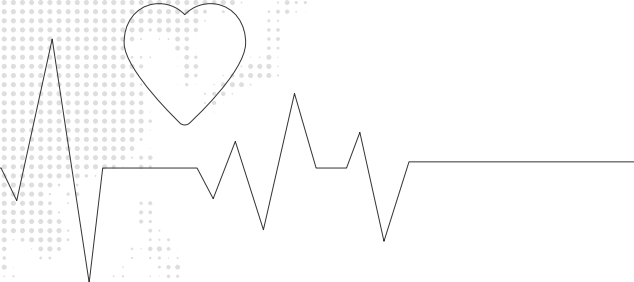




# CARE for People and Planet



# About This Report



## Cover Story

This Sustainability Report is based on the concept of CARE for People and Planet, conveying Daewoong Pharmaceutical's commitment to advancing as a global healthcare company while protecting both human health and the global environment through a storytelling approach.

The image of a lush forest visually represents Daewoong Pharmaceutical's sustainability values that encompass both the promotion of human health and environmental protection.

## Interactive Guide

This Sustainability Report has been published as an interactive PDF, enabling navigation to related sections within the document.

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**Publication Date**    June 2025

## Report Overview

Daewoong Pharmaceutical has published the 2025 Sustainability Report to disclose and communicate its sustainability-related activities and plans with stakeholders. This report includes a wide range of ongoing sustainability initiatives, achievements, and implementation plans by Daewoong Pharmaceutical. Going forward, the company will transparently share its sustainability efforts and progress each year through the Sustainability Report and actively incorporate feedback from stakeholders.

## Reporting Period and Scope

The reporting period of this report is from January 1, 2024 to December 31, 2024, and in some cases, major achievements up to the publication date in 2025 are also included. The reporting scope of this report is based on domestic operations. Financial information has been prepared in accordance with the Korean International Financial Reporting Standards (K-IFRS) on a consolidated basis, while non-financial information includes the status and performance of Daewoong, Daewoong Pharmaceutical, and Daewoong Bio in the areas of E (Environmental), S (Social), and G (Governance).

## Reporting Standards

This report has been prepared in compliance with the Global Reporting Initiative (GRI) Standards 2021 (In accordance with). Additionally, the report has been prepared considering the ESG disclosure standards of the International Sustainability Standards Board (ISSB), the global ESG disclosure standards of the Sustainability Accounting Standards Board (SASB), and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Furthermore, the report reflects the 10 Principles of the United Nations Global Compact (UNGC) and the United Nations Sustainable Development Goals (UN SDGs).

## Third-Party Verification

This report has been verified by the Korea Foundation for Quality, an independent assurance provider with no conflict of interest with Daewoong Pharmaceutical, in accordance with the international assurance standard AA1000AS v3 to ensure objectivity, fairness, and reliability of the report's content. The financial information included in the report has been audited by an independent accounting firm.

## Report Inquiries

To enhance accessibility for stakeholders, the report is published in both Korean and English and is also available on the Daewoong Pharmaceutical website. For inquiries regarding the report, please contact the information provided on the left.

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# CEO Message

**"We will continue to grow and advance through relentless research and innovation to become a leading global healthcare group dedicated to improving quality of life."**

We would like to extend our sincere gratitude to all stakeholders for your continued interest and support for Daewoong Pharmaceutical in its mission to create a healthier life for humanity. Since our founding in 1945, we have faithfully pursued our management philosophy of "making good medicine to protect the health of the people and create a healthy society," under the belief of "patriotism through medicine." We have been producing globally competitive pharmaceutical products as part of this enduring commitment.

To advance beyond being a leading pharmaceutical company in Korea and become a global healthcare group, we continue to strengthen our R&D capabilities, secure global competitiveness, and pursue relentless challenges and innovation. In 2024, thanks to the strong growth of Fexuclue and Nabota, We achieved a record-high consolidated sales revenue of KRW 1.4226 trillion, breaking its all-time performance record for the second consecutive year.

In the pharmaceutical industry, the importance of sustainable management—such as sustainable sourcing of raw materials, responding to the climate crisis, and achieving carbon neutrality—is increasingly emphasized. Daewoong Pharmaceutical has established its ESG strategy, "CARE for people and planet," to realize sustainable management by building sustainable business models and creating long-term corporate value.

We are putting sustainability into practice by obtaining international certifications such as the Environmental Management System (ISO 14001), Occupational Health and Safety Management Systems (ISO 45001, KOSHA-MS), and the Quality Management System (ISO 9001). Through continuous management innovation and transparent, responsible governance, we aim to open a new era of sustainable growth and expand our role as a global healthcare company dedicated to enhancing human health and quality of life.

Moving forward, we will continue to build a healthy society through transparent communication with stakeholders and proactive sustainability efforts. We kindly ask for your continued encouragement and valuable feedback on our journey toward sustainable management.

We will actively implement a wide range of sustainability initiatives and plans. We sincerely ask for your continued support and heartfelt encouragement as we pursue our commitment to sustainable management.

Thank you.



CEO Chang-jae Lee

CEO Seongsoo Park

# Company Profile

## Global Healthcare Group

### General Overview

Since its establishment through a physical spin-off of the pharmaceutical division from Daewoong Co., Ltd., Daewoong Pharmaceutical has been leading the Korean pharmaceutical industry for over 20 years by faithfully practicing its founding philosophy of “patriotism through medicine (醫藥輔國).” To enhance its global competitiveness, the company has strengthened its R&D capabilities and upgraded its manufacturing infrastructure, successfully developing new drugs for two consecutive years — Fexuclue in 2021 and Envlo in 2022.

Daewoong Pharmaceutical currently operates KGMP-compliant tablet pharmaceutical manufacturing facilities located in the Hyangnam Industrial Complex in Hwaseong and the Osong Biovalley in Cheongju. In addition, the Nabota Plant in Hyangnam is equipped with production facilities that meet not only the U.S. FDA cGMP standards, but also Canadian GMP and EU GMP requirements.

Company Name	Daewoong Co., Ltd	Daewoong Pharmaceutical Co., Ltd
CEO	Jae-chun Yoon	Chang-jae Lee, Seongsoo Park
Establishment Date	August 15, 1945	October 2, 2002
Headquarters	244, Galmachi-ro, Jungwon-gu, Seongnam, Gyeonggi-do, Republic of Korea	<b>Headquarters</b> 12, Bongeunsa-ro 114-gil, Gangnam-gu, Seoul, Republic of Korea <b>Factories</b> 35-14, Jeyakgongdan 4-gil, Hyangnam-eup, Hwaseong-si, Gyeonggi-do, Republic of Korea <b>Research Center</b> 72, Dugye-ro, Pogok-eup, Cheoin-gu, Yongin-si, Gyeonggi-do, Republic of Korea
Business Portfolio	Investment Business and Management Services as a Holding Company	Production and Sales of Pharmaceuticals



### Continuous Management Innovation

#### Daewoong Pharmaceutical takes the lead in advancing human health beyond Republic of Korea



### Overview of Key Affiliates



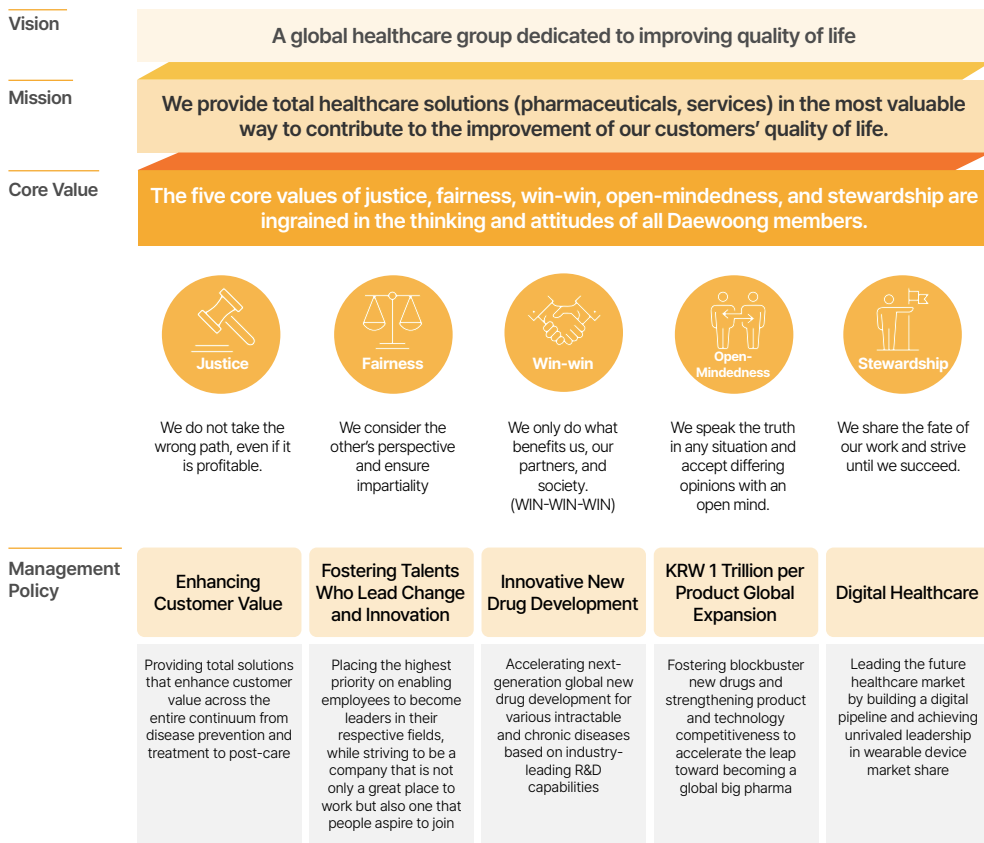
\*As of the end of 2024, Daewoong Pharmaceutical operates 21 consolidated subsidiaries.

# Company Profile

## Daewoong Pharmaceutical's Management Philosophy

### Value System

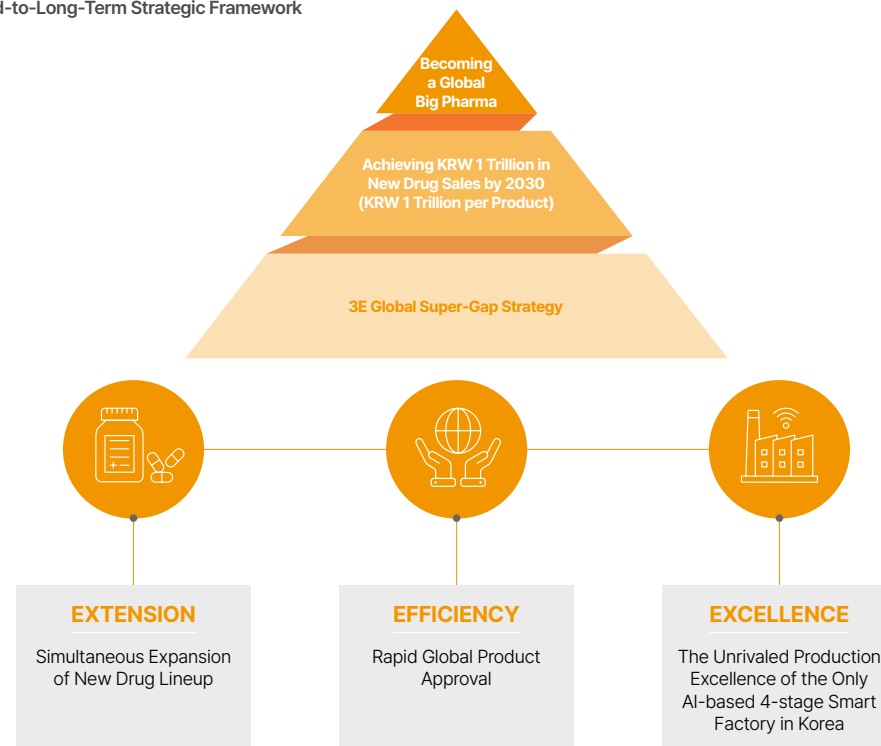
Daewoong Pharmaceutical operates under the vision of becoming a “global healthcare group dedicated to improving quality of life” and the mission of “delivering total healthcare solutions (pharmaceuticals and services) that enhance customers’ quality of life in the most valuable way.” All employees practice the five core values of justice, fairness, win-win, open-mindedness, and stewardship to embody the management philosophy of “patriotism through medicine” and achieve sustainable growth.



### Mid-to-Long-Term Growth Strategy

To become a global big pharma, Daewoong Pharmaceutical has established its 3E global super-gap strategy—Extension, Efficiency, and Excellence—as the core pillar of its mid-to-long-term growth roadmap. Under the Extension strategy, the company diversifies its R&D portfolio by simultaneously expanding its new drug pipeline. In terms of Efficiency, it accelerates market entry by establishing a fast and systematic global product approval process. As for Excellence, the company operates Korea's only AI-based four-stage smart factory system to secure unrivaled production efficiency and quality excellence. Through faithful execution of this mid-to-long-term strategy, we aim to achieve KRW 1 trillion in new drug sales by 2030 and solidify its presence across global markets.

### Mid-to-Long-Term Strategic Framework



# Business Performance

## Key Financial Highlights

### Daewoong Pharmaceutical Co., Ltd.

Unit : KRW Million

Category	2022	2023	2024
<b>Summary Separate Statement of Comprehensive Income</b>			
Revenue	1,161,254	1,221,951	<b>1,265,401</b>
Operating Profit	105,963	133,407	<b>163,755</b>
Profit Before Tax	44,624	111,631	<b>75,516</b>
Net Income	48,562	111,502	<b>43,159</b>
Total Comprehensive Income	51,982	110,098	<b>48,283</b>
<b>Summary Consolidated Statement of Comprehensive Income</b>			
Revenue	1,280,092	1,375,329	<b>1,422,683</b>
Operating Profit	95,797	122,592	<b>147,942</b>
Profit Before Tax	38,330	121,999	<b>56,550</b>
Net Income	39,163	120,003	<b>23,347</b>
Total Comprehensive Income	52,408	129,759	<b>20,468</b>

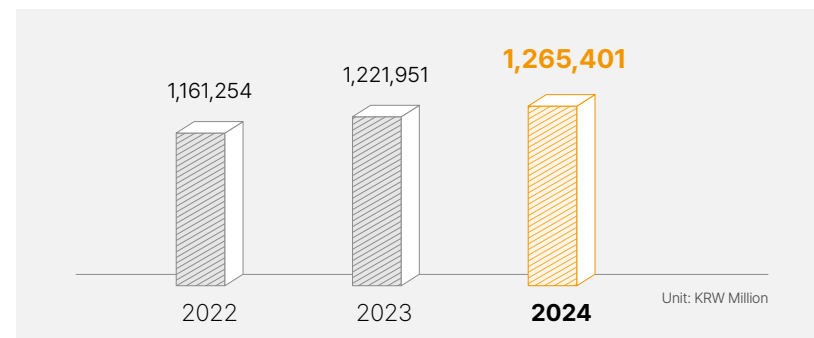
### (주)대웅

Unit : KRW Million

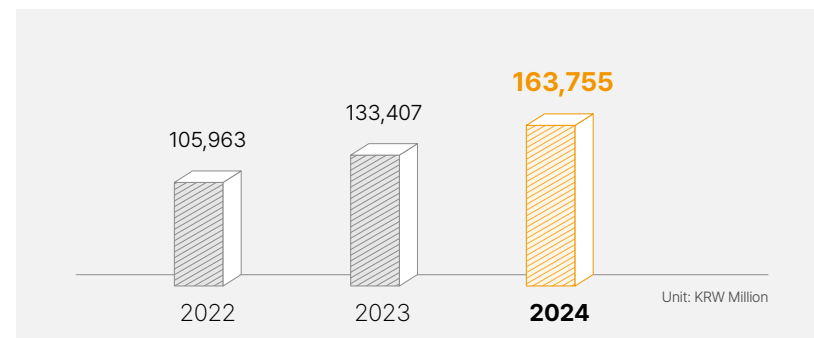
Category	2022	2023	2024
<b>Summary Separate Statement of Comprehensive Income</b>			
Operating Revenue	102,402	1,813,841	<b>97,961</b>
Operating Profit	54,479	195,606	<b>48,401</b>
Profit Before Tax	56,254	202,522	<b>7,323</b>
Net Income	53,907	191,439	<b>7,429</b>
Total Comprehensive Income	52,811	185,544	<b>8,557</b>
<b>Summary Consolidated Statement of Comprehensive Income</b>			
Operating Revenue	1,697,338	1,813,841	<b>1,936,917</b>
Operating Profit	207,334	195,606	<b>281,913</b>
Profit Before Tax	154,932	202,522	<b>115,775</b>
Net Income	120,268	191,439	<b>68,861</b>
Total Comprehensive Income	132,292	185,544	<b>69,208</b>

