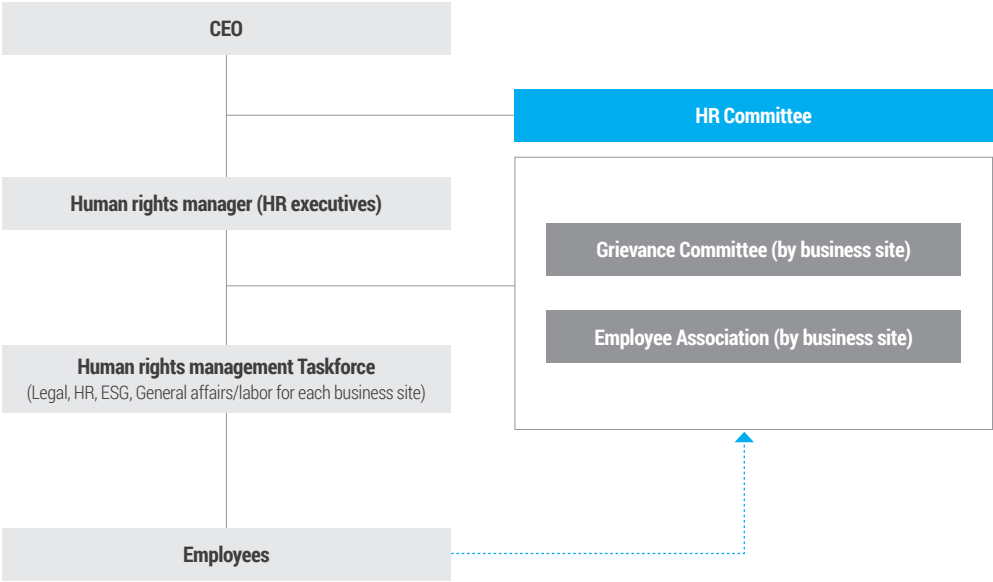


# Human Rights Management

Hanmi Pharm recognizes that one of the essential conditions of sustainable management and growth is labor-management relations that are based on human rights management and the development of human talents, as well as trust and respect. We run various talent development programs designed to enable individual employees to display their capabilities freely and creatively. We conduct periodic human rights impact assessments to uncover and improve negative human rights risks. In addition, we are strengthening labor-management relations based on mutual respect through various channels. We will improve the value of respect for humans by striking a sound balance between work and everyday life and various welfare systems.

## Decision-making Structure

Hanmi Pharm has established various channels of communication in order to listen to the opinions of our employees and to receive and resolve any grievances they may have. We have formed an employees’ association and a grievance committee for each business site to listen to employees’ grievances and suggestions related to various human rights issues. In addition, through the Human Rights Management Taskforce consisting of legal affairs, HR, ESG, and general affairs/labor departments at each workplace, we are trying to spread our human rights management policies to employees.



## Roles and Authority of Dedicated Organizations

Type	Roles and authority
CEO	Overall management of human rights.
Human Rights Manager	Human Rights Inspection and Grievance Committee/Employee Council.
HR Committee	Deliberation on important HR matters.
(By business site) Grievance Committee	Listening to and resolving workers' issues.
(By business site) Employee Council	Discussions on improving workers' welfare and the sound development of the company.

## Strengthening the Expertise of Employees in Human Rights Management

Hanmi Pharm provides all our employees, including the CEO, with training on the prevention of bullying and sexual harassment in the workplace, as well as disability awareness training.

