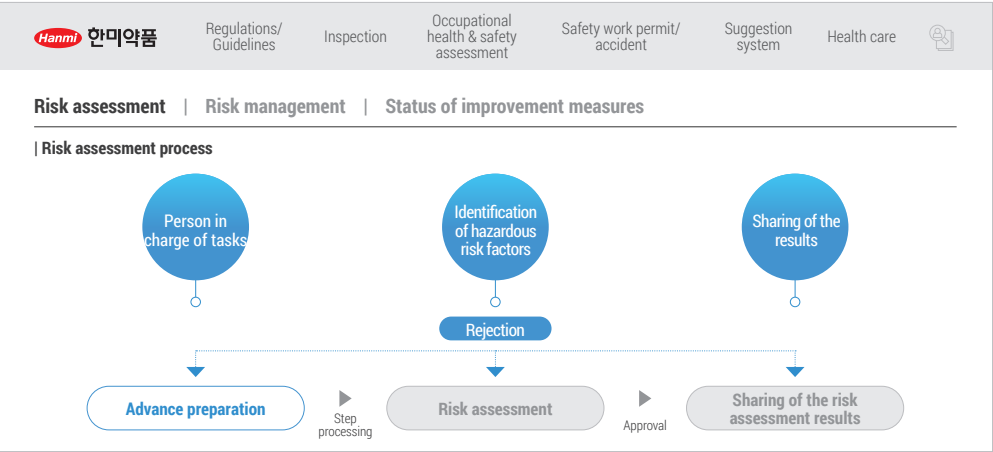
Occupational Health & Safety Management System (ISO 45001)

Hanmi Pharm, Hanmi Fine Chemical, and Beijing Hanmi Pharm maintain ISO 45001 certification for all employees and contractors (100%) at all business sites and operate an international-level occupational health and safety management system using this certification.

Classification	Head Office/ R&D Center	Paltan Smart Plant	Pyeongtaek Bio Plant	Hanmi Fine Chemical	Beijing Hanmi Pharm
Term of validity (ISO 45001)	Oct. 28, 2027	Sep. 22, 2027	Dec. 6, 2026	May 19, 2025	Mar. 22, 2027
Certification authority	BSI	System Korea Certification	Korean Foundation for Quality	System Korea Certification	UICC

Advancing Online Health & Safety System

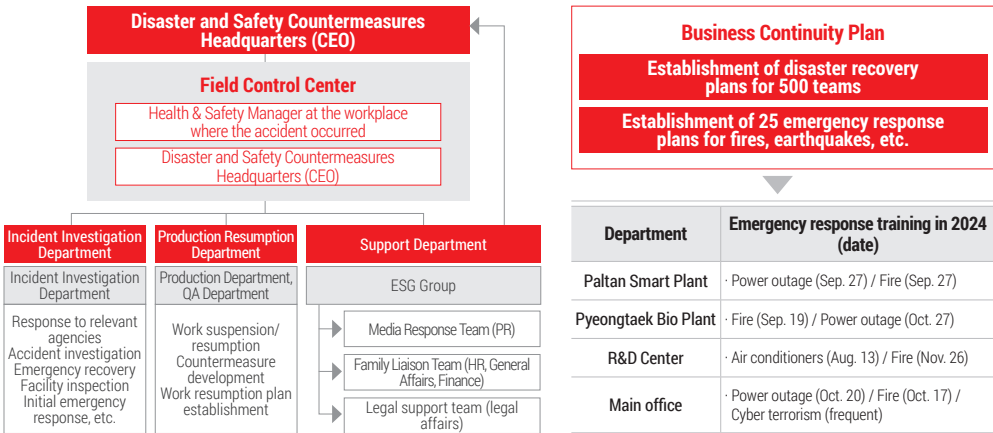
Since 2021, Hanmi Pharm has independently developed and operated a customized online occupational health and safety system to enhance management efficiency and field applicability. Our online health and safety system is designed to manage all aspects of occupational health and safety, including business site safety regulations, policies, safety inspections, and risk assessments. In particular, its integration with mobile devices has significantly improved accessibility for operational departments. Through this system, we have increased the efficiency of occupational health and safety tasks while enabling real-time monitoring of safety activities across all our business sites, ensuring systematic and effective management. In 2025, we plan to apply the KRAS method to the online management system in order to strengthen risk assessments, further improving accessibility and operational convenience for employees. Additionally, the work permit process will be enhanced by integrating JSA risk assessment to enable immediate execution, which will maximize the effectiveness of risk evaluations.