\* Recognition of impairment loss due to fair value decline of affiliate AEON Biopharma

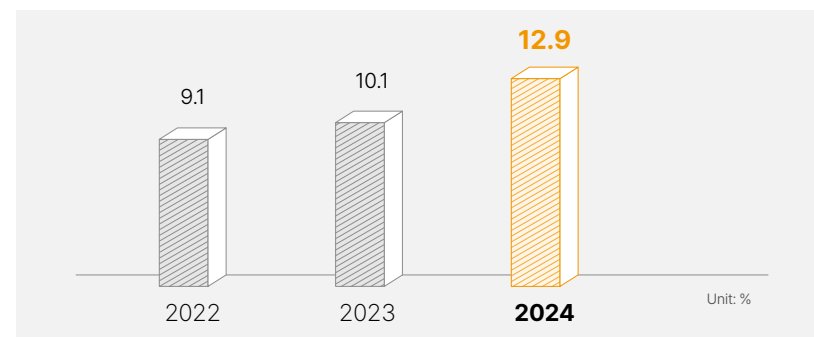
#### Revenue



#### Operating Profit



#### Operating Profit Margin



\* Based on Daewoong Pharmaceutical standalone criteria

# Business Performance

## Key R&D Achievements

2024

2023

2022

- Certified as a Great Place to Work in 2022 and selected as a Best Family-Friendly Company
- Silver Prize in the Smart Factory category at the National Quality Circle Competition
- Obtained domestic approval for new diabetes drug Envlo
- New drug for idiopathic pulmonary fibrosis DWN12088 selected for the National New Drug Development Project
- Received marketing approval in the Philippines for new GERD drug Fexuclue
- Botulinum toxin product Nuceiva (Korean brand name: Nabota) launched in the UK
- Obtained U.S. FDA Phase 1 IND approval for a new drug for autoimmune diseases
- Obtained license for a cell processing facility for CDMO business
- First domestic IPF drug designated for Fast Track by the U.S. FDA
- Launched new GERD drug Fexuclue
- Declared the vision of No. 1 Global Formulation by 2030
- Botulinum toxin Nabota obtained marketing approval in Saudi Arabia and Ukraine
- Nabota became the world's first botulinum toxin to successfully complete Phase 3 clinical trials for square jaw reduction
- New diabetes drug Enavogliflozin received approval for Phase 3 clinical trials in China
- New GERD drug Fexuclue received the Grand Prize in the New Drug Development category at the Korea New Drug Award



Daewoong Pharmaceutical R&D Photos

- Research on Bersiporocin selected as an excellent project in the High-Performance category of the 2023 National New Drug Development Project
- New diabetes drug Envlo signed export contracts for Russia and CIS countries
- Signed a comprehensive MOU with Meheco International, a leading Chinese pharmaceutical import and export company
- Osong Plant passed Brazil ANVISA inspection with no deficiencies
- Launched new GERD drug Fexuclue in the Philippines
- Named among Asia Great Place to Work in 2023
- Botulinum toxin Nabota obtained a patent for migraine treatment in the U.S.
- Nabota received marketing approval in Malaysia
- Nabota became the world's first botulinum toxin approved for square jaw reduction
- New GERD drug Fexuclue obtained marketing approval in Mexico
- Impactamin ranked No.1 in customer trust in the vitamin category
- Botulinum toxin Nuceiva (Korean brand name: Nabota) launched in Italy
- Published the first Sustainability Report
- Signed a licensing agreement with Moroccan pharmaceutical company Cooper Pharma for Fexuclue
- Exported Fexuclue technology to India
- New diabetes combination drug Envlo-Met obtained domestic approval
- Launched Korea's first SGLT-2 inhibitor Envlo for diabetes treatment
- Nabota won the Grand Prize in the Botulinum Toxin category at the Korea Representative Brand Awards for the second consecutive year (2023)
- Ursa awarded "No.1 Consumer Recommended Brand" for two consecutive years
- Signed a joint research agreement with U.S.-based Oncorus for mRNA-based anticancer drug development
- Botulinum toxin Nuceiva (Korean brand name: Nabota) obtained marketing approval in Australia
- New fibrosis drug Bersiporocin licensed to CS Pharmaceuticals for Greater China
- New GERD drug Fexuclue obtained its first Latin American approval in Ecuador
- Botulinum toxin Nabota received marketing approval in Singapore
- New diabetes drug Envlo received the Grand Prize at the Korea New Drug Development Awards
- Selected as one of the Top 100 Great Places to Work in Korea
- Signed export agreements with Moksha8 for Envlo in Brazil and Mexico
- Botulinum toxin Nuceiva (Korean brand name: Nabota) launched in Germany and Austria
- New GERD drug Fexuclue obtained marketing approval in Chile

- Received Minister of Health and Welfare Award for Excellent Innovative Pharmaceutical Company
- Nabota, Fexuclue, and Envlo selected as World-Class Products by the Ministry of Trade, Industry and Energy and KOTRA
- Envlo obtained marketing approval in Ecuador
- Botulinum toxin Nabota launched in Malaysia
- Botulinum toxin Nuceiva (Korean brand name: Nabota) launched in Australia
- Liaoning Daewoong Pharmaceutical in China signed R&D collaboration with Shenyang Dasan Institute to develop a chronic constipation treatment
- Fexuclue simultaneously launched in three Latin American countries: Mexico, Chile, and Ecuador
- New pulmonary fibrosis drug Bersiporocin confirmed safe by IDMC
- Nabota became the first Korean botulinum toxin to obtain marketing approval in Argentina
- Selected as an Innovative Pharmaceutical Company by the Ministry of Health and Welfare
- Signed MOU with Indonesia IPB University for joint research on primates
- Botulinum toxin Nuceiva (Korean brand name: Nabota) launched in Spain
- 34th domestic new drug Fexuclue achieved KRW 100 billion in sales
- Nabota received the 2024 Korea Representative Brand Award in the botulinum toxin category
- Held 10th anniversary symposium for Nabota's domestic launch
- Received the 2024 Global ESG Human Rights Management Certification Award
- Selected as the Best Workplace for Parents in Korea 2024
- Established proprietary AI drug discovery platform DAISY
- New pulmonary fibrosis drug Bersiporocin received additional Orphan Drug Designation from the European Medicines Agency (EMA)



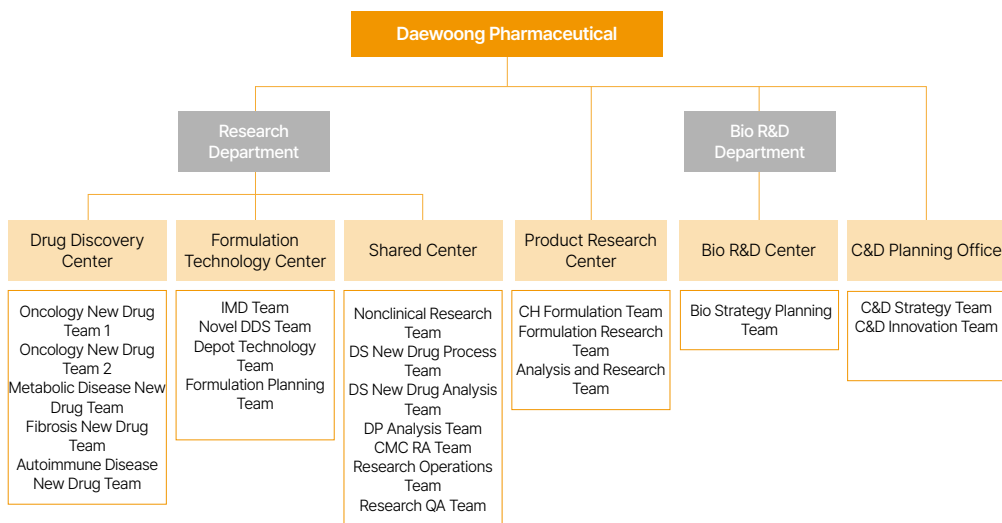
Selected as an Excellent Innovative Pharmaceutical Company at the 2024 Healthcare Industry Performance Sharing Conference hosted by the Ministry of Health and Welfare and the Korea Health Industry Development Institute (KHIDI); received the Minister of Health and Welfare Commendation.

# Business Performance

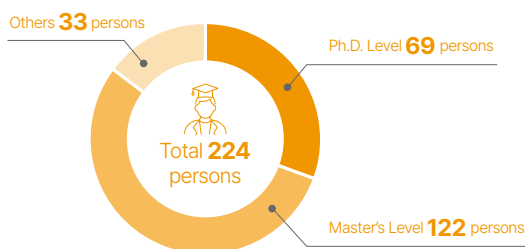
## R&D Investment and Responsible Organizations

Daewoong Pharmaceutical is conducting research on a pipeline of innovative drugs targeting autoimmune diseases, cancer, metabolic disorders, and fibrosis, as well as platform-based incrementally modified drugs such as oral sustained-release formulations, multi-ingredient combinations, long-acting injectables, microneedle patches, and formulations with alternative routes of administration. Through its C&D Planning and Coordination Office, the company is strengthening Connected Collaboration & Development to explore entry into new future businesses. With over KRW 200 billion invested annually in R&D for three consecutive years, the company is driving continuous innovation, accelerating the development of next-generation therapies, and working to expand its presence in global markets.

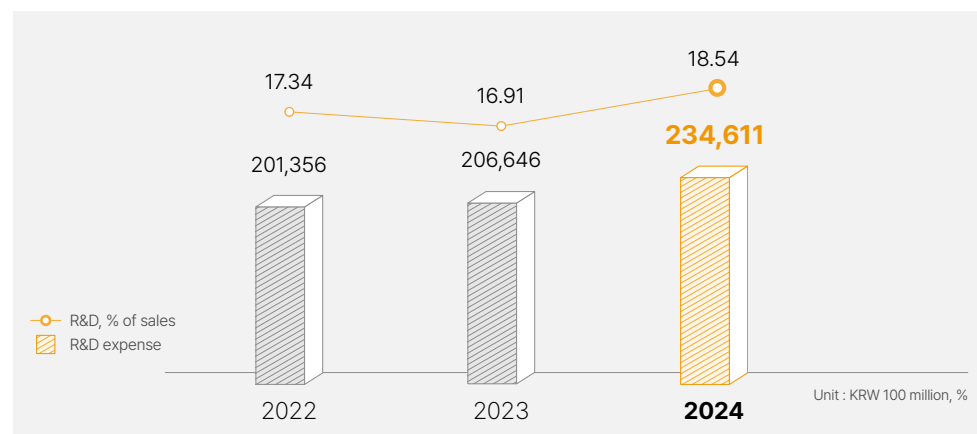
### R&D Organization



### Status of R&D Personnel



### R&D Investment and Sales Ratio



### R&D Expenditure Status

Unit : KRW 1,000

Field of Study	2022	2023	2024
Raw Material Costs	29,624,836	29,163,937	31,773,323
Labor Costs	76,617,109	75,498,857	85,792,944
Depreciation Expenses	29,753,871	34,727,895	36,964,508
Commissioned Service Costs	9,618,027	12,889,143	13,011,758
Others	55,742,208	54,366,584	67,068,811
<b>Total R&amp;D Expenditures</b>	<b>201,356,051</b>	<b>206,646,416</b>	<b>234,611,344</b>
R&D-to-Sales Ratio (Total R&D Expenditures ÷ Revenue × 100)	17.34%	16.91%	18.54%

\*The R&D-to-Sales ratio is calculated on a separate basis, including government subsidies

# Global Network

## Accelerating Global Market Expansion Through a Global Network

### Global Network Overview

Daewoong Pharmaceutical is strengthening its global presence by focusing on three key innovative drugs—Fexuclue, Envlo, and Nabota—through partnerships with leading global healthcare companies. The company is concentrating its capabilities on innovative drug development and global clinical approvals by leveraging global partners and local infrastructure. With overseas branches and subsidiaries in eight countries and R&D centers in four countries, we are enhancing our global competitiveness and accelerating its global market expansion by continuously diversifying its pipeline.



# Global Network

## Global R&D Centers

Daewoong Pharmaceutical is establishing a global R&D network across the United States, China, India, and Indonesia, anchored by the Yongjin Life Science Research Center, to advance its distinctive open collaboration model. This model fully leverages Daewoong Pharmaceutical's differentiated technological strengths, including biotechnology, cell therapy, robust new drug discovery capabilities, advanced raw material synthesis, and diverse drug delivery system (DDS) technologies, in combination with external expertise. Furthermore, the R&D Committee, which rigorously reviews the overall pipeline direction and market entry strategies, convenes at least once monthly. In April 2024, Daewoong Pharmaceutical appointed Gwan-Sun Lee, who spearheaded the establishment of 'LAPSCOVERY,' as Co-Chair of the R&D Committee to maximize research efficiency.



**Yongjin Life Sciences Research Center, Republic of Korea**

New Drugs, Improved Drugs, Biopharmaceuticals, Biosimilars, Cell and Gene Therapies



**Hyderabad Research Center, India**

Global Innovative Products, Overseas Approvals for New Products, Support for Raw Materials/ Research/Production/Clinical/Approval Stages



**Bio Research Center, Indonesia**

Biopharmaceuticals



**Yongjin Life Sciences Research Center, Republic of Korea**

Liquid Formulations



**Daewoong Innovation Holdings (DIH), U.S.**

Open Innovation C&D

The Life Science Research Center is responsible for discovering and planning new research projects and establishing strategic directions for bio research initiatives. Daewoong Pharmaceutical achieved consecutive new drug approvals in 2022 and 2023 with the authorization of Fexuclue Tab., the 34th domestic new drug, and Envlo Tab., the 36th. To advance as a global big pharma, the company is accelerating the digital transformation of its new drug development system. Through its advanced digital drug discovery platform, the Daewoong Discovery Portal, the company aims to enhance R&D efficiency. Under the 2030 Global Formulation No.1 Vision and Roadmap, Daewoong aims to secure a sustainable revenue base in the short term by leveraging its current formulation technologies, including combination, sustained-release, solubilization, and route-of-administration modifications. In the long term, the company plans to invest intensively in promising future technologies such as LNP (Lipid Nanoparticle) technology, nasal spray formulations, and microneedle delivery systems to elevate its global formulation performance by 2030. In addition, R&D efforts are focused on improving existing products—such as biopharmaceuticals, biobetters, biosimilars, bio-medical device combination products, and cell and gene therapies—while exploring new development projects.