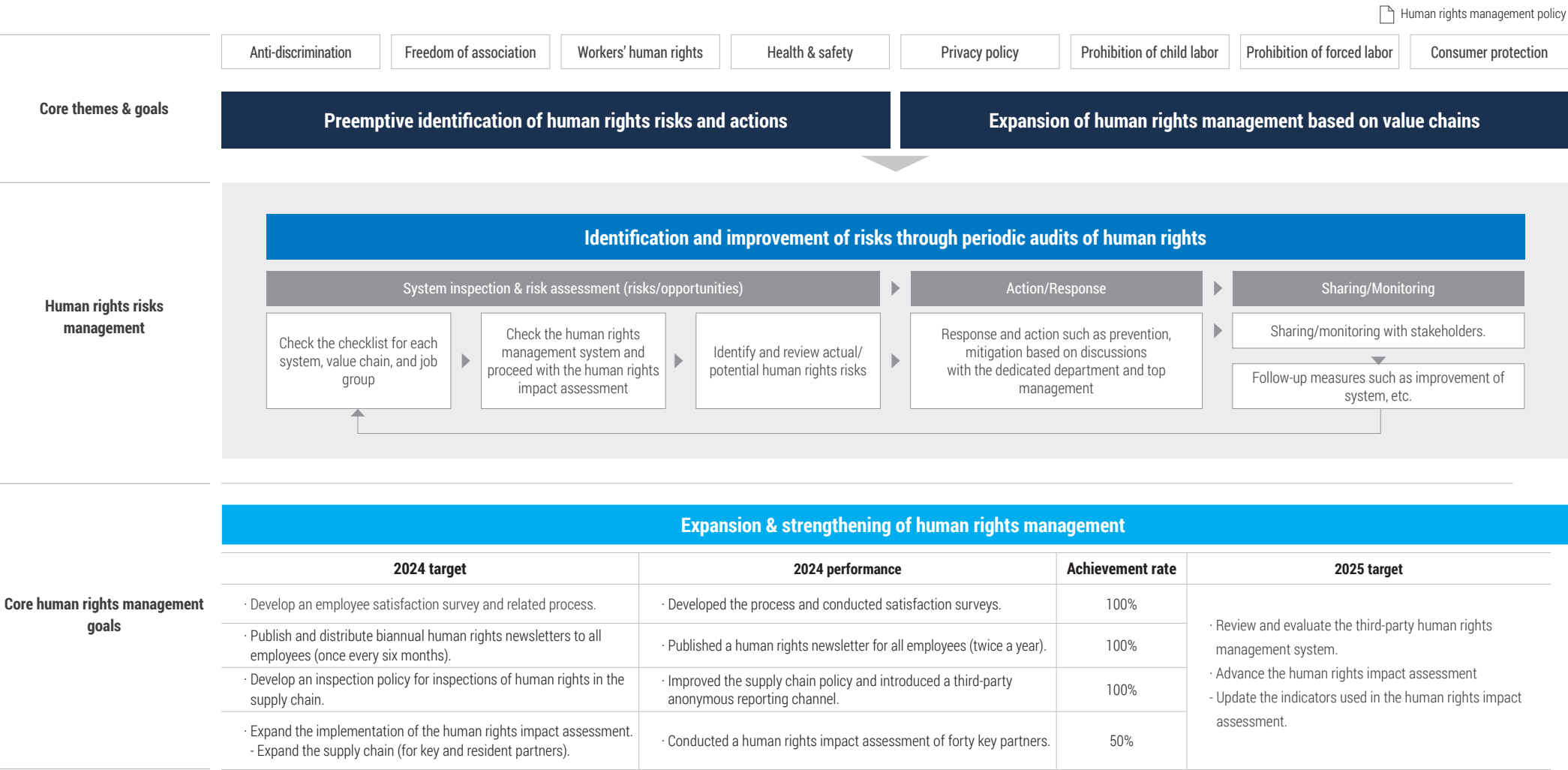
### Status of Our Human Rights Training

Type	Unit	2022	2023	2024
Total no. of employees	persons	2,302	2,344	2,398
Employees who have completed human rights training	persons	2,302	2,344	2,398
Completion rate	%	100	100	100
No. of hours of human rights training per person	hours	5	4	5
Contents of training	Training to prevent bullying and sexual harassment in the workplace and to improve awareness of the disabled.			

# Human Rights Management

## Human Rights Management Strategy

Hanmi Pharm complies with human rights standards at home and abroad for responsible human rights management. Accordingly, we have selected 8 core themes including prohibition of discrimination, freedom of association, human rights protection and apply them throughout the company, and furthermore, we strive to apply them to all stakeholders with whom we have business relations.



# Human Rights Management

## Preemptive Identification of Human Rights Risks and Actions

### Human Rights Inspection

Hanmi Pharm conducts annual assessments of our human rights impact in accordance with our human rights management regulations in order to identify potential and actual human rights risks. In particular, for the 2024 human rights inspection, the scope of employee assessments was expanded to identify more risks. We plan to extend the scope of our human rights inspection to include supply chains and various stakeholders.