Business Continuity Management System (ISO 22301)

Hanmi Pharm has been operating ISO 22301 (Business Continuity Management System) certification for all our business sites since 2019. In particular, we prevent risks in advance by systematically implementing emergency training and conducting regular statutory inspections in order to prepare for fire incidents and internal occupational health and safety checks. We have also established an early response system that links the automatic fire detection system with real-time CCTV monitoring, thus enabling our personnel to evacuate a business site quickly and safely in the event of a crisis.

Emergency Response System



Systematizing MSDS Management for Chemical Substances

In accordance with amendments to the Occupational Safety and Health Act, Hanmi Pharm has secured and systematically manages 100% of the MSDS (Material Safety Data Sheets) for all chemical substances. When introducing new chemical substances, we conduct prior reviews and implement strict change control procedures, continuously updating the latest information through the K-REACH online system (based on the Act on the Registration and Evaluation of Chemical Substances). Additionally, we have implemented a system for preventing partner companies from falsely recording MSDS data and have mandated the provision of accurate information by including this requirement in our suppliers' pledges.

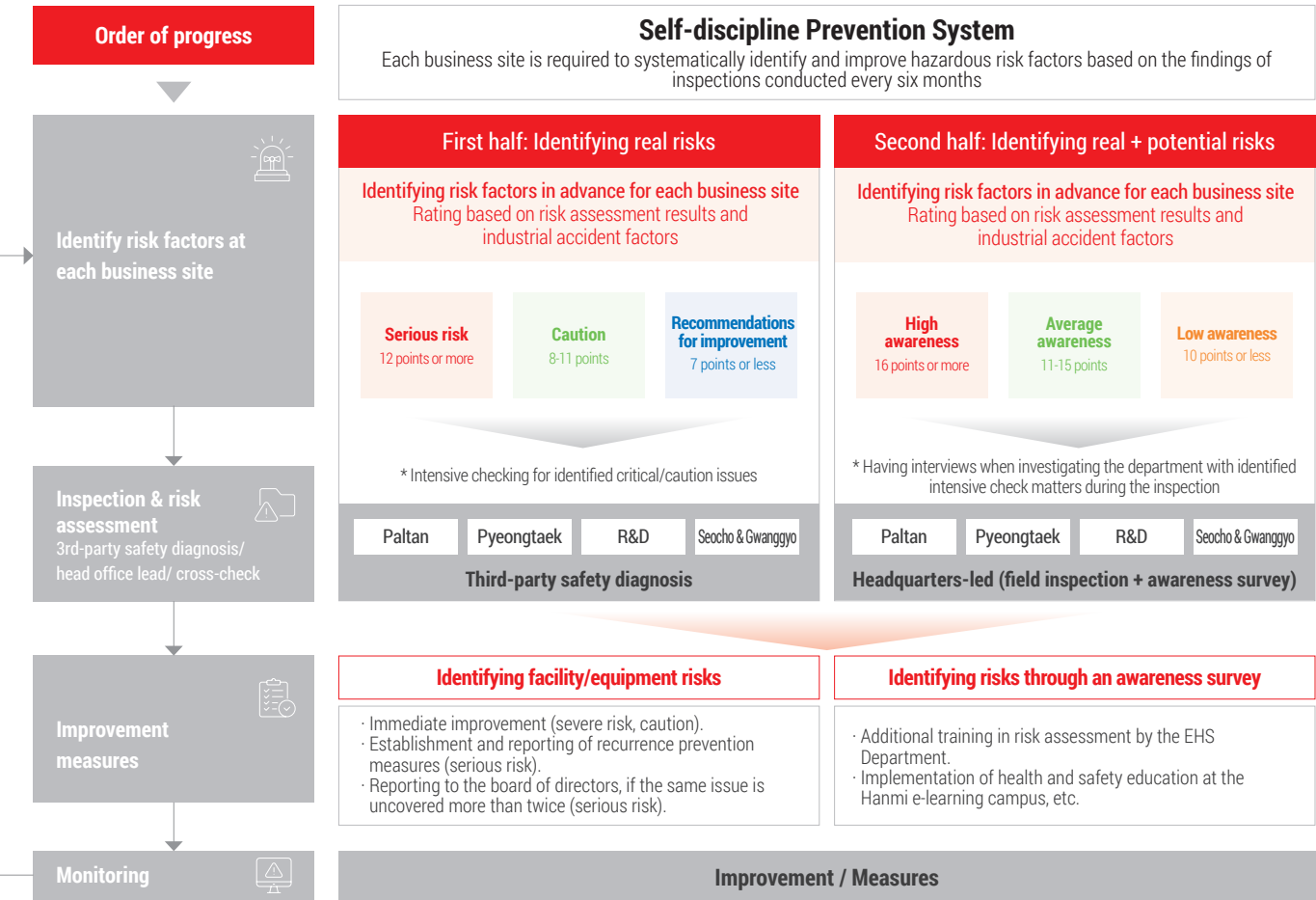


Issue 1. Strengthening Business Site Health & Safety

II. Strategy_Risk and Opportunity Response Plan

Self-discipline Prevention System

Hanmi Pharm has implemented a Self-discipline Prevention System in accordance with the Ministry of Employment and Labor’s policy on self-regulatory accident prevention. This system is our unique occupational health and safety management framework, in which each business site independently identifies, improves, and monitors potential risk factors that may lead to accidents at our business sites. The proactively identified risks at each business site are a key focus during our regular safety inspections, which are conducted twice a year (third-party safety inspections and head office-led safety inspections). We follow the principle of taking immediate action