Daewoong's India Research Center, located in Hyderabad, the hub of India's pharmaceutical research, is engaged in conducting research projects, developing first generics of blockbuster drugs, and advancing drug and formulation research for neuropsychiatric disorders. The center is positioning itself for global market entry by leveraging India's skilled talent pool and regulatory procedures that closely resemble those of the U.S. and European FDA. In its specialized areas, the company is focusing on open collaboration for new drug development with Indian small and medium-sized pharmaceutical companies with high research potential, Chinese pharmaceutical companies seeking to expand overseas, and Indonesian and Vietnamese companies with strong market growth potential. In particular, Daewoong maintains strong price competitiveness compared to peers, while offering high-level QbD preformulation, analytical quality enhancement, clinical trial services, and overseas regulatory documentation. This allows the company to maintain global new product development partnerships with numerous domestic and international biotech ventures.

Daewoong Infion, a joint venture with PT Infion in Indonesia, serves as a hub for biopharmaceutical research, development, and production by transferring Daewoong's advanced technologies. Through local open collaborations, it is growing into a central player in Indonesia's biopharmaceutical industry. Reflecting local market needs, Daewoong has upgraded the formulation of Easyef, a diabetic foot ulcer treatment utilizing Epidermal Growth Factor (EGF), and obtained both product approval and Halal certification in Indonesia in 2020, laying the groundwork for expansion into Islamic markets. In addition, in January 2024, Daewoong received official approval for a stem cell processing facility from the Indonesian Ministry of Health, and subsequently acquired GMP certification in September 2024. Daewoong Biologics Indonesia (DBI), located in the Jababeka Industrial Area in Cikarang, Indonesia, operates cell therapy production facilities, cosmetic manufacturing plants, and laboratories. The latest advanced Korean cell therapy technologies have been transferred to DBI, and through ongoing collaboration with the Yongjin Life Science Research Center, DBI aims to foster the co-growth of Indonesia's regenerative medicine industry.

Liaoning Daewoong Research Institute is responsible for the research of new liquid formulations, differentiated formulations, and health functional foods. The institute collaborates with leading local research institutions such as Shenyang Pharmaceutical University to develop China-specialized products, nurture outstanding talent, and support the local market entry of globally competitive technologies and products. In particular, by signing an MOU with Shenyang Dasan Research Institute for product research and production, Daewoong is working to diversify its liquid formulation business. Furthermore, in 2024, Liaoning Daewoong Pharmaceutical obtained GMP certifications in both Korea and China. Using the Liaoning Daewoong Research Institute as a joint development and open collaboration base, the company is strengthening its localized R&D capabilities and expanding its supply chain to enter the Chinese market.

Daewoong Innovation Holdings (DIH), established in May 2021, is Daewoong Pharmaceutical's dedicated U.S. subsidiary based in Boston. It leads open collaborations with top global academic and research institutions such as Harvard University, MIT, and Cornell University, and promotes networking with various Korean pharmaceutical and biotech companies within the Boston biotech ecosystem. Through open collaboration, DIH partners with global companies and investors to pursue strategic technology in-licensing and co-development, thereby minimizing development risks and accelerating the innovative drug pipeline. In particular, DIH operates mutual benchmarking and experience-sharing sessions with five Korean pharma-biotech companies based in Boston, and will continue to expand the open innovation model both domestically and globally to support Daewoong Pharmaceutical's advancement as a global big pharma.

# Business Portfolio

## Major Products

### Ursa

Ursa, launched in 1961, is Korea's leading liver health brand and maintains a dominant No.1 position in the domestic hepatoprotective drug market. Its efficacy in improving liver function and relieving fatigue has been clinically proven. In 2024, Ursa surpassed KRW 96.2 billion in sales and is expected to become the first liver medication in Korea to exceed KRW 100 billion in annual sales. Positioned as a "fatigue recovery agent through liver function improvement," Ursa is available at pharmacies for general fatigue and prescribed at hospitals for patients with various liver conditions such as chronic hepatitis C and primary biliary cholangitis (PBC).

Recently, the product has gained renewed attention for its potential to prevent COVID-19 infection and progression to severe disease, as well as to prevent gallstones after gastrectomy in gastric cancer patients.



### Impactamin

First introduced in 2007, Impactamin contains high doses of eight essential B vitamins, helping to relieve fatigue and support energy production for modern people suffering from chronic fatigue. It is formulated with thiamine in the active vitamin form, benfotiamine, to ensure easy absorption and sustained efficacy. In addition, the differentiated manufacturing process prevents degradation of vitamin B—sensitive to light and moisture—enhancing its stability. As a premium vitamin supplement with high content, high activity, and high quality, Impactamin is recommended by experts and trusted by consumers. With continuous research and quality improvements, renewed products are steadily being launched, further strengthening the brand's differentiation.

### EzN6

The product name EZN6 is coined from the combination of the English words "Easy" and "End," with the number 6 representing six key product features beginning with the letter S—(1) Simple (convenient pain relief), (2) Solution (rapid onset of action), (3) Soft (soft capsule for easy swallowing), (4) Speed (quick pain relief), (5) Strong (potent analgesic effect), and (6) Special Color (blue capsule for a sense of stability). With the launch of EZN6 Night in 2023, the EZN6 lineup continues to expand, offering personalized total care tailored to the diverse pain management needs of consumers.



### Nabota

Launched in Korea in 2014 as the "national representative" botulinum toxin product, Nabota is based on the patented Hi-Pure Technology, which purifies the toxin to over 98% purity. It has obtained product approvals in 68 countries and established partnerships in over 80 countries, expanding its presence in the global market. In particular, Nabota became the first Asian product to receive U.S. FDA approval in 2019 and entered the world's largest market. Since its launch, it has achieved a market share of approximately 13% in the U.S., ranking second and delivering remarkable results. More than 80% of total sales are generated from overseas exports, and for three consecutive years, global sales have exceeded KRW 100 billion annually, with cumulative global sales surpassing KRW 380 billion. Annual growth of 20% is projected through 2030, and the company is now on track to exceed KRW 500 billion in global sales.

### ENVLO Tablet / ENVLOMET XR

Antidiabetic medication

Daewoong Pharmaceutical's Envlo Tab. is Korea's 36th new drug developed with domestic technology and belongs to the SGLT-2 inhibitor class for diabetes treatment. It was launched in Korea in May 2023 and is the first drug in this class developed purely with domestic technology. Clinical trials demonstrated its excellent blood glucose-lowering effect and safety in patients with type 2 diabetes. Notably, it garnered attention by proving equivalent efficacy with only 0.3 mg—a dose less than one-thirtieth that of existing SGLT-2 inhibitors. As a result, it is raising expectations as a new treatment option for patients with insufficient glycemic control and has shown rapid market expansion with an average monthly growth rate of 14% since its launch. In addition, the fixed-dose combination Enblomet XR has also been launched, offering improved medication adherence and treatment efficacy for patients requiring metformin co-administration, thereby strengthening the SGLT-2 inhibitor lineup.



### Fexuclue Tablet

Launched in Korea in July 2022, Fexuclu Tab. (ingredient: Fexuprazan Hydrochloride) is Korea's 34th novel drug and a P-CAB (Potassium-Competitive Acid Blocker) that reversibly blocks the proton pump in the gastric wall. Fexuclu is considered a best-in-class treatment for gastroesophageal reflux disease, offering rapid and reliable acid suppression that overcomes the limitations of traditional PPIs. Just two years after launch, it has exceeded cumulative sales of KRW 100 billion, and is rapidly expanding its presence not only in Korea but also in overseas markets. The product has been approved or filed for marketing authorization in 30 countries including Korea, covering markets that together account for approximately KRW 8.4 trillion, or around 40% of the global anti-ulcer drug market. Backed by strong efficacy and solid clinical evidence, Fexuclu is rapidly growing with a target of reaching KRW 300 billion in global sales by 2030.

# ESG JOURNEY

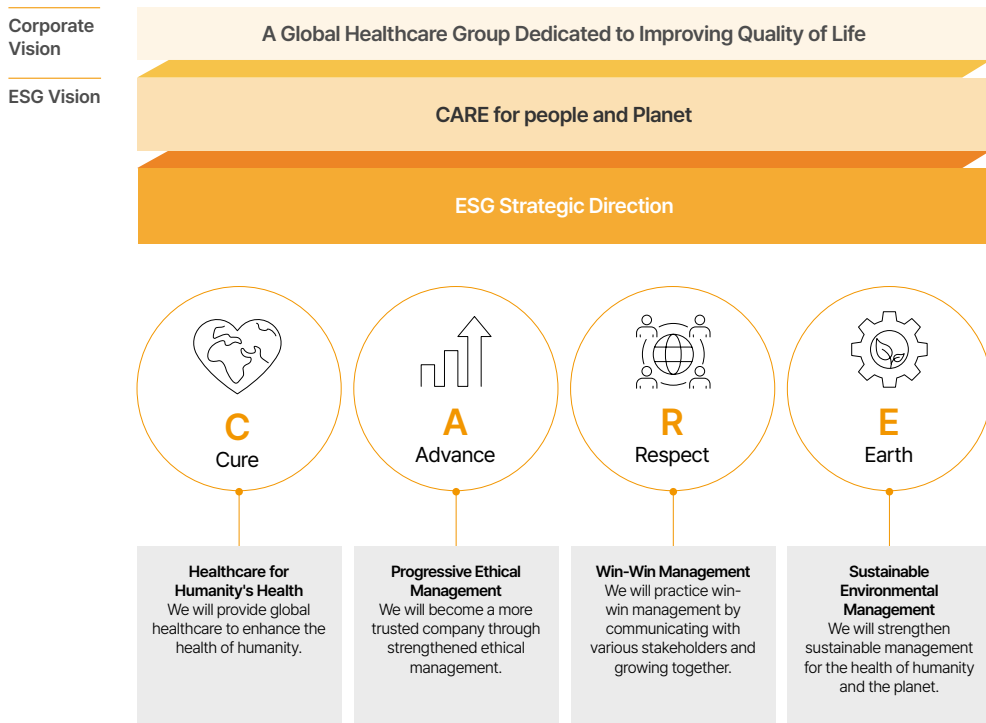
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# ESG Management Implementation System

Daewoong Pharmaceutical has pursued economic, social, and environmental sustainability with a sense of responsibility to contribute to society under the belief of "patriotism through medicine," making good medicines to protect people's health and create a healthy society. With the ESG vision of "Daewoong Pharmaceutical protecting the health of humanity and the planet," we aim to become a sustainable company that promotes the happiness of all stakeholders by setting clear directions and key tasks for each area of ESG and steadily implementing them. In 2024, we are striving for a sustainable future under the ESG strategy "CARE for people and planet."

## ESG Vision and Strategy

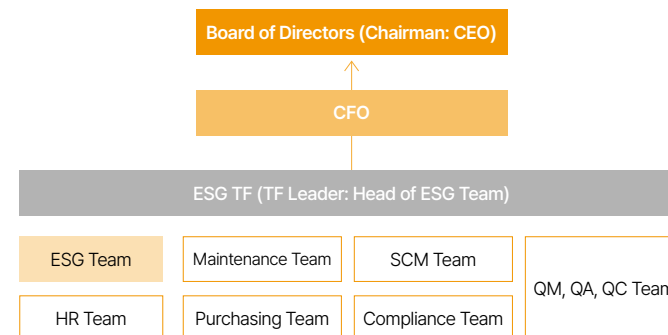
Through the four strategic ESG pillars—Cure, Advance, Respect, and Earth—we have clarified the purpose of Daewoong Pharmaceutical's ESG management and outlined what actions we will take and how we will take them to achieve this goal. The company has set a total of 8 strategic tasks under each area and manages detailed tasks for each strategic task to solidify ESG management.



## ESG Governance

In July 2023, Daewoong Pharmaceutical's Board of Directors approved the agenda to establish a group-level ESG Committee. The ESG Team was designated as the support organization for outside directors to support systematic decision-making. While the ESG Committee deliberates and decides on ESG-related agendas, the ESG TF serves as the working-level department in charge of each ESG domain, promoting the internalization of ESG management.

### ESG Management Implementation Structure



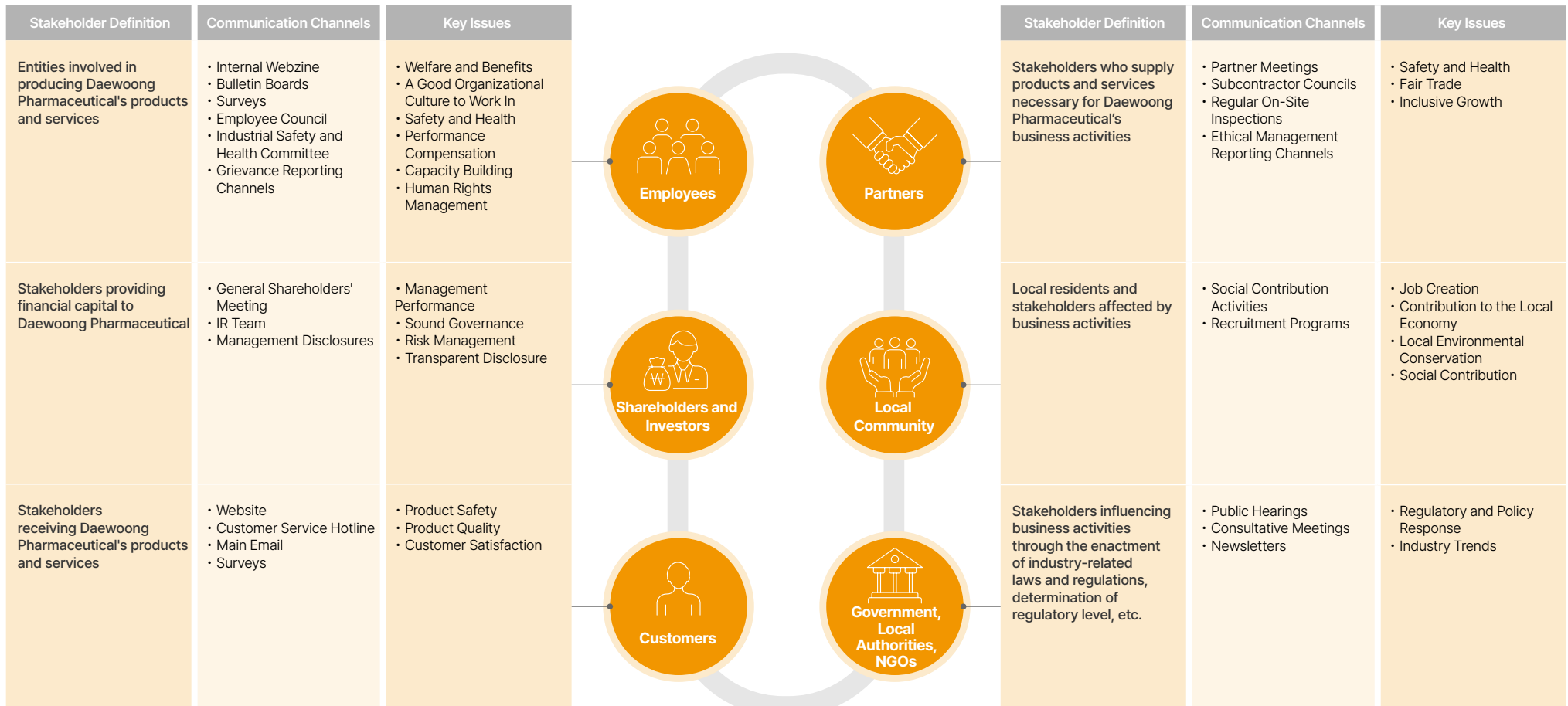
## ESG Initiatives

Daewoong Pharmaceutical supports the philosophy of the Pharmaceutical Supply Chain Initiative (PSCI), which aims to establish a responsible supply chain in the pharmaceutical industry. The company is strengthening core areas such as safety management, industrial hygiene, safety, environment, human rights and labor, and ethics. In February 2024, PSCI training was provided to the ESG TF to build shared understanding and consensus.



