

# Welfare & 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.

### Work System

<b>Selective work system</b>	A system that allows workers to freely choose their commuting hours and the days they work within the statutory working hours.
<b>Discretionary work system</b>	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.
<b>Flexible working hours</b>	A system that allows employees to set and manage their working hours.
<b>Credited work system</b>	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 implements various work systems according to the nature of each business site and each individual's life. In addition, we operate an online work hour management system in order to vitalize the overall system. The online work hour management system assists a worker when managing working hours in real time or planning a vacation beforehand. Furthermore, we operate the PC OFF system whereby a PC automatically shuts down when a worker sets the end of their working hours on their PC.

### Childcare Support System for each Stage of Early Childhood

Pregnancy
<ul style="list-style-type: none"> <li>Establishment of the working hour reduction system to encourage childbirth.</li> <li>Paid leave for regular pre-natal health checkups.</li> </ul>
Childbirth
<ul style="list-style-type: none"> <li>Payment of 100% of regular salary for 60 days during maternity leave.</li> <li>Leave before/after childbirth (90 days). Paternity leave for spouse (max.10 days).</li> </ul>
Childhood
<ul style="list-style-type: none"> <li>Reduced working hours during early childhood, paternity leave.</li> </ul>

### Childcare Support System for each Stage of Early Childhood

Year	Persons taking parental leave			Persons returning from parental leave	Persons who worked for over 12 months after their return
	Male	Female	Total		
2021	5	35	40	39	32
2022	19	30	49	48	29
2023	15	29	44	45	34

Unit: persons

### Status of Employees Making Use of the Reduced Working Hour System for those with Childcare Needs

Year	Male	Female
2021	-	8
2022	1	6
2023	1	7

Unit: persons

## 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.

<b>Self-initiated selective welfare system</b>	<ul style="list-style-type: none"> <li>Reimbursement of actual expenses up to KRW 500,000 per year.</li> <li>Self-development (private institute fees, fitness facilities, books)</li> <li>Hobbies/leisure (OTT subscription fees, culture &amp; arts admission fees)</li> <li>Family medical expenses (Medical fees of family members, medical fees for pets)</li> </ul>
<b>Stabilization of livelihood</b>	<ul style="list-style-type: none"> <li>Support for employee's housing fund via intracorporate loans.</li> <li>Subscription to group personal accident insurance.</li> </ul>
<b>Healthcare</b>	<ul style="list-style-type: none"> <li>Annual health checkup and discounted annual health checkup for an employee's family members.</li> <li>Psychological counseling support.</li> </ul>
<b>Family/congratulatory/condolatory support</b>	<ul style="list-style-type: none"> <li>Employees' weddings, child's first birthday, weddings of family members, birthday feasts or 70th birthdays of parents (including spouse), condolence expenses.</li> <li>Support for condolence gifts, wreaths, compassionate leave, funeralary expenses/funeral director.</li> <li>Issuance of congratulatory welfare points.</li> <li>Upon childbirth (including spouse), when an employee's child enters elementary school</li> <li>Financial support for the educational costs of families with more than one children (for a second child who is a minor)</li> <li>Operation of a nursery (Palant Smart Plant).</li> <li>Support for children's college tuition fees (regardless of the number of children).</li> <li>Family Day (4 times per year in the months with the most workdays)</li> </ul>
<b>Welfare Point</b>	<ul style="list-style-type: none"> <li>Annual issuance of welfare points worth KRW 350,000</li> <li>KRW 100,000 each for the Lunar New Year and Korean Thanksgiving Day, KRW 50,000 for Birthdays/Labor Day/Company Foundation Day</li> <li>Issuance of welfare cards.</li> </ul>
<b>Leisure/Culture</b>	<ul style="list-style-type: none"> <li>Discounts for employees in benefit malls (shopping malls, cultural performances, theme parks, travel agencies, etc.).</li> <li>Accommodation discounts using corporate condo discount coupons.</li> <li>Employee discounts for the Chinese restaurant, 'Eoyang.'</li> </ul>
<b>Work environment</b>	<ul style="list-style-type: none"> <li>Employee lounges at all business sites, refreshment &amp; rest spaces.</li> <li>Operation of shuttle bus for commuting to the industrial complex/R&amp;D Center</li> <li>Uniform support for each job</li> <li>Operation of women's lounge and nursing room</li> <li>In-company cafe (The H), welcome gift for new recruits.</li> </ul>
<b>Support for the aged</b>	<ul style="list-style-type: none"> <li>Retirement pension plan (Defined benefit [DB], Defined contribution [DC]).</li> <li>Reemployment support program (in connection with external training programs/ life planning and job-change support training, etc.).</li> </ul>
<b>Refresh vacation</b>	<ul style="list-style-type: none"> <li>Leave for recharging at the end of the year, 'Refresh' vacation system.</li> <li>Employee vacation assistance project.</li> </ul>
<b>Self development</b>	<ul style="list-style-type: none"> <li>College tuition fee support (when selected).</li> </ul>
<b>Long-term service/outstanding employee</b>	<ul style="list-style-type: none"> <li>Presentation of "gold bar long service commemorative tablets for long-term service" (10g for 10 years, 20g for 20 years, 30g for 30 years).</li> <li>Rewards for outstanding employees</li> </ul>