upon detecting risks. Additionally, to manage potential risks caused by insufficient management or individual negligence, we conduct surveys and in-depth interviews of our employees, and assessments of the awareness level. Through these measures, we continuously identify potential risks and carry out appropriate corrective actions, including improving workplace practices. We’re making efforts to ensure that all workers in the workplace have a means to stop work when faced with imminent danger that could lead to industrial accidents or hazardous working conditions causing illness. Additionally, we encourage them to report such risks to management so that immediate action can be taken.



Issue 1. Strengthening Business Site Health & Safety

II. Strategy_Risk and Opportunity Response Plan

Strengthened Company-wide Safety Diagnosis

To strengthen our safety diagnostic activities, Hanmi Pharm conducts third-party safety diagnostics and head office-led safety diagnostics once every six months. Additionally, since the third quarter of 2023, we have implemented quarterly cross-site inspections at our business sites. Risks that are identified during these inspections are classified into "critical risks", "caution", and "recommended improvements", with action prioritized according to their respective classifications.

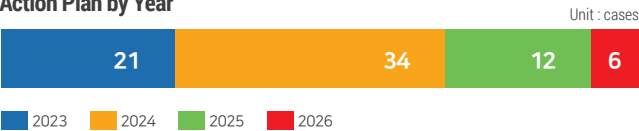
Type		Paltan Smart Plant		Pyeongtaek Bio Plant		R&D Center	
		3rd-party safety diagnosis (cases)	Led by Head Office (cases)	3rd-party safety diagnosis (cases)	Led by Head Office (cases)	3rd-party safety diagnosis (cases)	Led by Head Office (cases)
Risk detection	Serious risk	-	-	-	-	-	-
	Caution	4	-	-	-	2	-
	Recommendations for improvement	2	10	8	10	7	5
Total		6	10	8	10	9	5
Action rate		100%		100%		100%	



Status of Mid- and Long-term Investigations of All Obsolete Equipment and Related Replacement Plan

Hanmi Pharm regularly conducts company-wide facility inspections to prevent safety accidents, such as equipment failures, production interruptions, and risks of fire and explosion due to outdated facilities. We plan to replace 64% (cumulative) of the 73 outdated items of equipment found during the comprehensive survey by 2024 and aims to replace more than 80% (cumulative) by 2025.