Key items of agenda for our human rights impact assessment	Prohibition of forced labor	Prohibition of child labor	Freedom of association	Health & safety	Research ethics
	Workers' human rights	Privacy policy	Anti-discrimination	Work-life balance	Relief procedure

### Results of Our Human Rights Impact Assessment, 2024

In 2024, Hanmi Pharm conducted a human rights impact assessment of employees at all of our business sites, including production, research, and sales positions. The assessment, which covered ten key factors, did not identify any significant risks. However, a total of ten potential human rights risks were detected, nine of which were immediately addressed with corrective actions.



### Results of Our Human Rights Impact Assessment by Year

Type	2022	2023	2024
Human rights risks identified	7	5	10
Actions completed (As of April 2025)	7	5	9

### Details of Our Human Rights Impact Assessment, 2024

Potential human rights risks and challenges		Actions and plans	
Field	Details	Direction of action	Detailed activities
Health and safety	Musculoskeletal disease programs	Training for employees and notices	Implementation of preventive measures for musculoskeletal diseases after identifying high-risk groups
	Guidance for employees on industrial accident processing		Guidance for all employees during job-specific training (e-learning, face-to-face training)
Workers' human rights	Human rights training		Guidance on human rights and the work-family balance system through the human rights newsletter
Work-life balance	Workshops on work-family balance for managers	Establishment of new systems, processes, etc.	Plans to elect workers' representatives
Freedom of association	New election due to the absence of worker representatives		Implementation of counselor training for each member of the Grievance Committee
Grievance Committee members	Counselor training for members of the Grievance Committee		Sharing cases of gender discrimination and disclosure to stakeholders in the ESG Report
Prohibition of discrimination against women	Collection and analysis of cases of gender discrimination and action data		Increase of PR for the grievance resolution procedure in the human rights newsletter
	Disclosure of cases of gender discrimination and actions taken to stakeholders		
Relief procedures	Regular surveys on the grievance resolution procedure		
	Improvements to grievance resolution procedures		

### Highest Human Rights Risk Issues by our Business Area in 2024

Hanmi Pharm analyzed the results of human rights impact assessment by gender, age, and job position in order to identify the most frequently occurring risks. The risks thus identified will be monitored annually to mitigate them over time.

Type		Issue	Risk share
Gender	Male	Work-life balance	7.5%
	Female	Work-life balance	15.0%
By age	20s	Work-life balance	7.7%
	30s	Workers' rights	40.0%
	40s	Work-life balance	18.1%
By position	Manager	Work-life balance	21.4%
	Team member	Health and safety	6.6%

\* No special issues for employees in their 50s.

# Human Rights Management

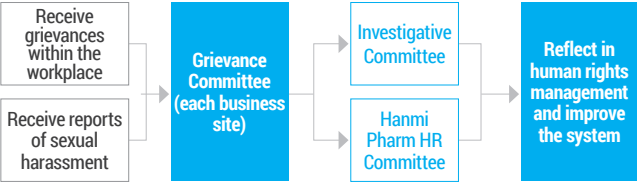
## Our Organization Diagnosis (Satisfaction Survey) for 2024

In 2024, Hanmi Pharm conducted the Hanmi Group organizational diagnosis of our employees in a drive to improve the company's organizational culture. The diagnosis classified five major areas, including career development, growth support, and general management, and established detailed indicators for each category. Respondents assigned scores ranging from 1 to 5, with additional job-specific questions included for certain roles (R&D, sales, and production), with the final analysis based on a total score of 100. We will analyze the results of the organizational diagnosis and strive to create a better organizational culture.