# Stakeholder Communication

Daewoong Pharmaceutical categorizes its stakeholders into employees, shareholders and investors, customers, partners, local communities, government and local authorities, and NGOs. The company actively communicates with each group through dedicated communication channels tailored to their needs. Through this, we gather stakeholders' opinions and reflects them in our management strategy to meet the demands and expectations of various groups, fulfilling our social responsibility.



# Double Materiality Assessment

Daewoong Pharmaceutical conducted a Double Materiality Assessment to comprehensively analyze the impact of its sustainability management activities on corporate value and stakeholders. This assessment simultaneously considers the impact materiality of the company’s business activities on ESG factors and the financial materiality of how these ESG issues affect the company’s financial performance and corporate value. In particular, this year’s assessment incorporated the perspective of financial materiality in greater depth to proactively respond to the disclosure requirements of the International Sustainability Standards Board (ISSB), thereby enhancing the credibility and transparency of the evaluation. Based on the nine material issues derived from the survey conducted in 2024, an in-depth double materiality assessment was performed, resulting in the selection of four key material issues: R&D and innovation, advancement of EHS management, enhancement of drug safety and quality, and work-life balance and a flexible organizational culture.

## Double Materiality Assessment Process

<b>STEP 1</b> Deriving Issue Candidates	Starting with the 9 key material issues identified in 2024, Daewoong Pharmaceutical identified a pool of ESG issue candidates by analyzing industry trends, domestic and international regulations, key competitor activities, and stakeholder feedback.
<b>STEP 2</b> Assessment of Environmental/ Social Impact Materiality	Daewoong Pharmaceutical assessed the severity, likelihood, and scope of the actual or potential impacts that its business activities may have on the environment, society, and human rights.
<b>STEP 3</b> Assessment of Environmental/ Social Impact Materiality	Each ESG issue was analyzed in terms of its impact on Daewoong Pharmaceutical's financial condition, performance, cash flow, and corporate value.
<b>STEP 4</b> Selection of Key Issues	Key issues were selected based on the results of the impact materiality and financial materiality assessments.

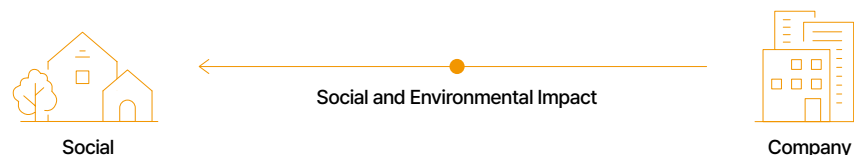
## Key Issues List

No	2023 Issues	No	2024 Issues
1	R&D and Innovation	1	R&D and Innovation
2	Enhancing Drug Safety and Quality	2	Advancement of EHS Management
3	Work-Life Balance and Flexible Organizational Culture	3	Enhancing Drug Safety and Quality
4	Workplace Safety and Health	4	Work-Life Balance and Flexible Organizational Culture
5	Management of Chemicals and Hazardous Substances		
6	Ethical Management and Fair Trade		
7	Improving Access to Medicines		
8	Waste Reduction and Recycling		
9	Responsible Marketing and Customer Management		

## Double Materiality Assessment Methodology

Category	Key Content
Assessment Perspective	<ul style="list-style-type: none"> <li>The extent of Daewoong Pharmaceutical's actual or potential, positive or negative impacts on the environment, society, and human rights resulting from its business activities</li> </ul>
Assessment Criteria	<ul style="list-style-type: none"> <li>Severity of impact: The scale, scope, and irreversibility of the impact (e.g., serious environmental pollution, major industrial accidents, human rights violations)</li> <li>Likelihood of impact: The probability of the impact occurring</li> <li>Scope of impact: The range of stakeholder groups or geographic areas affected by the impact</li> </ul>
Assessment of Environmental/ Social Impact Materiality	<ul style="list-style-type: none"> <li>The degree of each issue's impact is assessed both qualitatively and quantitatively through internal employee workshops and discussions.</li> <li>The results of stakeholder feedback on each issue are reflected.</li> <li>Industry characteristics and regulatory compliance are taken into account, while the "impact" aspect is reflected in greater depth based on the ISSB's concept of "sustainability-related risks and opportunities."</li> </ul>
Evaluation Perspective	<ul style="list-style-type: none"> <li>The extent of the actual or potential positive or negative impact that a specific ESG issue has on Daewoong Pharmaceutical's corporate value</li> </ul>
Assessment Criteria	<ul style="list-style-type: none"> <li>Impact on Corporate Value                             <ul style="list-style-type: none"> <li>Impact on Revenue: Opportunities for new drug development, changes in market share, fluctuations in sales volume, fines/penalties, damage to brand image, etc.</li> <li>Impact on Costs: Raw material costs, operational costs, regulatory compliance costs, accident handling costs, financing costs, etc.</li> <li>Impact on Assets/Liabilities: Asset impairment, need for new asset investments, potential for contingent liabilities, etc.</li> <li>Availability and Cost of Financing: Difficulty in raising funds or application of higher interest rates due to lower ESG ratings</li> </ul> </li> <li>Likelihood: Probability of the financial impact occurring</li> <li>Urgency: Likely timeframe for the financial impact to materialize (short-term, medium-term, or long-term)</li> </ul>
Evaluation Method	<ul style="list-style-type: none"> <li>Internal Stakeholder FGI: Detailed discussions on the potential impact of each issue on revenue, costs, assets, liabilities, and cost of capital                             <ul style="list-style-type: none"> <li>Scenario Analysis: Assumes best-case/worst-case financial scenarios that could result from the occurrence of specific ESG risks or opportunities, and estimates their impact</li> </ul> </li> <li>External Stakeholder FGI: Analyzes which ESG indicators and information are considered important by external stakeholders and reflects them in the evaluation</li> </ul>

# Double Materiality Assessment



## Impact Analysis by Key Issue – Environmental and Social Impact Analysis

Category	R&D and Innovation (Development of pharmaceuticals considering social value)	Advancement of EHS Management (Integrated management of workplace safety and health, chemical and hazardous substances, and waste reduction and recycling)	Enhancing Drug Safety and Quality	Work-Life Balance and Flexible Organizational Culture
Positive Impact	<ul style="list-style-type: none"> <li><b>Improved Quality of Life and Increased Access to Healthcare for Patients</b> <ul style="list-style-type: none"> <li>Addressing unmet medical needs and contributing to patient health through the development of innovative new drugs</li> <li>Potential to alleviate the social burden by developing treatments for rare and intractable diseases</li> </ul> </li> <li><b>Advancement of Medical Technology and Enhancement of National Competitiveness</b> <ul style="list-style-type: none"> <li>Contributing to the improvement of medical technology both domestically and globally and strengthening the competitiveness of the pharmaceutical and biotech industries through advanced research</li> </ul> </li> <li><b>Contribution to Public Health</b> <ul style="list-style-type: none"> <li>Playing a role in responding to public health crises through the development of preventive and therapeutic treatments for infectious diseases</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Promotion of Employee Safety and Health</b> <ul style="list-style-type: none"> <li>Improving employee health and quality of life by creating a safe working environment and preventing industrial accidents</li> </ul> </li> <li><b>Minimization of Environmental Pollution and Enhanced Resource Efficiency</b> <ul style="list-style-type: none"> <li>Contributing to a circular economy and reducing environmental impact through prevention of hazardous chemical leaks, waste reduction, and recycling</li> </ul> </li> <li><b>Environmental Protection and Trust Building in Local Communities</b> <ul style="list-style-type: none"> <li>Preventing environmental pollution around business sites and protecting the health of local residents to promote mutual growth</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Ensuring Patient Safety and Trust</b> <ul style="list-style-type: none"> <li>Protecting patient health and lives and enhancing product reliability through the supply of high-quality and safe pharmaceuticals</li> </ul> </li> <li><b>Stabilization of the Healthcare System</b> <ul style="list-style-type: none"> <li>Reducing medical errors and improving treatment success rates through the provision of safe and effective pharmaceuticals</li> </ul> </li> <li><b>Fulfillment of Social Responsibility</b> <ul style="list-style-type: none"> <li>Fulfilling the social responsibility of prioritizing patient safety and health</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Improved Employee Satisfaction and Quality of Life</b> <ul style="list-style-type: none"> <li>Supporting work-life balance and promoting employee health through flexible work systems and family-friendly policies</li> </ul> </li> <li><b>Promotion of Diversity and Inclusion</b> <ul style="list-style-type: none"> <li>Fostering an environment where diverse talents can thrive through a flexible organizational culture and contributing to a more inclusive society</li> </ul> </li> <li><b>Enhanced Productivity and Creativity</b> <ul style="list-style-type: none"> <li>Boosting engagement and creativity through an autonomy- and accountability-based organizational culture</li> </ul> </li> </ul>
Negative Impact	<ul style="list-style-type: none"> <li><b>Waste of Research Resources and Environmental Burden</b> <ul style="list-style-type: none"> <li>Potential waste of resources and generation of hazardous substances during failed or discontinued R&amp;D projects</li> </ul> </li> <li><b>Drug Pricing Controversy and Accessibility Issues</b> <ul style="list-style-type: none"> <li>Potential drug pricing controversy and hindered access to treatment for certain groups due to the high cost of new drugs</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Environmental Accidents and Industrial Disasters</b> <ul style="list-style-type: none"> <li>Potential damage to human life, the environment, and local communities due to environmental pollution or serious industrial accidents caused by inadequate EHS management</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Adverse Drug Reactions and Product Recalls</b> <ul style="list-style-type: none"> <li>Serious harm to patient health and public anxiety in the event of safety or quality issues</li> </ul> </li> <li><b>Social Harm from Distribution of Counterfeit Drugs</b> <ul style="list-style-type: none"> <li>Threats to patient health and public disorder caused by the circulation of counterfeit pharmaceuticals</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Complexity in System Operations</b> <ul style="list-style-type: none"> <li>Increased management complexity and limited applicability to certain roles in operating flexible work systems</li> </ul> </li> <li><b>Fairness Concerns</b> <ul style="list-style-type: none"> <li>Potential fairness issues among employees depending on eligibility and the manner of applying flexible work-related benefits</li> </ul> </li> </ul>

# Double Materiality Assessment



## Impact Analysis by Key Issue – Financial Impact Analysis

Category	R&D and Innovation (Development of pharmaceuticals considering social value)	Advancement of EHS Management (Integrated management of workplace safety and health, chemical and hazardous substances, and waste reduction and recycling)	Enhancing Drug Safety and Quality	Work-Life Balance and Flexible Organizational Culture
Positive Impact	<ul style="list-style-type: none"> <li><b>Expansion of Future Revenue and Market Share</b> <ul style="list-style-type: none"> <li>Long-term revenue growth and strengthened market dominance through successful development of innovative new drugs</li> <li>Fexuclue surpassed KRW 100 billion in prescription sales within two years of launch; expected to reach KRW 300 billion in domestic sales and KRW 700 billion in global sales (totaling KRW 1 trillion) by 2030</li> </ul> </li> <li><b>Technology Export and Royalty Income</b> <ul style="list-style-type: none"> <li>Generation of stable royalty income through overseas out-licensing of proprietary technologies and pipelines</li> </ul> </li> <li><b>Enhancement of Corporate and Brand Value</b> <ul style="list-style-type: none"> <li>Positive image building and favorable impact on investment attraction</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Reduction of Operating Costs and Enhancement of Production Efficiency</b> <ul style="list-style-type: none"> <li>Reduction of operating costs and improvement in productivity through waste reduction, energy efficiency improvements, and optimized management of hazardous substances</li> </ul> </li> <li><b>Reduced Regulatory Compliance Risks and Avoidance of Fines/Penalties</b> <ul style="list-style-type: none"> <li>Minimization of legal violation risks through strict compliance with EHS standards</li> <li>Lower Insurance Premiums and Improved Investment Attraction</li> <li>Positive impact on attracting ESG investors and reducing insurance premiums through strong EHS performance</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Enhanced Market Competitiveness and Increased Sales</b> <ul style="list-style-type: none"> <li>Securing product competitiveness and boosting long-term customer loyalty and sales through stringent quality control and high safety standards</li> </ul> </li> <li><b>Regulatory Compliance and Licensing Facilitation</b> <ul style="list-style-type: none"> <li>Smoother new product approvals and expanded opportunities for overseas market entry through meeting regulatory authority requirements</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Expansion of Future Revenue and Market Share</b> <ul style="list-style-type: none"> <li>Long-term revenue growth and strengthened market dominance through successful development of innovative new drugs</li> <li>Fexuclue surpassed KRW 100 billion in prescription sales within two years of launch; expected to reach KRW 300 billion in domestic sales and KRW 700 billion in global sales (totaling KRW 1 trillion) by 2030</li> </ul> </li> <li><b>Technology Export and Royalty Income</b> <ul style="list-style-type: none"> <li>Generation of stable royalty income through overseas out-licensing of proprietary technologies and pipelines</li> </ul> </li> <li><b>Enhancement of Corporate and Brand Value</b> <ul style="list-style-type: none"> <li>Positive image building and favorable impact on investment attraction</li> </ul> </li> </ul>
Negative Impact	<ul style="list-style-type: none"> <li><b>High R&amp;D Costs and Investment Risks</b> <ul style="list-style-type: none"> <li>Risk of unrecoverable investment and asset impairment due to the high costs, long timelines, and potential clinical trial failures or delays in new drug development</li> </ul> </li> <li><b>Regulatory Risks and Drug Price Pressure</b> <ul style="list-style-type: none"> <li>Potential reduction in expected revenue due to delays in drug approvals and strengthening of drug price regulations</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Significant Financial Losses in the Event of Accidents</b> <ul style="list-style-type: none"> <li>Major industrial accidents or environmental pollution incidents may result in substantial financial losses due to recovery costs, fines, compensation payments, and production halts</li> <li>Decline in Brand Image and Reputation:                             <ul style="list-style-type: none"> <li>EHS-related incidents can severely undermine corporate credibility, lead to a drop in sales, and dampen investor sentiment</li> </ul> </li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Product Recalls and Recovery Costs</b> <ul style="list-style-type: none"> <li>Significant costs incurred from recalls due to quality or safety issues</li> </ul> </li> <li><b>Legal Claims and Compensation Liabilities</b> <ul style="list-style-type: none"> <li>Substantial compensation payments and legal expenses in the event of lawsuits related to adverse effects or quality issues</li> </ul> </li> <li><b>Damage to Corporate Image and Reputation</b> <ul style="list-style-type: none"> <li>Decline in trust and brand image, decrease in sales, and weakened investor sentiment</li> </ul> </li> <li><b>Risk of Production Suspension and License Revocation</b> <ul style="list-style-type: none"> <li>Business continuity challenges due to serious quality control failures</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li><b>Increased HR Management Costs</b> <ul style="list-style-type: none"> <li>Potential system, training, and administrative costs associated with the introduction and operation of new HR systems or policies</li> </ul> </li> <li><b>Decrease in Productivity (Potential)</b> <ul style="list-style-type: none"> <li>Temporary drop in productivity during the early phase of policy implementation due to confusion or misuse</li> </ul> </li> <li><b>Decline in Corporate Reputation (Potential)</b> <ul style="list-style-type: none"> <li>Damage to corporate reputation, talent attrition, and hiring difficulties caused by inadequate labor management or unfair HR practices</li> </ul> </li> </ul>