Action Plan by Year



Year	Replacement	Budget	Annual action rate
2023	21 cases	KRW 310 M	100%
2024	26 cases	KRW 6.33 B	76% ¹⁾
2025 (planned)	12 cases	KRW 4.29 B	-

1) After reviewing the facility replacement plan, it was found that some equipment was in better condition than initially expected, which will be reflected in future replacement plans.

Cross-check Best Practices

Pyeongtaek Bio Plant

- Item: Laboratory safety management
A sponge has been attached to the clean bench hood door to ensure that the physical safety height is not exceeded.



Paltan Smart Plant

- Item: Emergency response
To prevent chemical spill accidents, clear signage has been installed to help workers easily identify the storage locations of spill kits and portable fire extinguishers.



R&D Center

- Item: Fire prevention
To enhance safety, each indoor fire hydrant has been fully equipped with essential fire evacuation items, including rescue handkerchiefs, throwable fire extinguishers, flashlights, and portable oxygen cans.



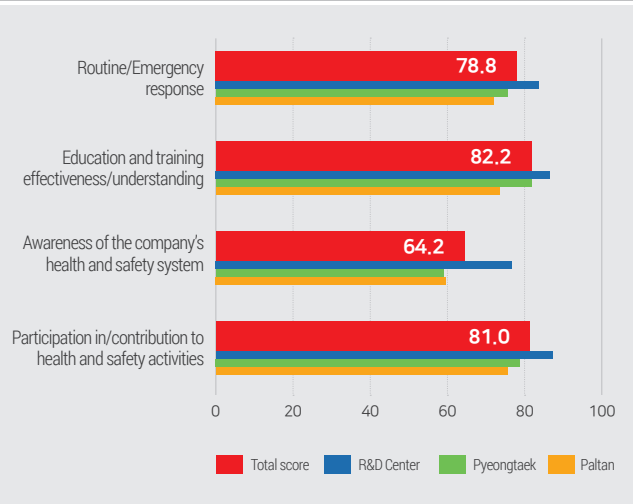
Issue 1. Strengthening Business Site Health & Safety

II. Strategy_Risk and Opportunity Response Plan

Survey of Employees' Health & Safety Awareness

During the head office-led inspection conducted in the second half of the year, Hanmi Pharm conducts a prior questionnaire survey on employees' health and safety awareness. When visiting our business sites, we hold interviews with employees to identify necessary improvements related to occupational health and safety and incorporate these insights into corrective actions aimed at enhancing business site safety.

Assessment of Awareness by Health & Safety Activity Area Unit: average score



GOOD

High level of satisfaction with training including fire drills and CPR.

BAD

Low participation due to lack of awareness of the company's health and safety system.

► In 2025, internal promotional activities will be conducted to raise awareness of the occupational health and safety culture.

Industrial Health & Safety Committee

Hanmi Pharm, Hanmi Fine Chemical, and Beijing Hanmi Pharm hold quarterly Industrial Health and Safety Committee meetings to discuss the direction and key policies of occupational health and safety management. Through these meetings, health and safety policies, plans, and regulations are reviewed and approved. In addition, a consultative body is operated in which employees and executives actively participate, exchanging meaningful ideas and opinions.



Hanmi Pharm Health & Safety Day

Hanmi Pharm designates the week that April 28 falls in as "Health and Safety Day" to promote a strong safety culture among our employees. From April 28 to May 2, Hanmi Pharm observed "Health and Safety Week," during which various events and award programs are held to enhance safety awareness and encourage employee participation.