Type	Diagnostic indicator	Score
Career development/ growth support	Career exploration and career goal setting	68.2
	Integrated job training	62.5
	Job/department transfer	63.3
	Evaluation/reward	61.6
	Promotion/appointment to a position	65.4
General management	Setting and changing goals	67.3
	Performing tasks (collaboration/consultation)	68.6
	Decision-making process (outcome generation)	68.5
	Reporting and feedback	67.8
	Improving work methods	66.3
R&D	Developing professional capabilities	65.9
	Promoting new R&D activities	67.3
	Performing R&D activities	66.5
	Reporting the results of R&D activities	67.1
Sales	Market analysis/research	75.1
	Setting goals and establishing sales strategies	73.8
	Recruiting new customers/managing existing customers	77.8
	Conducting business activities	76.7
	Reporting activities	78.9
Production	Acquiring and learning regulations (principles, standards)	69.5
	Performing production and work activities	66.3
	Improving the environment and creating a safer working environment	69.4
	Suggestions for improvement	67.2

## Grievance Resolution & Sexual Harassment Prevention Processes

Hanmi Pharm complies with all relevant laws, including the Labor Standards Act and the Equal Employment Opportunity and Work-Family Balance Assistance Act, and is making concerted efforts to establish human rights management, such as preventing sexual harassment and workplace bullying, etc. We are expanding the grievance resolution process to cover both our employees and those stakeholders who have business connections with us. Furthermore, we are running the 'Human Rights Violation Shinmungo' on the company website in order to establish a corporate culture in which disputes within the workplace are systematically prevented while labor-management cooperation is promoted. We will introduce a third-party anonymous reporting channel that all our stakeholders can use.

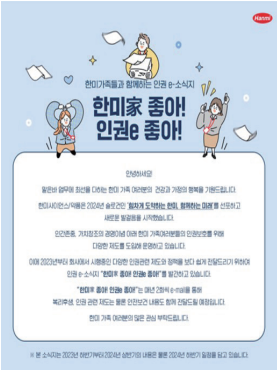


### Number of Grievances Filed/Actions Taken

Type	Unit	2022	2023	2024
Filed	cases	2	2	5
Resolved		2	2	5

## "I Love the Hanmi Family! I Love Human Rights!", a Human Rights E-newsletter for the Hanmi Family to Read Together

In 2023, Hanmi Pharm launched the biannual human rights e-newsletter, "I Love the Hanmi Family, I Love Human Rights", to strengthen communication with employees regarding human rights management. Sent via email to all employees every six months, the e-newsletter contains comprehensive information on human rights management, including occupational health and safety, employee benefits, our human rights policies, and various reporting systems. We will continue to develop diverse policies and enhance communication to further extend and advance our human rights management.



## Expansion of Human Rights Management based on Value Chains

### Inspection of Human Rights Management by Partners

Hanmi Pharm is committed to expanding and integrating human rights management within our supply chain. During supplier inspections, we evaluate the human rights management practices of our partners. Using indicators based on global guidelines, we assess our suppliers' human rights management practices. Additionally, when providing mentoring to partner companies, we distribute the Hanmi Pharm ESG Self-Assessment Guidebook to encourage suppliers to implement human rights management effectively. The results of assessments have confirmed that there are no business sites with a risk of forced labor or child labor incidents. We plan to conduct even more rigorous evaluations of our suppliers' human rights management and ensure that the principles of human rights management are strictly upheld within our business chain.

### Results of Inspecting Human Rights Management in the Supply Chain

Target	40 partners supplying active ingredients
Method	Inspection of indicators based on 8 global guidelines - Freedom of association, forced labor, child labor, prohibition of discrimination, compliance with working hours, fair compensation, personnel management, personal data breaches and remedies

Total score	Highest score	Lowest score	Average
25 points	25 points	15.6 points	21.7 points

# Human Rights Management

## Realization of Gender Equality

Hanmi Pharm is actively striving to encourage social participation and improve the status of women by creating a female-friendly work environment. Notably, we don't discriminate on the grounds of gender in recruitment or promotion and provide equal opportunities for women. Women account for 10 out of a total of 42 executives, and are active in the area of R&D, including clinical trials, development, and research. Not only this, female executives are actively displaying their capabilities in production, sales, and marketing, areas hitherto regarded by society as male domains. In addition, we operate a designated women's lounge and a nursing room to provide a female-friendly work environment.