# Double Materiality Assessment

## Impact Analysis by Key Issue – Financial Impact Analysis

Category	R&D and Innovation (Development of pharmaceuticals considering social value)	Advancement of EHS Management (Integrated management of workplace safety and health, chemical and hazardous substances, and waste reduction and recycling)	Enhancing Drug Safety and Quality	Work-Life Balance and Flexible Organizational Culture
Governance	<ul style="list-style-type: none"> <li>The New Drug Center and the C&amp;D Strategy Office within the R&amp;D Division conduct a primary competitiveness review from research and investment perspectives</li> <li>A secondary technical value evaluation is conducted by renowned domestic and international new drug researchers</li> <li>A tertiary review is performed by assessing global market competitiveness from an investor's perspective</li> <li>Regular project evaluations during the research phase through the Science Advisory Board (SAB), composed of leading domestic and international experts</li> <li>Prompt decision-making for clinical development projects through the Development Committee, composed of clinical experts, key executives, and researchers</li> </ul>	<ul style="list-style-type: none"> <li>EHS Management Committee: Attendance of the CEO, review of company-wide environmental management plans and implementation status, discussion of major environmental risk response measures, and semiannual reporting of environment, health, and safety (EHS) activities to the Board of Directors.</li> <li>EHS Working-Level Council: Comprised of environment, safety, and health managers from affiliates; reflects executive strategies on-site and manages relevant indicators</li> <li>Industrial Safety and Health Committee: Composed equally of labor and management (up to 10 members each); deliberates and resolves major matters related to occupational safety and health</li> <li>Plan to Establish a Dedicated Organization for Serious Accidents: Daewoong Pharmaceutical plans to establish a comprehensive safety and health management organization in 2024</li> </ul>	<ul style="list-style-type: none"> <li>Advancement of Pharmacovigilance Organization and Manual: Operating an independent pharmacovigilance organization (restructured in January 2023) with enhanced autonomy</li> <li>Dedicated Quality Organization: Production of safe and high-quality products through close collaboration among Quality Management (QM), Quality Assurance (QA), and Quality Control (QC) departments</li> <li>Operation of Smart Factory (Level 4): Implementation of Quality Management System (QMS), Electronic Document Management System (EDMS), Laboratory Information Management System (LIMS), and Manufacturing Execution System (MES)</li> </ul>	<ul style="list-style-type: none"> <li>HR Compensation Committee: Established to ensure a transparent and fair evaluation and compensation system, and to identify and foster future leadership</li> <li>Stakeholder Communication Channels: Operates various channels including the Employee Council, Industrial Safety and Health Committee, grievance reporting system, and Happiness Festival</li> <li>Introduction of Job-Based Salary System: First introduced in the industry in 2016; evaluates employees solely based on performance and capability, regardless of age, seniority, gender, or nationality</li> </ul>
Strategy	<ul style="list-style-type: none"> <li>Set goals for the development of First-in-Class (FIC) and Best-in-Class (BIC) pharmaceuticals</li> <li>Continued efforts to alleviate the suffering of medically underserved populations</li> <li>Management of research projects based on objective evaluation and thorough validation through an Open Evaluation process</li> <li>Expansion and strengthening of R&amp;D through Open Innovation and collaboration (e.g., establishment of joint venture "AffyXell Therapeutics" with UK-based Avacta; spin-off of iN Therapeutics)</li> <li>Expansion of new modalities (e.g., mRNA therapeutics, Targeted Protein Degradation (TPD)) to secure future growth engines</li> </ul>	<ul style="list-style-type: none"> <li>Energy conservation and transition through the adoption of high-efficiency equipment, new technologies, and optimization of production processes</li> <li>Expansion of renewable energy adoption (PPA, REC, solar power generation)</li> <li>Strengthening efforts to reduce greenhouse gas emissions</li> <li>Efforts to minimize waste generation and maximize recycling</li> <li>Creation of a safe environment through strict management of chemical and hazardous substances</li> <li>Minimizing environmental impact through systematic management of air and water pollutants</li> </ul>	<ul style="list-style-type: none"> <li>Recognition of pharmacovigilance activities as essential to prevent adverse events and safety issues related to pharmaceuticals</li> <li>Ensuring customer safety and product quality as top priorities, and striving for continuous supply of high-quality pharmaceuticals</li> <li>Systematic monitoring of product safety throughout the entire process from drug development to commercialization</li> <li>Establishment of a system to provide products with appropriate quality attributes that meet the needs of patients, regulatory authorities, and other internal/external stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Operation of various employee-centered welfare systems and programs based on the belief that corporate culture is a core competitive advantage</li> <li>Creation of a happy work environment through institutional support to improve employee engagement</li> <li>Establishment of a work environment that enables work-family balance, supported by various maternity protection and family-friendly policies</li> <li>Allowing flexible working hours and workspace choices to empower employees to achieve performance autonomously</li> </ul>
Policy	<ul style="list-style-type: none"> <li>Research Project Management through the 'Open Evaluation' Process: Prevents inefficient R&amp;D investment through a rigorous validation process, while reviewing market potential and technical value to minimize risk</li> <li>Operation of National Core Technology Protection and Management Guidelines: Operating internal guidelines to protect the "botulinum toxin formulation manufacturing technology (Nabota)," designated as a national core technology by the Ministry of Trade, Industry and Energy</li> <li>Strict Compliance with Clinical Trial Safety and Ethics: Adherence to ICH guidelines and the Declaration of Helsinki, ensuring the safety, rights, and confidentiality of clinical trial participants in accordance with the sponsor's responsibilities and obligations</li> </ul>	<ul style="list-style-type: none"> <li>Environmental Management System: Establishment of an environmental management governance framework to ensure compliance with environmental regulations and proactively respond to climate change, applied across all business operations</li> <li>Operation of an environmental management system based on ISO 14001 international standards and regular audits by accredited certification bodies</li> <li>Systematic occupational safety and health management through ISO 45001 certification</li> <li>Annual energy reduction target set at 5%</li> <li>Development and operation of an in-house chemical substance integrated management system (ACEL) to manage regulated chemicals in accordance with safety and legal standards</li> <li>Establishment of environmental incident response scenarios (e.g., hazardous substance leaks) and regular training exercises</li> <li>Systematization of the waste management process: Separate management of general and hazardous (designated) waste and prioritization of recyclable waste handlers</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with domestic and international regulatory requirements for pharmacovigilance reporting</li> <li>Establishment of a global pharmacovigilance system: Revision and establishment of 17 pharmacovigilance standard operating procedures, including safety signal detection procedures required by the EU EMA</li> <li>Execution of benefit-risk evaluations of pharmaceuticals through regular safety reports (PBRER, PSUR, DSUR) and submission to regulatory authorities (achieved 100% compliance)</li> <li>Establishment of a Data Integrity System: Implementation of closed and automated systems to fundamentally prevent human error in each manufacturing process</li> <li>Supply Chain Traceability Management: Mandatory management of API and raw material manufacturers in accordance with applicable laws, execution of quality agreements</li> </ul>	<ul style="list-style-type: none"> <li>Establishment and Implementation of Human Rights Management Policy: Practicing respect for the human rights of employees and stakeholders</li> <li>Human Rights Training for All Employees: Sexual harassment prevention, workplace bullying prevention, disability awareness, and personal data protection training</li> <li>Operation of Grievance Handling System: Operation of an anonymous Sinmungo board; strict confidentiality and follow-up measures for reported cases</li> <li>Providing Stable Employment for Individuals with Developmental Disabilities</li> </ul>
Performance	<ul style="list-style-type: none"> <li>Approval of Korea's 34th new drug "Fexuclue" (treatment for gastroesophageal reflux disease) by the Ministry of Food and Drug Safety in 2021, and approval of Korea's 36th new drug "Envio" (SGLT-2 inhibitor for diabetes) in 2022. Two consecutive years of successful new drug development</li> <li>Fexuclue surpassed KRW 100 billion in cumulative prescription sales since launch</li> <li>Invested 18.5% (KRW 234.6 billion) of 2024 sales in R&amp;D</li> </ul>	<ul style="list-style-type: none"> <li>Held two EHS Management Committee meetings in 2024 and completed Board reporting</li> <li>Total greenhouse gas emissions (Scope 1+2) in 2024: 42,437 tCO<sub>2</sub>e</li> <li>Energy cost savings in 2024 amounted to KRW 555 million</li> <li>Achieved a 50.9% waste recycling rate in 2024 (49.3% increase year-over-year)</li> <li>Company-wide expansion in 2024 of the chemical substance integrated management system ACEL, introduced at the Osong Plant in 2023</li> </ul>	<ul style="list-style-type: none"> <li>Conducted pharmacovigilance training (once a year for all employees, advanced PV training for related departments)</li> <li>Operation of adverse event reporting system (via Daewoong website, actions completed within the required timeframe)</li> <li>Regulatory actions due to FDA cGMP violations: in the past three years 0 cases</li> </ul>	<ul style="list-style-type: none"> <li>Certified six consecutive times as "Most Family-Friendly Company" by the Ministry of Gender Equality and Family</li> <li>Ranked No.1 among the top five domestic pharmaceutical companies in parental leave utilization rate</li> <li>Female employee ratio in 2024: 36.0% (up from 34.4% in the previous year)</li> <li>Total training hours in 2024 31,315 hours</li> <li>Total welfare expenses in 2024 KRW 9,767 million (13% increase from the previous year)</li> <li>First in the pharmaceutical industry to establish and operate an in-house daycare center Little Bear (2011)</li> <li>Return-to-work rate after parental leave 93% (46 users, 43 returnees)</li> </ul>

# HUMAN RIGHTS IMPACT

**Special Issue**

# Human Rights Impact Assessment

As global Environmental, Social, and Governance (ESG) management continues to emerge as a core agenda in the financial industry, the strategic importance of human rights risk management is gaining renewed attention. Financial institutions, through their capital allocation decisions, exert significant influence on society—making human rights not only an ethical concern, but also a critical component of risk management and a driver of corporate value. In 2025, Daewoong Pharmaceutical introduced our ESG strategy, ‘CARE for People and Planet,’ positioning human rights impact assessment as a key strategic tool for execution. This approach serves both as a means of regulatory compliance and as a foundation for building long-term trust capital. By conducting a human rights impact assessment in 2025, we aim to move beyond mere compliance, creating momentum to position human rights management as a competitive advantage.

## Compliance with Global and Domestic Human Rights Standards

Daewoong Pharmaceutical carried out a human rights impact assessment at our headquarters to identify actual and potential adverse impacts of our business activities on human rights. To establish a robust foundation for this work, we identified human rights issues from multiple perspectives, drawing on both global and domestic human rights standards. By incorporating the key elements of each standard, we sought to reflect the significance of human rights management in the financial industry and Daewoong Pharmaceutical's unique position within the sector, thereby enhancing the relevance of the human rights impact assessment.

Category		Details
Global	UNGC	<ul style="list-style-type: none"> <li>Based on key international agreements such as the Universal Declaration of Human Rights (UDHR) and the ILO Declaration</li> <li>Encourages companies to conduct due diligence to prevent human rights violations and make a positive social contribution</li> </ul>
	GRI	<ul style="list-style-type: none"> <li>Requires companies to conduct human rights due diligence and risk management transparently</li> <li>Clarifies corporate responsibilities through over 30 detailed human rights topics and provides stakeholders with higher-level access to information</li> </ul>
Domestic	National Human Rights Commission of the Republic of Korea's Human Rights Impact Assessment Guidelines	<ul style="list-style-type: none"> <li>Provides guidelines for public institutions and companies to systematically identify and respond to the human rights impacts of their business activities</li> </ul>
	Ministry of Justice's Guidance on Business and Human Rights	<ul style="list-style-type: none"> <li>Presents practical measures tailored to company size and industry characteristics based on the UN Guiding Principles on Business and Human Rights (UNGPR) and the OECD Guidelines for Multinational Enterprises</li> </ul>
Benchmarking	Similar Industries and Leading Cases	<ul style="list-style-type: none"> <li>Identifying trends related to human rights issues in similar industries and relevant institutions</li> </ul>



# Human Rights Impact Assessment

## Identification of Human Rights Issues

Drawing on global and domestic human rights guidelines, we identified eight fundamental human rights issue areas as the core focus of our human rights due diligence. While these nine areas align with the basic domains of global and domestic human rights due diligence, internationally recognized human rights areas are broader in scope. To address this, we developed detailed evaluation items that reflect both industry-specific and corporate characteristics, enabling us to systematically manage identified issues and mitigate direct and indirect human rights risks and impacts.

The human rights impact assessment consists of nine categories, 28 areas, and 66 detailed items. This assessment is characterized by its detailed definition of human rights issues based on the nine basic human rights areas, tailored to the industry and organizational characteristics. It focuses on systematically analyzing actual or potential human rights impacts on various stakeholders and establishing improvement measures based on the analysis. We will continue its efforts to minimize human rights impacts resulting from corporate activities and to realize sustainable management.

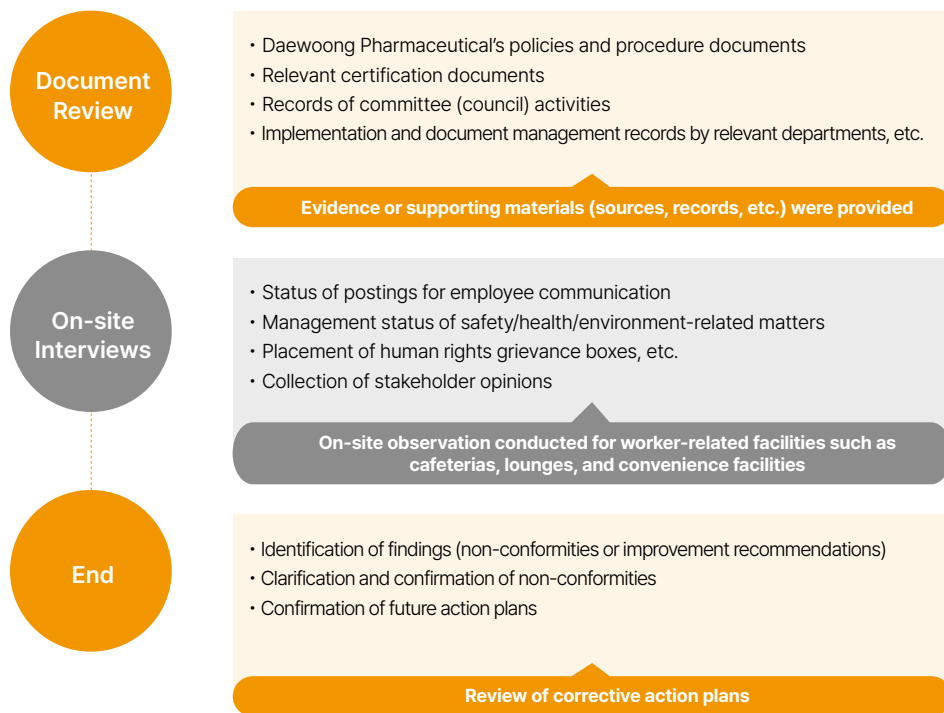
Human Rights Area	Description of Area	Major Human Rights Risks in the Pharmaceutical Industry
Establishment of Human Rights Management System	Declaration of Human Rights Policy, Regular Implementation of Human Rights Impact Assessment, Institutionalization of Human Rights Management, Reporting of Human Rights Management Performance, Establishment of Remedy Procedures	<ul style="list-style-type: none"> <li>• Possibility of failing to systematically manage human rights violations arising from business activities due to the absence of a human rights policy</li> <li>• Risk of decreased stakeholder trust and legal disputes due to the absence of regular human rights impact assessments and insufficient grievance mechanisms</li> </ul>
Non-discrimination in Employment	Guarantee of living wage, non-discrimination in employment, non-discrimination against non-regular workers, non-discrimination against foreign workers, etc.	<ul style="list-style-type: none"> <li>• Possibility of hindering an equal working environment due to discriminatory treatment based on gender, disability, nationality, or employment type</li> <li>• Reputational risk and internal conflict due to wage gaps and limited promotion opportunities for non-regular and foreign workers</li> </ul>
Freedom of Association and Collective Bargaining	Freedom of association and collective bargaining, prohibition of unfair treatment related to union activities, guarantee and good faith implementation of collective bargaining, alternative measures in the absence of labor unions, etc.	<ul style="list-style-type: none"> <li>• Possibility of violating workers' rights due to unfair treatment related to union activities or failure to implement collective bargaining</li> <li>• Increase in employee dissatisfaction due to lack of alternative measures in the absence of labor unions, potentially affecting productivity and corporate reputation</li> </ul>
Prohibition of Forced Labor	Guarantee of Working Hours and Prohibition of Forced Labor	<ul style="list-style-type: none"> <li>• Possibility of deterioration in employee health and well-being due to excessive working hours and forced labor practices</li> <li>• Emergence of corporate accountability issues in cases where forced labor occurs at partner or subcontracting companies</li> </ul>
Prohibition of Child Labor	Prohibition of Employment of Minors	<ul style="list-style-type: none"> <li>• The pharmaceutical industry operates within a global supply chain, and child labor may occur at various stages such as raw material sourcing, packaging, and production</li> </ul>
Assurance of Industrial Safety	Workplace safety, protection of pregnant employees and persons with disabilities, provision of essential equipment and training, support for workers affected by industrial accidents, etc.	<ul style="list-style-type: none"> <li>• Increased risk of industrial accidents due to non-compliance with workplace safety standards</li> <li>• Risk of corporate image damage and legal liability in cases of insufficient protection for vulnerable groups such as pregnant employees and persons with disabilities</li> </ul>
Responsible Supply Chain Management	Consent from partners to prevent human rights violations, implementation of monitoring, etc.	<ul style="list-style-type: none"> <li>• Possibility of joint corporate responsibility if human rights violations such as child labor or forced labor occur within partner or subcontracting companies</li> <li>• Risk of decline in ESG rating and loss of investor trust due to lack of supply chain monitoring</li> </ul>
Guarantee of Environmental Rights	Establishment and maintenance of environmental management systems, disclosure of environmental information, application of the precautionary approach to environmental issues, establishment of emergency response plans, etc.	<ul style="list-style-type: none"> <li>• Possibility of negative environmental impact on local communities due to insufficient environmental management systems</li> <li>• Increased risk of stakeholder conflict and regulatory violations due to lack of environmental information disclosure and absence of emergency response plans</li> </ul>
Customer Human Rights Protection	Compliance with laws and regulations for customer protection, protection of customer privacy, etc.	<ul style="list-style-type: none"> <li>• Possibility of privacy violations and legal disputes due to customer data leakage or misuse</li> <li>• Failure to comply with customer protection standards during the sale of financial products, resulting in consumer harm and loss of trust</li> </ul>