Main Activities

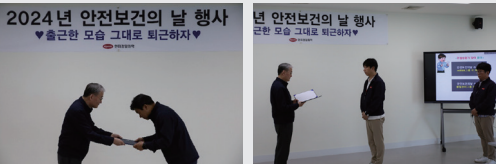
Giving departments awards for their excellence in health and safety matters.
→ Evaluating annual performance and achievement of zero accidents.

Awards for reporting near miss accidents
→ Reporting risk factors and evaluating improvement performance.

Special meals are provided to "excellent health and safety business sites" and the "Safety and Health Day" is promoted within the company.

Hanmi Fine Chemical Health & Safety Day

To commemorate Health and Safety Day in May 2024, Hanmi Fine Chemical selected and awarded ten outstanding individuals, including those who excelled in emergency response training, near-miss accident identification, and risk assessment.



Issue 1. Strengthening Business Site Health & Safety

II. Strategy_Risk and Opportunity Response Plan

Diversification of Health & Safety Education

Hanmi Pharm continuously implements industrial health and safety training for all our employees. In addition, since the enforcement of the Serious Accidents Punishment Act, we have been strengthening re-education for those who have not completed the training. In particular, we provide special management training to suppliers every month and operate external training on a regular basis to enhance the expertise of health and safety managers.

In 2025, we plan to introduce group training for Supervising Managers and face-to-face training with a focus on case studies in order to increase practical applicability and strengthen their ability to respond to risky situations on site.

Total training hours related to health & safety: 76,550h

Classification		Details	Training hours (2024)
Legally-mandated training	Head office	· Periodic legally required training related to industrial health & safety. · Regular training for management supervisors. · Job training for safety managers / health managers. · Training for health & safety managers, etc.	20,514
	Paltan Smart Plant		16,494
	Pyeongtaek Bio Plant		15,532
	R&D Center		5,582
	Hanmi Fine Chemical		7,470
Training other than legally-mandated training (Health & safety related personnel training, etc.)	Head office	· ISO 45001 Health & safety training. · External professional CPR training. · Health & safety symposium, etc.	291
	Paltan Smart Plant		3,210
	Pyeongtaek Bio Plant		1,441
	R&D Center		439
Emergency scenario training	Hanmi Fine Chemical	· Confined space training. · Fire drill/CPR training. · Training on power outage in connection with BCP.	16
	Head office		223
	Paltan Smart Plant		231
	Pyeongtaek Bio Plant		464
	R&D Center		174
Non-scheduled training for suppliers	Hanmi Fine Chemical	· Safety work permit training. · CPR training, etc.	228
	Paltan Smart Plant		30
	Pyeongtaek Bio Plant		67
	Hanmi Fine Chemical		30
PSM training	R&D Center	· Training for business sites subject to PSM (Process Safety Management)	13
	Pyeongtaek Bio Plant		2,104
	Hanmi Fine Chemical		2,028

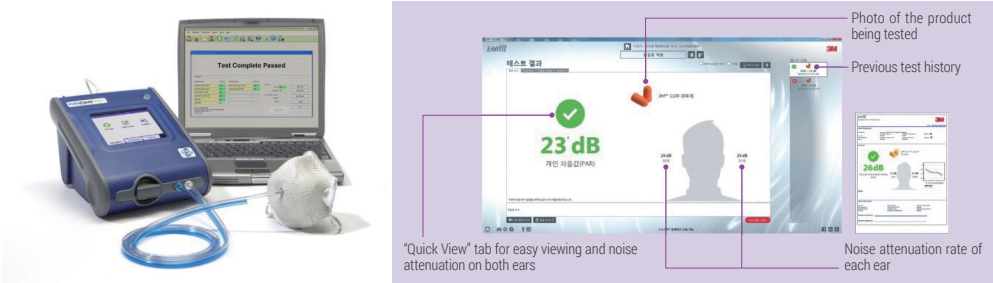
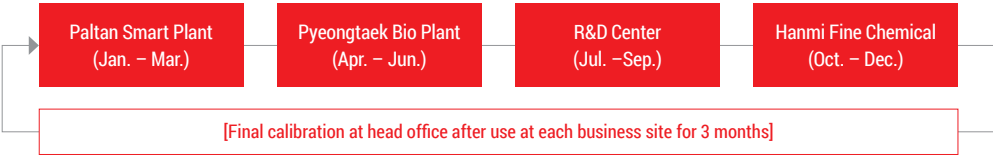
Effective Health & Safety Experience Training Using AI Technology

