

# Welfare and Culture

## Creation of Corporate Culture



Hanmi Pharm provides parental leave to allow employees to handle their work and family commitments, as well as providing various support systems for different stages of life - from pregnancy to childbirth and child-rearing. In addition, we are creating an atmosphere and a culture in which employees can make free use of parental leave regardless of their gender. In recognition of these efforts, the company was selected as a “family-friendly” certified company by the Ministry of Gender Equality and Family in 2018.

### Our Work System

Selective work system	A system that allows workers to freely choose their commuting hours and the days they work within the statutory working hours.
Discretionary work system	A system in which the agreed-upon hours are regarded as having been worked for tasks that require the discretion of the worker to delegate the method of performing the task in light of the nature of said task.
Flexible working hours system	A system that allows employees to flexibly adjust their working hours based on their workload, enabling them to adapt to changes in the demands of work more effectively.
Credited work system	A system that is applicable to workers who have worked the number of hours agreed upon in cases where the actual number of working hours is difficult to calculate because they have performed certain duties/work outside the usual business site.

Hanmi Pharm operates various work systems tailored to the characteristics of our business sites and employees' personal lives. Additionally, to promote the system's effectiveness, we operate an online work-hour management system that enables employees to track their working hours in real time and plan their vacations in advance. Furthermore, as part of the flexible work system, we have introduced the "PC Off System", whereby employees can set their own work end time, and their computers shut down automatically.

## Childcare Support System for each Stage of Early Childhood

Pregnancy
- Establishment of the working hour reduction system to encourage childbirth. - Paid leave for regular pre-natal health checkups.
Childbirth
- Payment of 100% of regular salary for 60 days during maternity leave. - Leave before/after childbirth (90 days). Paternity leave for spouse (max.20 days).
Childhood
- Reduced working hours during early childhood, paternity leave.

### Status of Using the Childcare Support System by Life Cycle

Year	Employees who took parental leave			Employees who worked for 12 months after returning from parental leave		
	Total	Female	Male	Total	Female	Male
2022	81	57	24	124	116	8
2023	79	52	27	145	131	14
2024	52	36	16	160	135	25

### Status of Use of Shortened Working Hours and Spouse Childbirth Leave during the Early Childcare Period

Year	Employees who used the shortened working hours system during the early childcare period	Employees who used the spouse childbirth leave
2022	8	80
2023	12	81
2024	13	88

## Employee Welfare System

Hanmi Pharm operates a welfare system in which various welfare benefits are provided according to an employee's age, personality, and lifestyle. We now plan to expand and improve the existing system by reflecting the demands of our employees in the future.

Self-initiated selective welfare system	- Reimbursement of actual expenses up to KRW 500,000 per year. - Self-development (private institute fees, fitness facilities, books) - Family medical expenses (Medical expenses for family members, medical costs for pets)
Stabilization of livelihood	- Support for employee's housing funds via intra-corporate loans. - Subscription to group personal accident insurance.
Healthcare	- Annual health checkup and discounted annual health checkup for employees' family members. - Psychological counseling support.
Family/ Congratulatory & condolatory	- Employees' weddings, child's first birthday, weddings of family members, birthday feasts or 70th birthdays of parents (including spouse), condolence expenses. - Support for condolence gifts, wreaths, compassionate leave, funerary expenses/funeral director. - Issuance of congratulatory welfare points. - Upon childbirth (including spouse), when an employee's child enters elementary school - Financial support for the educational costs of families with more than one child (for a second child who is a minor). - Support for children's college tuition fees (regardless of the number of children). - Family Day (4 times per year in the months with the most workdays). - Operation of a nursery (Paltan Smart Plant).
Welfare point	- Annual issuance of welfare points worth KRW 350,000 - KRW 100,000 each for the Lunar New Year and Korean Thanksgiving Day; KRW 50,000 for Birthdays/Labor Day/Company Foundation Day. - Issuance of welfare cards.
Leisure/ Culture	- Discounts for employees in benefit malls (shopping malls, cultural performances, theme parks, travel agencies, etc.). - Accommodation discounts using corporate condo discount coupons. - Employee discounts for the Chinese restaurant, "Eoyang."
Work environment	- Employee lounges at all business sites, refreshment & rest spaces. - Operation of shuttle bus for commuting to the industrial complex/R&D Center - Uniform support for each job - Operation of women's lounge and nursing room - Operation of in-company café (The H). - Welcome gift for new recruits.
Support for the aged	- Retirement pension plan (Defined benefit [DB], Defined contribution [DC]). - Reemployment support program (in connection with external training programs/ life planning and job-change support training, etc.).
Refresh vacation	- Leave for recharging at the end of the year, 'Refresh' vacation system. - Employee vacation assistance project.
Self-development	- College tuition fee support (if selected).
Long-term service/ Outstanding employee	- Presentation of gold bar long service commemorative tablets for long-term service (10g for 10 years, 20g for 20 years, 30g for 30 years). - Rewards for outstanding employees