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# Human Rights Impact Assessment

## Human Rights Impact Assessment Process

The assessment was conducted with the participation of Daewoong Pharmaceutical's departments and responsible personnel. During on-site visits and interviews, responsible personnel capable of responding to the assessor's inquiries accompanied the process, and the assessment was carried out in compliance with necessary procedures and requirements.



The Human Rights Impact Assessment was conducted based on the following six assessment principles.

Principle	Details
Integrity	The assessment was conducted based on honesty, diligence, and a sense of responsibility.
Fair Presentation	It was ensured that the assessment results and report truthfully and accurately reflected the content of the assessment.
Due Professional Care	All assessment procedures were based on reasonable decision-making and judgment.
Confidentiality	Care was taken to protect information obtained during the assessment process.
Independence	Objectivity and independence were maintained throughout the entire assessment procedure.
Evidence-Based Approach	A reasonable approach was applied to reach reliable and reproducible audit conclusions during the assessment process.

The Assessment was conducted with direct participation from the responsible personnel. Company policies and procedures related to each assessment item were reviewed through document analysis, and on-site observations at the headquarters were conducted to examine the status of safety, health, and environmental management. In addition, interviews with relevant department personnel were carried out to address the detailed human rights impact assessment indicators.

Assessment Category	Assessment Details
Document Review	<ul style="list-style-type: none"> <li>• Company policies and procedures (internal regulations) for each inspection item</li> <li>• Records of implementation by the highest decision-making body on human rights management and other related councils</li> <li>• Confirmation of certifications/reports or management records related to each inspection item</li> </ul>
On-site Observation	<ul style="list-style-type: none"> <li>• Verification of the management status related to safety/health/environment at the headquarters</li> <li>• Verification of the status of postings for employees, including bulletin boards, warning notices, and signs at the headquarters</li> <li>• Confirmation of facilities related to other internal and external stakeholders</li> </ul>
Stakeholder Interviews	<ul style="list-style-type: none"> <li>• Interviews with personnel from the lead department</li> <li>• Interviews with personnel from relevant departments related to assessment items</li> <li>• Interviews with employees (considering employment type, years of service, gender, work location, etc.)</li> </ul>

**Special Issue**

# Human Rights Impact Assessment

## 2025 Daewoong Pharmaceutical Human Rights Impact Assessment Results

As a result of the 2025 Daewoong Pharmaceutical Human Rights Impact Assessment, the final compliance rate was confirmed to be 77.18% (indicators deemed not applicable were excluded from the evaluation base). The areas of "Freedom of Association and Collective Bargaining," "Prohibition of Forced Labor," "Guarantee of Environmental Rights," and "Customer Human Rights Protection" showed excellent compliance rates of 100%. However, the "Responsible Supply Chain Management" area was found to be insufficient, and systematic management and enhancement will be pursued going forward.



Assessment Year		2025
<b>Assessment Results by Area</b>		
A	Establishment of Human Rights Management System	87.50%
B	Non-discrimination in Employment	71.43%
C	Freedom of Association and Collective Bargaining	100.00%
D	Prohibition of Forced Labor	100.00%
F	Assurance of Industrial Safety	85.71%
G	Responsible supply chain management	50.00%
H	Guarantee of environmental rights	100.00%
I	Customer human rights protection	100.00%

# ESG PERFORMANCE

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# Environmental Management Practices

## Environmental Management System

Daewoong Pharmaceutical has established a systematic and integrated environmental management governance structure composed of the Board of Directors, the EHS Management Committee, and the EHS Coordinators Council to implement company-wide environmental management practices. The company systematically operates key initiatives such as the establishment of environmental policies and strategies, setting mid- to long-term goals and monitoring performance, regulatory compliance systems, and environmental education for employees, with the goal of minimizing environmental impact throughout all business processes. We will continue to create sustainable value through climate change response and strengthen its leadership as a responsible company in environmental management.

### Environmental Management Governance

Daewoong Pharmaceutical has established an environmental management governance structure composed of the Board of Directors, the EHS Management Committee, and the EHS Coordinators Council to ensure systematic and effective environmental management.

#### Board of Directors

The Board of Directors consists of six members, including the CEO, and serves as the highest decision-making body responsible for reviewing and approving the group's environment, safety, and health management policies, organizational status, performance, KPIs, budgets, and EHS project plans. The Board reviews the performance and plans of environment, safety, and health management at least twice a year and oversees the establishment and implementation of sustainable environmental management strategies.

Date	Agenda and Report Details(Environmental Sector)
24.02.26	<ul style="list-style-type: none"> <li>Report on 2024 EHS Management Committee operations</li> <li>Report on 2024 EHS performance</li> </ul>
24.04.29	<ul style="list-style-type: none"> <li>Approval report on 2024 EHS management plan</li> </ul>

#### EHS Management Committee

The EHS Management Committee consists of six members, including the CEO and key executives of the Daewoong Group. It serves as an executive body responsible for strategic decision-making and reinforcing the EHS management system. The committee convenes as needed and holds at least one regular meeting annually to deliberate on group-wide EHS strategies, key issues, and improvement plans, which are reported to the Board of Directors. Additionally, the committee strengthens strategic alignment by reporting the outcomes of EHS activities to the Board at least twice a year.

Date	Reports and Agenda Items
First Half	<ul style="list-style-type: none"> <li>Report on environmental performance</li> <li>Establishment of mid- to long-term environmental goals and detailed targets by affiliate</li> <li>Consideration of participation in environmental initiatives</li> <li>Renewal and potential acquisition of environmental certifications</li> <li>Environmental management risk assessment and support activities for partners</li> </ul>
Second Half	<ul style="list-style-type: none"> <li>Report on environmental performance</li> <li>Review of environmental, health and safety management policy</li> <li>Consideration of participation in environmental initiatives</li> <li>Renewal and potential acquisition of environmental certifications</li> <li>Risks related to the EU Supply Chain Due Diligence Directive</li> </ul>

#### EHS Coordinators Council

Daewoong Pharmaceutical operates the EHS Coordinators Council, composed of environment, health, and safety practitioners from all group business sites. The council ensures that on-site feedback is effectively incorporated into company-wide strategies and KPIs. The council is organized into specialized areas including environment, safety, health, facilities/engineering, procurement, and supply chain management (SCM). Each coordinator is responsible for managing site-specific indicators, supporting the development of environmental strategies, and proposing practical improvement plans.

Category	Roles
General Affairs, Facilities	<ul style="list-style-type: none"> <li>Energy management system operation, greenhouse gas and energy management, facility maintenance, and environmental management</li> </ul>
Purchasing Team	<ul style="list-style-type: none"> <li>Green purchasing policy and management, supplier management</li> </ul>
Environmental Coordinator	<ul style="list-style-type: none"> <li>Environmental indicator management by field and establishment of environmental strategies</li> </ul>
Safety & Health Coordinator	<ul style="list-style-type: none"> <li>Establishment of countermeasures in the event of employee accidents caused by fire, explosion, or hazardous substances</li> </ul>

# Environmental Management Practices

## Environmental Management System

### Implementation of Environmental Management

#### Environmental Management Principle

Daewoong Pharmaceutical, as a responsible pharmaceutical company committed to protecting public health and building a healthy society, recognizes environmental protection as a core value of its business operations. The company actively promotes minimizing environmental impact, improving resource and energy efficiency, and reducing pollutants and greenhouse gas emissions through the responsible participation of all employees and continuous improvement efforts. Through these initiatives, we aim to achieve sustainable growth and strengthen our environmental management system to meet global standards in collaboration with all stakeholders.

#### Environmental Management Policy

Daewoong Pharmaceutical practices sustainable environmental management throughout all business processes with the goal of complying with environmental laws and regulations, reducing environmental impact, and conserving resources and energy. In particular, we actively operate preemptive identification and improvement of environmental risks, as well as efficient operation and facility improvement, to minimize environmental impact within its business sites. In addition, the company is expanding environmental management in line with global sustainability standards by establishing a win-win cooperation system with its partners, including eco-friendly supply chains, green purchasing, greenhouse gas reduction, and energy efficiency improvement.

#### Implementation of Environmental Management

Daewoong Pharmaceutical has established a systematic environmental management governance framework centered on the EHS Management Committee and the EHS Coordinators' Council, and operates an effective implementation system. Our key initiatives include:

- Review of environmental risks and opportunities in investment decision-making
- Establishment of company-wide environmental management strategy through a dedicated EHS organization
- Identification and improvement of environmental risks at worksites
- Optimization of raw material and energy use, reduction of waste and greenhouse gas emissions
- Cooperation and support for affiliates' environmental management activities
- Continuous EHS training and campaigns for all employees



#### Environmental Management System Operation

Based on an environmental management system certified to ISO 14001 standards, Daewoong Pharmaceutical systematically manages and continuously improves environmental performance at each business site. We verify the suitability and effectiveness of the system through regular internal and external audits while actively implementing ongoing improvement measures. Additionally, we operate a company-wide energy management system to reduce greenhouse gas emissions and enhance energy efficiency, further advancing a sustainable management framework.

#### Environmental Investment Plan and Implementation

Daewoong Pharmaceutical is committed to proactively investing in various environmental areas such as environmental improvement, energy conservation, and the expansion of renewable energy to address climate change and advance sustainable management. In 2024, total investment in environmental initiatives reached KRW 600 million, surpassing the established target. Over the past three years, environmental investments have demonstrated a compound annual growth rate(CAGR) of approximately 38%, underscoring Daewoong Pharmaceutical's steadfast dedication to sustainable and eco-friendly practices. For 2025, plans are set to increase investment to KRW 957 million, reflecting a 59% growth compared to the previous year. Daewoong Pharmaceutical will continue to broaden its environmental investment portfolio and enhance management performance by improving energy efficiency, reducing greenhouse gas emissions, and accelerating the adoption of eco-friendly facilities and technologies. Notably, a significant increase in investment allocated to energy conservation is planned for 2025, to actively support the reduction of Scope 1 and 2 emissions and achieve the company's mid- to long-term carbon reduction objectives.

Field of Study	Category	Unit	2022	2023	2024		2025 Target
					Goal	Performance	
Daewoong Pharmaceutical	Environmental Improvements	KRW million	-	134	141	234	366
	Energy Savings	KRW million	163	360	378	137	591
	Renewable Energy	KRW million	150	-	-	229	-
	Total	KRW million	313	494	519	600	957

# Environmental Management Practices

## Environmental Management System

### Management of Environmental Management Performance

#### Mid- to Long-Term Environmental Management Goals

Daewoong Pharmaceutical has established a mid- to long-term environmental management roadmap from 2025 to 2029 for major sites, with the goals of reducing carbon emissions, saving energy, and minimizing environmental impact. Each site sets detailed goals and action plans tailored to its characteristics and operational environment and is promoting phased efforts to reduce greenhouse gas emissions and improve energy efficiency. The 2024 roadmap includes specific action items such as improving air pollution control facilities, replacing equipment with high-efficiency alternatives, obtaining ISO 50001 energy management system certification, introducing solar and renewable energy, and upgrading aging facilities. Through this plan, we aim to achieve its long-term carbon reduction targets and establish a sustainable management system, while regularly reporting site-level implementation status and performance to the EHS Management Committee and the Board of Directors.

#### Evaluation of Environmental Management Performance

Daewoong Pharmaceutical promotes company-wide performance monitoring and improvement activities centered on the EHS Management Committee and the EHS Coordinators Council to ensure systematic evaluation of environmental management performance. The company regularly monitors key environmental performance indicators such as energy consumption, greenhouse gas emissions, pollutant emissions, resource recycling rates, and the environmental management level of affiliates. Additionally, the EHS Management Committee reports environmental, health, and safety(EHS) performance to the Board of Directors at least twice a year(once in the first half and once in the second half), identifying key achievements and areas for improvement to be shared across the organization. The company also conducts internal audits, self-assessments, and improvement initiatives at its sites and affiliates to drive performance enhancement and continuous improvement, while ensuring ongoing compliance with laws and regulations. In parallel, we are enhancing the effectiveness of environmental management and strengthening the company's environmental risk reduction and responsible environmental management through continuous education and campaigns targeting our executives and employees.