Hanmi Pharm conducts occupational health and safety training for employees at the VR-exclusive center provided by the Korea Occupational Safety and Health Agency. This training utilizes virtual reality technology that allows employees to realistically experience hazardous situations in industrial settings, thereby enhancing their safety awareness.



Training in the Proper Use of Protective Gear by Conducting Fit Tests

To prevent occupational diseases, Hanmi Pharm regularly inspects the suitability of protective gear (PPE) using hearing fit testers and respiratory fit testers. Each year, we evaluate the fit of half-face and full-face respiratory protective gear. Starting in 2025, we will introduce hearing protection fit testers to measure the noise attenuation rate of earplugs and earmuffs, educate employees on proper usage, and strengthen the hearing conservation program.



Issue 1. Strengthening Business Site Health & Safety

II. Strategy_Risk and Opportunity Response Plan

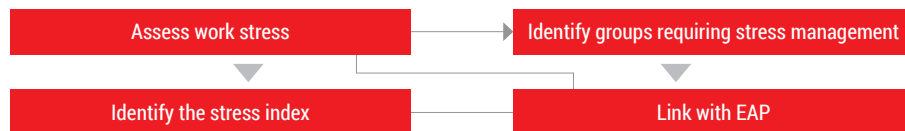
Major Health Care Activities

Smoking Cessation Campaign

Hanmi Pharm actively promotes a quit smoking campaign to improve employees' health. To encourage employees to quit smoking, we provide various support programs, such as signing quit smoking pledges, providing assistance for the Ministry of Health and Welfare's smoking treatment program, and offering counseling services. We also operate incentive programs for employees who successfully quit smoking, fostering their continuous participation.



Management of Work Stress



Hanmi Pharm operates a systematic job stress management system to protect employees' mental health and enhance their engagement with their work. In 2023, we introduced a dedicated program called "Jikstapa" ("Eliminate job stress") to measure employees' stress levels and provide tailored support. This system provides individual stress indices and detailed scores for different areas. Employees requiring additional support can receive in-depth care through a specialized psychological counseling program in collaboration with external professional institutions.

Employee Health Management

Hanmi Pharm conducts health check-ups of our employees based on their life cycles (age groups) to proactively prevent disease and ensure optimal health protection and promotion. In addition, in 2023, the Paltan business site was awarded a certificate of recognition at the Cardiovascular Disease Prevention and Management Project Achievement Event, led by a government agency (Gyeonggi-do Hypertension and Diabetes Education Center) for its efforts to prevent cardiovascular diseases and improve the health of its employees. Through these initiatives, we are striving to create a healthy workplace, managing and operating programs that foster a health-friendly organizational culture where employees can work comfortably and maintain their physical and mental well-being.

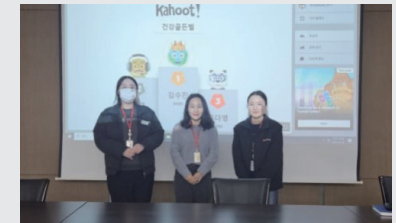
Operating an In-house Health Management Office

Hanmi Pharm's Health Management Office operates various convenience facilities and equipment to support employees' health. The office is equipped with "InBody" analyzers, scales, foot massagers, and breast pumps, all of which employees can freely use. Additionally, there is a dedicated space for fatigue recovery and health promotion, where employees can receive health consultations and emergency care as needed. By introducing these services, we have been able to create a comfortable and healthy work environment for our employees.

In-house Health Campaign



Assessment of employees' posture for the prevention of musculoskeletal diseases.