Non-consolidated

Percentage of female executives (compared to total executives) **23.8%**

Percentage of female managers<sup>1)</sup>(compared to total management positions) **30.2%**

Percentage of female employees(compared to total positions) **30.2%**

1) Hanmi Pharm manager: Group leader or higher

### Status of Female Employees at Hanmi Pharm

Non-consolidated

Category		Unit	2022	2023	2024
Total no. of employees		persons	2,302	2,344	2,398
Total no. of female employees		persons	666	694	724
Percentage of female employees (compared to all employees)		%	28.9	29.6	30.2
Production workers	Total	persons	876	891	923
	No. of female production workers	persons	255	254	260
	Percentage of females (compared to all employees)	%	11.1	10.8	10.8
Sales workers	Total	persons	645	655	655
	No. of saleswomen	persons	34	34	41
	Percentage of females (compared to all employees)	%	1.5	1.5	1.7
Researchers	Total	persons	488	508	535
	No. of female researchers	persons	246	269	286
	Percentage of females (compared to all employees)	%	10.7	11.5	11.9
Office workers	Total	persons	248	250	243
	No. of female office workers	persons	121	128	127
	Percentage of females (compared to all employees)	%	10.7	11.5	5.3
Executives	Total	persons	45	40	42
	No. of female executives	persons	10	9	10
	Percentage of females (compared to all employees)	%	0.4	0.4	0.4

## Employment of the Disabled

Hanmi Pharm is committed to fulfilling our social responsibility and promoting diversity by creating high-quality jobs for people with disabilities and ensuring stable employment. In 2020, we established a Task Force for Disability Employment to recruit individuals with disabilities for suitable roles and to develop new positions that accommodate their skills. We hire people with disabilities through both general recruitment and customized training programs in collaboration with the Korea Employment Agency for Persons with Disabilities. We also support employees with disabilities by helping them to adapt quickly to their roles and demonstrate their capabilities. Currently, employees with disabilities are contributing their skills in various job positions, including in-house cafe baristas, administrative assistants (working from home), IT development, web design, video editing, and professional athletics.



Non-consolidated

Employment of the disabled (employment recognition/ number of employees) **52/29people**

Number of disabled employees as a percentage of the number of positions mandated by law **71.0%**

### Employment Status of the Disabled

Employment status of the disabled		2022	2023	2024
Hanmi Pharm	All employees	2,302	2,344	2,398
	Disabled Employees	29	28	29
Beijing Hanmi Pharm	All employees	1,200	1,252	1,278
	Disabled Employees	15	16	17
Hanmi Fine Chemical	All employees	271	269	286
	Disabled Employees	2	2	1

## Communication and Agreement between Labor and Management

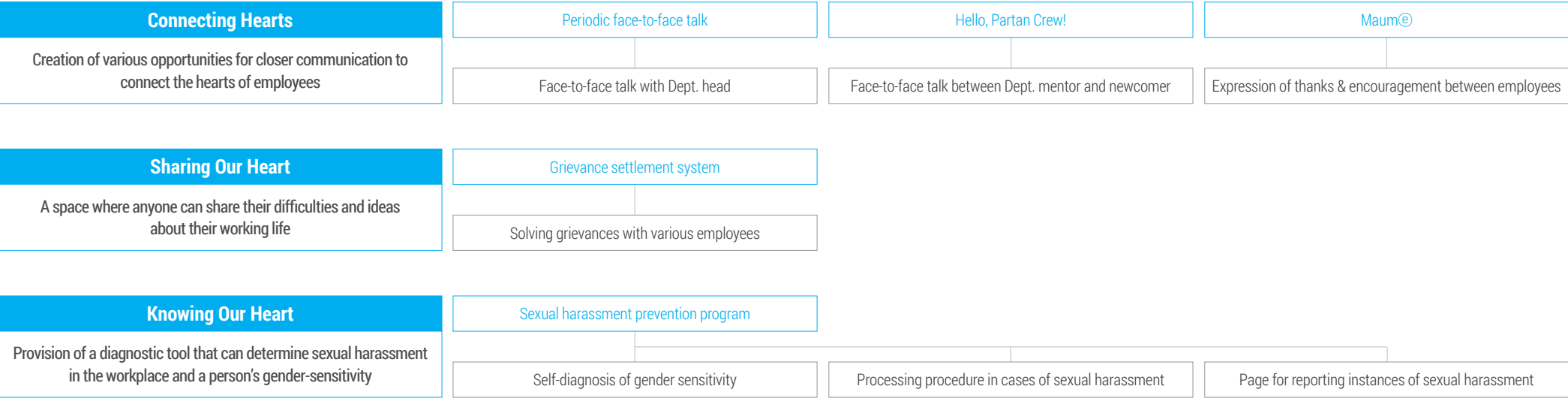
To foster a corporate culture of trust and harmony, Hanmi Pharm actively listens to our employees. A key communication channel is the Employee Council, which operates on a quarterly basis at each business site. The council serves as a platform for labor-management communication, where employees can share suggestions and ideas for improvement with the company. Discussions cover the corporate culture, personnel regulations, and employee welfare systems. As of the end of 2024, all employees were participating in the Employee Council. Additionally, membership of the labor union stood at 7.9%, and employment conditions for all employees are determined based on external and internal factors, employee needs, collective agreements, and management circumstances.