Environmental Management Mid- to Long-Term Goals	Carbon Emission Reduction, Energy Reduction, and Minimization of Environmental Impact					
Environmental Management Strategies	Energy reduction activities	Greenhouse gas emission reduction activities	Hot water reuse	Waste recycling	Strengthened management	
Medium- to long-term key initiatives	Worksites	2025	2026	2027	2028	2029
	Hyangnam Plant	<ul style="list-style-type: none"> <li>Improvement construction of air pollutant prevention facilities (target reduction of 5,349 GJ)</li> <li>Installation of high-efficiency air com pressors</li> </ul>	<ul style="list-style-type: none"> <li>Upgrading and maintaining air pollution prevention facilities</li> </ul>	<ul style="list-style-type: none"> <li>Certification for Energy Management System (ISO 50001)</li> <li>Installation of high-efficiency air compressors</li> </ul>	<ul style="list-style-type: none"> <li>Introduction of wastewater reuse system</li> </ul>	<ul style="list-style-type: none"> <li>Review of PPA adoption</li> </ul>
	Osong Plant	<ul style="list-style-type: none"> <li>Installation of inverter for HVAC fan motor</li> <li>Regular overhaul of pollution prevention facilities</li> <li>Installation of solar panels</li> <li>Improvement construction of wastewater activated carbon facilities</li> <li>Introduction of external steam heat supply project</li> <li>Installation of carbon capture facilities</li> <li>Installation of cooling equipment in the compounding room</li> </ul>	<ul style="list-style-type: none"> <li>Introduction of external steam heat supply project (targeting over 60% reduction in LNG usage)</li> <li>Regular overhaul of pollution prevention facilities</li> <li>Installation of solar panels</li> <li>Installation of carbon capture facilities</li> </ul>	<ul style="list-style-type: none"> <li>Certification for Energy Management System (ISO 50001)</li> </ul>	-	-
	Research Center	<ul style="list-style-type: none"> <li>Mercury Fluorescent Lamps → LED Lamp Replacement Construction</li> <li>Replacement Construction for Aging Fillers in Hot/Cold Water Cooler Cooling Towers</li> </ul>	<ul style="list-style-type: none"> <li>Replacement of aging EHP outdoor units</li> <li>Replacement Construction for Aging Hot/Cold Water Coolers</li> <li>Replacement of aging GHP indoor units</li> </ul>	<ul style="list-style-type: none"> <li>Replacement of aging EHP outdoor units</li> <li>Replacement of aging GHP indoor units</li> </ul>	<ul style="list-style-type: none"> <li>Replacement of aging EHP outdoor units</li> <li>Replacement of aging GHP indoor units</li> </ul>	-
	Daewoong Management Development Institute	<ul style="list-style-type: none"> <li>Installation of solar panels</li> </ul>	-	-	-	-
	Headquarters (Seoul)	<ul style="list-style-type: none"> <li>Mercury Fluorescent Lamps → LED Lamp Replacement Construction</li> </ul>	<ul style="list-style-type: none"> <li>Replacement of aging EHP outdoor units(continued)</li> </ul>	<ul style="list-style-type: none"> <li>Replacement of aging EHP outdoor units</li> </ul>	<ul style="list-style-type: none"> <li>Disassembly and maintenance of chillers</li> </ul>	<ul style="list-style-type: none"> <li>Replacement of aging FCUs (continued)</li> </ul>

# Environmental Management Practices

## Environmental Management System

### Environmental Management Communication

#### Environmental Management Training

Daewoong Pharmaceutical operates a systematic environmental management training program at each site to strengthen the environmental, health, and safety capabilities of its employees. In 2024, we conducted mandatory legal training for environmental engineers covering areas such as air, water, and waste, along with environmental safety awareness training for all employees. For 2025, we plan to expand the scope of these training programs and strengthen the completion rate. In particular, annual training plans are established at the Hyangnam and Osong plants with the goal of enhancing not only compliance with mandatory education but also technical expertise and on-site response capabilities. The training programs are operated regularly and systematically in accordance with relevant laws, and training completion is continuously monitored by the EHS Management Committee.

#### 2024 Environmental Management Training Status

Worksites	Training Category	2024 Training Sessions and Hours	2025 Target
Hyangnam Plant	Air(Environmental Technician)	- <sup>1)</sup>	1 session(28 hours)
	Water Quality(Environmental Technician)	1 session(28 hours)	1 session(28 hours)
	Waste(Environmental Technician) <sup>2)</sup>	Each 1 session(total 8 hours)	Each 1 session(total 8 hours)
	Employee Training	2 sessions	2 sessions
Osong Plant	Air(Environmental Technician)	1 session(28 hours)	1 session(28 hours)
	Water Quality(Environmental Technician)	1 session(28 hours)	1 session(28 hours)
	Waste(Environmental Technician) <sup>2)</sup>	Each 1 session(total 8 hours)	Each 1 session(total 8 hours)
	Employee Training	1 session	2 sessions
Research Center	Air(Environmental Technician)	1 session	1 session
	Water Quality(Environmental Technician)	2 sessions	2 sessions
	Employee Training	1 session	1 session

1) Environmental Technician refresher training is required once every 3 years; current training not yet due  
 2) 4 hours for designated waste training (once), 4 hours for medical waste training (once)

### Addressing Environmental Laws and Regulations

#### Strategy for Compliance with Environmental Management Laws and Regulations

Daewoong Pharmaceutical has established a systematic compliance management framework to proactively respond to the continuously strengthening environmental laws and regulations in Korea and abroad. Through its dedicated EHS organization, the company regularly monitors the latest legal and regulatory trends and operates related processes to ensure strict compliance at each business site.

#### Procedure for Responding to Laws and Regulations Related to Environmental Management

Step	Responsible Organization	Key Roles	Responsibility
1 Acquisition of Regulations	• EHS-dedicated Organization	• Monitoring of latest regulations and pre-announced rules • Regular acquisition	• Report to the EHS Committee at least once a year
2 Review of Regulations	• ESG-dedicated Organization	• Review of regulatory applicability • Establishment of goals and action plans	• Review of compliance measures and derivation of improvement plans
3 Incorporation of Review Result	• EHS-dedicated Organization • Each Business Site • EHS Committee	• Approval of regulatory compliance measures • Finalize implementation plans by site	• Establishment and implementation of action plans by department
4 Regulatory Compliance Training	• EHS-dedicated Organization • Each Department	• Improving awareness of regulations and providing mandatory training to relevant personnel	• Establishment and implementation of regulatory training plans • Verification of training completion
5 Regulation Utilization and Compliance Check	• EHS Committee	• Check the status of regulation implementation • Report on improvement measures if non-compliance is found	• Improvement of Violations • Cooperative Actions with Relevant Departments



# Response to Climate Change

## Climate Change Risk Management

Daewoong Pharmaceutical recognizes climate change as a key issue for corporate sustainability and has established and implemented a systematic strategy for managing related risks and opportunities. Based on the analysis of climate change risks and opportunities developed in 2024, the company has strengthened its efforts to address climate change across all business activities.

### Climate Change Risk and Opportunity Management

#### Ongoing Implementation of Climate Change Risk and Opportunity Management

Daewoong Pharmaceutical continuously implements efforts to minimize identified climate-related risks and maximize opportunities. The company updates its response strategies through thorough monitoring of regulatory and policy changes, and pursues the sustainability of its business model by developing and applying eco-friendly technologies. Additionally, it strengthens environmental collaboration with suppliers to build a stable supply chain and enhances site management capabilities to respond to physical risks. All these efforts are carried out under the principle of double materiality assessment, taking into account the financial impact on the company.

#### Methods and Scope for Identifying Climate Change Risks and Opportunities

Daewoong Pharmaceutical identifies and manages transition and physical risks to respond to both qualitative and quantitative risks and opportunities arising from climate change. The identification of climate-related risks and opportunities has been conducted from a qualitative perspective and will be expanded to include quantitative scenario analysis in the future. The application timeline for climate-related

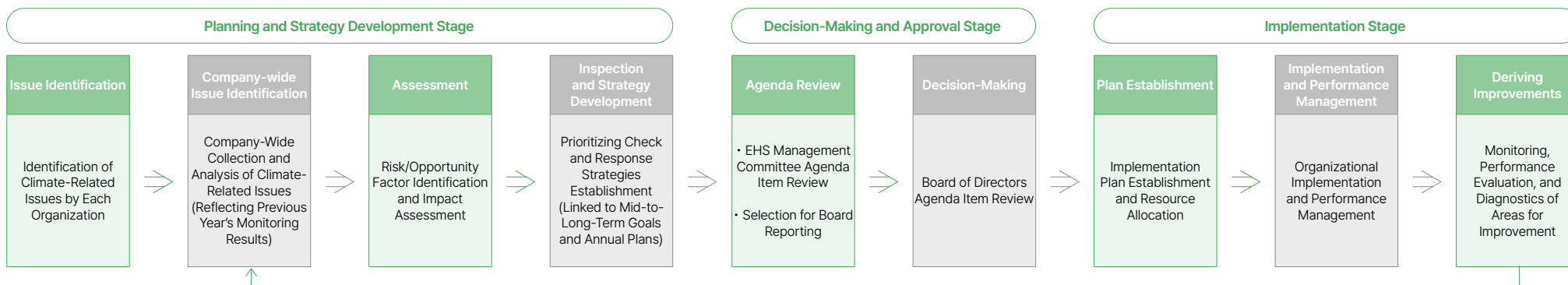
risks and opportunities is classified by risk type into short-term(0–3 years), mid-term(3–10 years), and long-term(10–25 years). The current scope of application is based on business sites, with plans to expand the analysis to include upstream and downstream perspectives.

#### Climate Change Governance and Management Process

Daewoong Pharmaceutical maintains a robust governance structure and management process to enhance the efficiency and accountability of its climate change response. The EHS dedicated organization and the EHS Management Committee continuously identify, assess, and manage climate-related issues. Identified factors and issues are reported to the EHS Management Committee, taking into account the company's strategic and financial impact, and critical matters are reflected in company-wide action plans through approval by the Board of Directors.

To implement environmental management, quantitative targets have been incorporated into managers' KPIs as performance indicators for environmental outcomes, and monetary/non-monetary rewards are granted based on performance evaluation results. This systematic approach enables the company's climate response to go beyond mere compliance and contribute to the creation of strategic corporate value.

### Daewoong Pharmaceutical Climate Change Risk and Opportunity Management Cycle Process



# Response to Climate Change

## Climate Change Risk Management

### Climate Change Related Risks and Opportunities

Risk Type	Timeline	Climate Change Issues	Risk Factors	Opportunity Factors	Response Directions	2024 Performance	Financial Impact		
Transition Risks	Technology	Mid-term	<ul style="list-style-type: none"> <li>Expansion of demand for pharmaceuticals considering environmental aspects of product waste and packaging</li> </ul>	<ul style="list-style-type: none"> <li>Costs incurred for developing sustainable packaging materials such as bio-based plastics and recyclable materials</li> </ul>	<ul style="list-style-type: none"> <li>Potential to reduce overall carbon footprint through the use of recyclable packaging</li> </ul>	<ul style="list-style-type: none"> <li>Removal of Cushioning Material Inside Vials</li> <li>Simplification of containers and removal of unnecessary packaging instructions</li> </ul>	<ul style="list-style-type: none"> <li>Products Manufactured at Osong Plant</li> <li>1) Approximately 3.72 tons of HDPE plastic reduced in 2024 through vial simplification (compared to pre-simplification)</li> <li>2) Suppressed the generation of approximately 898,955 sponge units (based on the assumption of 1 sponge per bottle)</li> </ul>	Mid-High ↗	
		Long-term	<ul style="list-style-type: none"> <li>Increasing demand for the development of eco-friendly drug materials</li> </ul>	<ul style="list-style-type: none"> <li>Occurrence of initial investment costs</li> <li>Securing consumer and market</li> <li>Need to secure regulatory approvals</li> </ul>	<ul style="list-style-type: none"> <li>Ensuring sustainability of manufacturing processes</li> <li>Securing biological availability</li> </ul>	<ul style="list-style-type: none"> <li>Selection and market evaluation of eco-friendly drug candidates</li> </ul>	N/A	Mid-High ↗	
	Market	Long-term	<ul style="list-style-type: none"> <li>Expansion of pursuit for environmentally sustainable supply chains</li> </ul>	<ul style="list-style-type: none"> <li>Costs incurred to ensure the sustainability of raw material supply chains</li> </ul>	<ul style="list-style-type: none"> <li>Potential to reduce carbon footprint by minimizing the environmental impact of the supply chain</li> </ul>	<ul style="list-style-type: none"> <li>Discussions on environmental performance-related goals with key suppliers</li> <li>Review of measures to pursue environmental sustainability within the supply chain</li> </ul>	<ul style="list-style-type: none"> <li>Increased environmental investment by Daewoong Group and exceeded target amount for building a sustainable supply chain</li> </ul>	Mid-High ↗	
		Reputation	Short-term	<ul style="list-style-type: none"> <li>Increasing demands from stakeholders and investors for climate change response</li> <li>Growing trend of disclosing climate change response status</li> </ul>	<ul style="list-style-type: none"> <li>Potential loss of trust and corporate reputation damage due to inadequate climate change response</li> </ul>	<ul style="list-style-type: none"> <li>Improvement in reputation and brand value through enhanced climate change response</li> </ul>	<ul style="list-style-type: none"> <li>Establishment of a five-year mid-to-long-term environmental goals and regular performance checks</li> <li>Accurate disclosure of environmental performance and goals based on third-party verification</li> </ul>	<ul style="list-style-type: none"> <li>Establishment of five-year mid-to-long-term environmental goals for 2024-2028 and reporting to the ESG Committee</li> </ul>	Mid →
		Policy / Legal	Short-term	<ul style="list-style-type: none"> <li>Strengthening of environmental laws and regulations</li> <li>Introduction of carbon taxes and rising carbon emission permit prices</li> </ul>	<ul style="list-style-type: none"> <li>Increased investment costs for high-efficiency energy facilities and greenhouse gas reduction</li> <li>Increased policy-related carbon pricing burden</li> </ul>	<ul style="list-style-type: none"> <li>Enhancement of corporate image through achieving carbon neutrality</li> <li>Reduction of environmental impact and energy costs through greenhouse gas emissions reduction at worksites</li> </ul>	<ul style="list-style-type: none"> <li>Sharing of Greenhouse Gas Reduction Efforts and Discussion of Plans through the EHS Committee</li> <li>Management of carbon emissions and performance of target achievement levels</li> </ul>	<ul style="list-style-type: none"> <li>Reporting to the EHS Committee on Strategies and Periodic Targets for Achieving Net-Zero by 2050</li> <li>Renewable Energy Usage Nearly Doubled Year-on-Year through Expanded Installation of Solar Panels</li> </ul>	Mid →
Physical Risks	[Acute] Heatwaves Typhoons Heavy Rainfall	Short-term	<ul style="list-style-type: none"> <li>Increased risk of property damage due to typhoons and heavy rainfall in the vicinity of worksites</li> </ul>	<ul style="list-style-type: none"> <li>Increased power usage and costs at production facilities and offices</li> <li>Increased risk of damage such as facility damage, production facility shutdowns, and delays</li> </ul>	<ul style="list-style-type: none"> <li>Potential market share increase through stable operation of worksites and product supply compared to competitors</li> </ul>	<ul style="list-style-type: none"> <li>Establishment of stability enhancement measures within worksites</li> <li>Discussion of risk assessment and improvement plans for disaster prevention</li> </ul>	<ul style="list-style-type: none"> <li>Identification of anticipated risks based on categorization of natural disasters at Daewoong Pharmaceutical headquarters and production headquarters, and establishment of emergency response manuals/regulations by responsible departments.</li> </ul>	High ↗	
		[Chronic] Rising average temperature	Short-term	<ul style="list-style-type: none"> <li>Increased electricity and cooling usage due to rising average temperatures</li> </ul>	<ul style="list-style-type: none"> <li>Increased costs due to expanded electricity and cooling facility capacity</li> </ul>	<ul style="list-style-type: none"> <li>Environmental impact burden and energy cost savings through workplace energy reduction</li> </ul>	<ul style="list-style-type: none"> <li>Replacement of outdated facilities and operational efficiency improvements</li> <li>Promotion of energy efficiency at worksites</li> </ul>	<ul style="list-style-type: none"> <li>Plan to replace outdated EHP outdoor units</li> <li>Improved energy efficiency through installation of high-efficiency air compressors</li> </ul>	Mid →

# Minimizing Environmental Impact — Greenhouse Gas Emissions Management and Energy Reduction

Daewoong Pharmaceutical is continuously promoting the management of Scope 1 and 2 greenhouse gas emissions and the optimization of energy use to respond to climate change and realize sustainable management. In 2024, the company achieved meaningful reduction results through various improvement activities, and in 2025, it plans to introduce high-efficiency equipment and optimize operations to address the anticipated increase from the operation of new plants. The company will continue systematic management and ongoing improvement efforts to reduce emissions and enhance energy efficiency.