Implementation of "Golden Health" program to raise awareness.



Lecture on blood sugar spikes

Metabolic syndrome health management

Issue 1. Strengthening Business Site Health & Safety

III. Risk Management

Hanmi Pharm has integrated the risk and opportunity management process related to health and safety activities into the company-wide Enterprise Risk Management (ERM) system in order to effectively manage overall corporate risks while maximizing potential opportunities, thereby contributing to sustainable growth.

Risk and opportunity monitoring		Monitoring period	Monitoring target	Monitoring method	Management and supervision
Self-discipline Prevention System	Third-party safety diagnosis	Semi-annually	Hanmi Pharm business sites	<ul style="list-style-type: none">Third-party professional firms and the head office's occupational health and safety managers regularly inspect workplace sites to proactively identify risk factors and implement corrective actions.Additionally, pre-awareness surveys and one-on-one interviews with on-site workers are conducted to identify potential hazards and required remedial action. Inspection findings, corrective actions, and improvement measures are then shared company-wide to establish a self-driven occupational health and safety culture.	ESG Group
	Headquarters-led inspection				
	Inspections of outdated equipment				
On-site health and safety inspection	Monthly inspections	Monthly		<ul style="list-style-type: none">Identification of risks by conducting self-health and safety inspections, such as the Safety Golden Rules, monthly inspections, etc.Discovery of best practices through quarterly cross-checks.Uploading and monitoring of actions within the online system.	Health & Safety Manager at each business site / ESG Group
	Cross-checks	Quarterly			
Inspections of compliance with the Serious Accidents Punishment Act	Civil disasters	Semi-annually		<ul style="list-style-type: none">Inspection of pharmaceutical quality and citizen accident prevention activities in clinical settings / monitoring of public facilities in Paltan & Pyeongtaek.Compilation and reporting of occupational health and safety activities from different business sites to the board of directors each year, and inspection and management of the progress of their implementation at the head office level (legal compliance matters, budget status, etc.).	ESG Group
	Public facilities				
Risk assessment		Semi-annually		<ul style="list-style-type: none">Regular risk assessments of work processes and facilities at each business site in order to identify potential hazards in advance and implement corrective actions.Objectivity is ensured with the joint participation of employees, site managers, and people in charge of health and safety in the evaluations, and improvement plans are established according to risk levels based on the results of assessments.	Supervising Manager at each business site / Health & Safety Manager
TBM (Tool Box Meeting)		Daily		<ul style="list-style-type: none">Before beginning work, a daily TBM (Toolbox Meeting) is held to share key tasks, risk factors, and safety guidelines for the day.Maintenance of meeting records in order to continuously track risk management status and improvement history.	Supervising Manager at each business site