Business site	Improvements
Head Office	<ul style="list-style-type: none"><li>Revised the expense regulations for domestic business trips (increased meal allowances, established criteria for electric vehicle charging, etc.).</li><li>Increased operation of the Useo-bap breakfast.</li></ul>
R&D Center	<ul style="list-style-type: none"><li>Implemented organizational activation programs (company-wide workshops, photography events).</li><li>Improved the work environment (enhanced the air conditioning in laboratories, increased and diversified breakfast options).</li><li>Improved commuter bus routes.</li></ul>
Paltan Smart Plant	<ul style="list-style-type: none"><li>Added flexible work schedule time slots (from 4 to 6).</li><li>Secured the Pyeongtaek moving dormitory for the Chew Tablet part at 3 locations.</li><li>Replaced some showerheads in Building G.</li></ul>
Pyeongtaek Bio Plant	<ul style="list-style-type: none"><li>Expanded employee rest facilities - opened a new restroom for Plant 1 employees and replaced the large ice maker in the restrooms of the management building.</li><li>Ensured greater convenience for employees who own electric vehicles by installing electric vehicle charging stations (5 units).</li><li>Improved employee cafeteria services (Samsung Welstory), such as introducing a self-service ramen station.</li></ul>

# Human Rights Management

## Paltan Smart Plant's Umbrella of My Heart

Developed exclusively for the Paltan Smart Plant, Umbrella of My Heart is an online platform consisting of a face-to-face talk system designed to create a corporate culture of smooth communication between employees (Connecting Hearts); a grievance resolution system based on the Act on the Promotion of Employees' Participation and Cooperation (Sharing Our Hearts); and a sexual harassment prevention system based on the Equal Employment Opportunity and Work-Family Balance Assistance Act (Knowing Our Hearts).



Hanmi Pharm Paltan Smart Plant has systemized a periodic face-to-face talk between departmental heads and the staff they manage through 'Connecting Hearts (periodic face-to-face talk) and established a program where it can be managed through an online platform. The aim is to create a healthy corporate culture by checking the performance of the program for one year and making sure that departmental heads can identify employees' difficulties in the department.

We hope the 'Connecting Hearts' program will narrow the gap of perception from a difference in position and become a culture where everybody cooperates beyond one's position within the organization. The 'Sharing Our Hearts' (grievance settlement) and 'Knowing Our Hearts' (sexual harassment prevention) programs allow reports about 'workplace bullying' and 'sexual harassment in the workplace' to be received online. Furthermore, in conducting training for all employees of the plant, we were not content to simply establish a platform, but made sure we trained our employees to understand the real nature of 'workplace bullying and sexual harassment', and raised their awareness of these issues by actually delving into case studies of instances that had occurred in the plant in the past. We are also striving to establish an organizational culture based on trust and respect whereby employees do not experience unpleasant or offensive behavior.

### Status of regular employee interviews

Year	No. of participants
2020	570 persons
2021	511 persons
2022	579 persons
2023	549 persons
2024	592 persons
Total	2,801 persons

### Status of Program

Classification	Date of opening	No. of cases
Grievance resolution	Jun. 2021	24
Hot line	Apr. 2022	8
Reports of sexual harassment	Dec. 2021	2
Maum@	Aug. 2022	120