Issue 1. Strengthening Business Site Health & Safety

IV. Indicators and Goals

Key indicator	Goal	2024 performance	Achievement status	2025 target	Mid-to-long term (2030) plan
Minimizing safety incidents caused by outdated equipment	Verify the plan for the complete census of outdated equipment.	<ul style="list-style-type: none">Replaced 26 out of 34 items of equipment in 2024 (76%) (3 at the HQ /5 in Paltan/17 in Pyeongtaek/1 in the R&D Center).	76% achieved	<ul style="list-style-type: none">Replace 12 outdated pieces of equipment.Install new equipment in 2025 (8 in head office/4 in Pyeongtaek).	<ul style="list-style-type: none">Replacement of more than 6 items of outdated equipment/Installation of new equipment in 2026 (1 in head office/2 in Paltan/3 in R&D centers).
	Increase the equipment maintenance cycle and the inspection rate.	<ul style="list-style-type: none">Inspected the automatic control program on a regular basis (company-wide).Performed patrol inspections to check the normal functioning of safety devices; and identified improvement points (Paltan).Operated a system of daily inspections for major equipment such as air conditioning units, refrigerators, and boilers (R&D Center).Completed risk facility improvement measures including the improvement of sampling points and the installation of fall prevention platforms (Pyeongtaek).Managed and inspected outdated equipment comprehensively (Fine Chemical).	Achieved	<ul style="list-style-type: none">Take improvement measures for safety device replacement in production facilities [15 eye washing stations] (Paltan).Conduct routine inspections of equipment and take corrective action when necessary (R&D Center).Improve facilities and equipment that are found to have caused safety accidents (Pyeongtaek).Improve equipment for proposed cases such as the proposal system to prevent near-miss accidents.Accumulate data on failures of outdated equipment and analyze failure patterns (Fine Chemical).	<ul style="list-style-type: none">Regular company-wide inspections of equipment and management of the history management system online.Establishment of the goal of achieving a 100% preemptive action rate for non-conforming equipment.
Improving the evacuation capabilities of employees in the event of an accident	1) Conduct the 2nd post-audit certification of the ISO 22301 certification. 2) Identify improvement measures and establish action plans.	<ul style="list-style-type: none">Completed ISO 22301 post-audit certification (November) (Hanmi Pharm company-wide).No non-conforming cases, 5 recommendations for improvement (for which actions will be taken in 2025).Completed the ISO 22301 post-audit certification (September) (Fine Chemical).No non-conforming cases, 6 recommendations for improvement (for which actions will be taken in 2025).	Achieved	<ul style="list-style-type: none">Renew the ISO 22301 certification (Hanmi Pharm company-wide) (Fine Chemical).Take improvement measures for all identified issues.	<ul style="list-style-type: none">Regularization of internal mock training and introduction of an effectiveness review system, in addition to maintaining the certification.Development of scenarios for responding to crises related to the supply chain and expansion of training on their practical application.
	Strengthen health and safety evacuation training and organization.	<ul style="list-style-type: none">Conducted emergency rescue training in confined spaces (company-wide).Implemented CPR training for employees (company-wide).Implemented an evacuation drill for all employees to respond to leakage accidents (Pyeongtaek).Conducted department-specific evacuation drills, in which employees familiarized themselves with escape routes and practiced moving along designated paths (Paltan).Conducted regular inspections of emergency response equipment (flashlights, rescue handkerchiefs, etc.) (R&D Center).Implemented emergency evacuation training for all employees (Fine Chemical).	Achieved	<ul style="list-style-type: none">Conduct emergency rescue training in confined spaces (company-wide).Conduct practical training by nurturing internal CPR instructors (head office).Actualize emergency training and improve self-defense fire brigade operations (Pyeongtaek).Conduct a training exercise on how to respond to flammable material leaks at facilities that handle hazardous materials (Paltan).Strengthen emergency response training and reflect workers' opinions (R&D Center).Conducting emergency response/evacuation training for employees six times a year (Fine Chemical)	<ul style="list-style-type: none">Regular implementation of evacuation drills based on disaster scenarios for each business site, and establishment of an effectiveness evaluation systemIncrease of specialized training for high-risk work, such as work in confined spaces and chemical leaks.
	Strengthen the automatic fire detection system and firefighting facilities.	<ul style="list-style-type: none">Prepared and submitted the annual fire management plan (company-wide).Replaced firefighting auxiliary pumps, power panel for the smoke exhaust window (R&D Center).Real-time emergency broadcasting on the move using a mobile phone became possible in the event of a fire due to ATAW (mobile phone linkage) (Pyeongtaek).Conducted continuous CCTV monitoring (Paltan).Installed an outdoor tank gas detector and maintained firefighting facilities (Fine Chemical).	Achieved	<ul style="list-style-type: none">Prepare and submit the annual fire management plan (company-wide).Installing fire extinguishing equipment in fire-vulnerable facilities (R&D Center)Install leak detectors and more first aid facilities, and improve tanker filling procedures, etc. (Pyeongtaek).Install fire detection equipment on access floors such as computer rooms (Paltan).Replace foam-based fire suppression equipment agents and tanks and install monitoring equipment (Fine Chemical).	<ul style="list-style-type: none">Establishment of an annual investment plan for the replacement and reinforcement of outdated firefighting equipment.