## Greenhouse Gas Emissions Management and Improvement Efforts

Daewoong Pharmaceutical has established a management system for Scope 1(direct) and Scope 2(indirect) greenhouse gas emissions to respond to climate change and promote sustainable management. We continuously monitor emissions and implement improvement activities. By analyzing annual greenhouse gas emissions data and setting mid- to long-term targets, we strengthen emission reduction efforts across all operations. In 2024, despite various improvement initiatives and efforts to enhance energy efficiency, total Scope 1 and 2 emissions reached 42,437 tCO<sub>2</sub>e, primarily due to increased emissions and energy use associated with the expansion of the Nabota plant and higher production volumes driven by strong sales. Total emissions in 2025 are expected to rise further with the operation of the new Nabota plant, and the emissions target has been set at 47,816 tCO<sub>2</sub>e. In response, we plan to undertake additional reduction activities and introduce high-efficiency equipment. Daewoong Pharmaceutical will continue to enhance its greenhouse gas emissions management system and actively pursue mid- to long-term carbon reduction goals through improved energy efficiency and reduction of Scope 1 and 2 emissions.

### Daewoong Pharmaceutical's Annual GHG Emissions and Targets

Worksites	Category	Unit	2022	2023	2024		2025 Target
					Goal	Performance	
Daewoong Pharmaceutical	Direct Emissions (Scope 1) LNG, etc.		10,131	10,184	9,675	<b>11,534</b>	13,004
	Indirect Emissions (Scope 2) Electricity	tCO <sub>2</sub> e	24,510	24,522	23,296	<b>30,903</b>	34,812
	Total Emissions (Scope 1+2)		34,641	34,706	32,971	<b>42,437</b>	47,816 <sup>1)</sup>
	Total Emissions per Unit	tCO <sub>2</sub> e / KRW 100 million	2.98	2.84	2.57	<b>3.35</b>	3.60

1) Increase due to the operation of the new Nabota plant

## Energy Reduction and Improvement Efforts

Daewoong Pharmaceutical is committed to optimizing energy use in its operations through systematic management and continuous improvement efforts. In 2024, the company's total energy consumption amounted to 864.4 TJ, which exceeded the initial target of 725.22 TJ by approximately 19%, due to a corresponding 19% increase in production capacity. As part of efforts to expand renewable energy use in 2024, Daewoong directly produced and consumed 1.002 TJ of renewable energy through solar power generation, contributing to an increased share of renewables in its overall energy consumption. In 2025, due to additional energy demand from the operation of the new Nabota plant, the total energy use target has been adjusted upward to 974.6 TJ. To address this, the company plans to improve direct energy use by introducing external steam supply between the second half of 2025 and the first half of 2026. It will also pursue optimization of indirect energy use and further expansion of renewable energy through the installation of inverter-type air handling units, rooftop solar panels, and operation of a power peak control system(CTTS). We will continue its monitoring and improvement efforts to enhance energy efficiency and achieve greenhouse gas reduction targets across its facilities.

### Annual Energy Usage and Goals of Daewoong Pharmaceutical

Worksites	Category	Unit	2022	2023	2024		2025 Goal	
					Goal	performance		
Daewoong Pharmaceutical	Direct Energy Usage	LNG	200.2	201.8	197.7	<b>227.9</b>	256.3	
		Gasoline	0	0	-	<b>0</b>	-	
	Non-Renewable Energy	Diesel	TJ	0.365	0.280	0.266	<b>0.450</b>	0.530
		Indirect Energy Usage	Electricity	549.5	559.8	531.8	<b>635.0</b>	716.7
		Total Non-Renewable Energy Consumption		750.1	761.9	723.8	<b>863.4</b>	973.5
	Energy Usage per Unit	TJ / KRW 100 million	0.065	0.062	0.562	<b>0.068</b>	0.073	
	Renewable Energy	Solar Power Generation	Solar Energy	TJ	0.199 <sup>1)</sup>	0.494 <sup>1)</sup>	0.519 <sup>1)</sup>	<b>1.002</b>
Total Energy Consumption		TJ	750.6	763.2	725.2	<b>864.4</b>	974.6	

1) Re-disclosure of data due to changes in conversion factor standards

# Minimizing Environmental Impact

## Waste Reduction and Resource Circulation System

Daewoong Pharmaceutical is continuously striving to reduce waste as part of its commitment to environmental protection and sustainable management. We are making company-wide efforts to minimize waste generation and maximize recycling. To this end, we have systematized our waste management processes and are conducting continuous monitoring and improvement activities. We plan to continuously improve our waste management and reduction strategies, and continue efforts to protect the environment and conserve resources. These activities are considered essential for sustainable development and the fulfillment of corporate social responsibility, and they constitute a key part of the company's overall sustainability management.

### Waste Reduction Strategy

#### Waste Reduction Approach

Daewoong Pharmaceutical manages waste generated from business activities with rigor to minimize environmental impact. Recognizing the need for advanced waste treatment and management due to the specific characteristics of the pharmaceutical industry, we classify waste from our business sites into general waste and hazardous (designated) waste. Hazardous waste with a high potential for environmental pollution is managed separately in strict accordance with legal requirements. In line with our internal regulations on hazardous waste disposal, we prioritize selecting recyclers capable of sustainable treatment to minimize environmental impact on local communities. Furthermore, as part of our transition toward an environmentally friendly industrial structure, we have enhanced resource circularity by changing the disposal method for waste synthetic resins, which were previously incinerated as general waste, to thermal recycling (fuelization), thereby contributing to higher recycling rates.

#### Waste Reduction Activities

At the Life Science Research Center, we replaced standard air handling unit filters with refillable types, enabling frame reuse and significantly reducing both procurement costs and waste generation. Through waste reduction initiatives and active recycling, Daewoong Pharmaceutical reduced total waste generation by approximately 15% compared to the previous year and increased the recycling rate by around 49%. These results represent a 13% greater reduction in waste generation and a recycling rate approximately 40% higher than the originally established targets. We will continue to conduct regular monitoring and maintain strict management practices to further reduce waste generation and increase recycling rates.



### Annual General and Hazardous Waste Generation of Daewoong Pharmaceutical

Worksites	Category	Unit	2022	2023	2024		2025 Target
					Goal	Performance	
Daewoong Pharmaceutical	General Waste	Incineration	488	637	606	304	373
		Landfill	-	-	-	9	9
		Recycling	430	388	392	470	560
	Hazardous (Designated) Waste	Disposal	211	127	120	171	192
		Recycling	-	7	8	31	38
	Total Waste Generation			1,129	1,159	1,126	985
Waste Recycling Rate		%	38.1	34.1	36.3	50.9	51.0

### Performance and Task Details of Waste Resource Circulation System

Worksites	2022	2023	2024	
Hyangnam Plant	Number of Cases	1	1	1
	Project Name	Recycling of Concentrated Water from Water Treatment Facilities	Recycling of Concentrated Water from Water Treatment Facilities	Recycling of Concentrated Water from Water Treatment Facilities
Osong Plant	Number of Cases	0	0	1
	Project Name	-	-	Recycling of waste synthetic resin and waste organic solvents
Research Center	Number of Cases	2	0	0
	Project Name	Reduction through classification of waste by recycling concentrated water from water treatment facilities		0
Headquarters (Seoul)	Number of Cases	0	0	1
	Project Name	-	-	Increase in Recycling Rate through Waste Classification

# Minimizing Environmental Impact

## Management of Chemicals and Hazardous Substances

Daewoong Pharmaceutical continuously strives to ensure environmental protection and worker safety through rigorous management of chemical and hazardous substances. We operate a systematic management system aimed at preventing chemical accidents, reducing costs, enhancing efficiency, and ensuring legal compliance. This structured and comprehensive approach plays a key role in demonstrating our leadership in chemical substance management and in ensuring the safety of employees and local communities. Going forward, we plan to maintain excellence in the management of chemical and hazardous substances through continuous improvement and innovation.

### Integrated Chemical Management

Daewoong Pharmaceutical has developed and is operating an industry-first integrated chemical management system (Accident prevention, Cost reduction, Efficiency, Legal compliance (ACEL)). This system automatically identifies and registers regulated chemical substances to ensure that all handled chemicals are safely controlled in accordance with legal standards. In particular, when registering new chemical substances, it allows immediate verification of relevant departments, usage amounts, and applicable legal and regulatory provisions such as the Occupational Safety and Health Act, Chemical Control Act, and Environmental Laws. This enhances the stability of chemical substance management by providing company-wide regulatory compliance information in real time.

### Hazardous Chemical Management

Daewoong Pharmaceutical conducts regular inspections and improvements of hazardous chemical handling facilities at its business sites to maintain facility functionality and conducts annual emergency response drills to prepare for leakage incidents. At the Hyangnam Plant, a designated hazardous chemical manager is appointed to identify hazardous risk factors and prevent chemical accidents. To strengthen chemical accident prevention and management, a Chemical Accident Prevention and Management Plan is updated annually, and response measures for serious chemical accidents are established. In the event of a chemical leak, public notification is provided to residents, and the impact scope is thoroughly assessed when there are changes in the volume of hazardous chemicals handled or facility modifications. Additionally, material and personnel support cooperation with peer companies and participation in the Chungcheong Chemical Safety Community are actively pursued to prepare for potential major chemical accidents. All areas within the business sites are equipped with hazardous chemical detectors and are monitored 24 hours a day via CCTV to ensure safety. In addition, Daewoong Bio secures active cooperation from local residents for hazardous chemical response and accident prevention through community notification of the Risk Management Plan (RMP), which includes information on the handling of hazardous chemicals and emergency response measures, as registered in the Chemical Information System.

### Hazardous Chemical Safety Training







Daewoong Pharmaceutical regularly provides hazardous chemical safety training to employees handling hazardous chemicals to raise awareness of chemical hazards and prevent chemical accidents. In particular, at the Hyangnam Plant, safety training materials based on the Occupational Health and Safety Guidebook are used, and special training programs on workplace safety management and chemical substances are provided to new employees to strengthen chemical accident prevention.

### Response to Environmental Accidents such as Hazardous Substance Spills

Daewoong Pharmaceutical has established and thoroughly implements a systematic emergency response scenario to address environmental accidents such as hazardous substance leaks. The emergency response scenario covers the entire process from the initial response to accident resolution, and is designed to enable prompt and effective action at each stage. Our emergency response comprises the following stages. ❶ Verification of hazardous substance leakage, ❷ Mobilization and assignment of duties to the Safety and Environment Emergency Response Team, ❸ Isolation and control of the accident site, and ❹ Prevention of hazardous material leakage and recovery. We recognize the risk of chemical leaks and confined space suffocation accidents due to the nature of pharmaceutical manufacturing.

Accordingly, the company conducts regular emergency response drills specialized for pharmaceutical chemicals—such as confined space rescue training, chemical spill response drills, and cardiopulmonary resuscitation training—to strengthen employees’ response capabilities and ensure immediate action in the event of an actual incident. This thorough preparation and execution not only minimize property and personal injury but also reflect our commitment to fulfilling its social responsibilities.

#### Hazardous Substance Spill Response Scenario

 <p><b>Situation Awareness</b></p>	<ul style="list-style-type: none"> <li>In the event of hazardous materials leaking from the hazardous material storage warehouse and flowing into the wastewater drainage system within the complex, causing contamination of wastewater and soil</li> <li>The first witness must urgently report the situation to the team leader or supervisor.</li> </ul>
 <p><b>Prevention of waste oil spills from designated waste storage facilities</b></p>	<ul style="list-style-type: none"> <li>The first person to discover the leak must take absorbent pads stored inside the hazardous material storage warehouse to immediately block further spread of the hazardous material and then report the incident to the office without delay.</li> </ul>
 <p><b>Waste manager becomes aware of the situation</b></p>	<ul style="list-style-type: none"> <li>Immediately dispatch the Safety and Environment Response Team to the site, and the team leader shall take command of the situation on-site.</li> <li>Assess the status of water pollution in adjacent areas and drainage channels, and report the situation to the Facilities Team Leader.</li> </ul>
 <p><b>Determine the extent of contamination</b></p>	<ul style="list-style-type: none"> <li>Use submersible pumps to completely remove contaminants from infiltrated sumps.</li> </ul>
 <p><b>Completion of contamination diffusion prevention</b></p>	<ul style="list-style-type: none"> <li>After preventing further spread, the contaminated soil was removed and placed in ton bags. A temporary storage area was set up with tarpaulin on the ground, and the bags were stored there. Waste disposal vehicles were then immediately arranged to handle the disposal.</li> </ul>
 <p><b>Analysis of the cause after the situation is resolved</b></p>	<ul style="list-style-type: none"> <li>Investigate and analyze the cause of the spill to prevent recurrence.</li> </ul>

# Minimizing Environmental Impact

## Management of Air Pollutants and Water Pollutants

Daewoong Pharmaceutical continuously conducts monitoring, facility improvements, and process optimization to systematically manage and reduce air and water pollutants. In 2024, most emissions of air and water pollutants were maintained below target levels. For items requiring further improvement, such as SS, additional improvement measures have been established to strengthen management. Moving forward, we aim to minimize environmental impact and achieve sustainable operations by enhancing the performance of pollution control facilities, improving wastewater treatment plants, and maintaining pollutant levels below 70% of regulatory standards.

### Air Pollutant Management

Daewoong Pharmaceutical is continuously strengthening the monitoring of major air pollutants(SOx, NOx, and dust) and the operation of pollution control facilities to systematically reduce emissions within its business sites. In 2024, emissions were managed at significantly lower levels than the targets, achieving a 36.7% reduction in dust and a 32.4% reduction in SOx. These reductions were achieved through process optimization, facility upgrades, and stable operation of control systems. However, NOx emissions exceeded the target by 27.7%. To address this, the company plans to reinforce its management by reorganizing the inspection and maintenance system and strengthening treatment facilities. In particular, it is pursuing additional NOx reductions through decreased boiler operation rates by introducing external steam. We also plan to maintain treatment efficiency and manage emissions below 70% of regulatory limits through overhauls of air pollution control facilities. Although emissions are expected to increase in 2025 due to the operation of a new plant, the company will continue its efforts to reduce air pollutant emissions through advanced control facility operations and additional improvement measures.

#### Annual Air Pollutant Emissions by Daewoong Pharmaceutical

Worksites	Category	Unit	2022	2023	2024		2025 Target
					Goal	Performance	
Daewoong Pharmaceutical	Dust	ton	0.423	0.453	0.430	<b>0.272</b>	0.260
	SOx		0.005	0.266	0.253	<b>0.171</b>	0.164
	NOx		5.065	5.386	5.116	<b>6.534</b>	6.300

### Water Pollutant Management

Daewoong Pharmaceutical is strengthening the management of major water pollutants(TOC, BOD, T-N, T-P) and the operation of pollution control facilities to minimize environmental impact from wastewater. In 2024, Daewoong Pharmaceutical achieved outstanding performance across most indicators, recording reduction rates of 25.0% for TOC, 32.1% for BOD, 45.7% for T-N, and 86.0% for T-P compared to the targets. However, SS exceeded the target, prompting the company to establish additional improvement measures to stabilize SS concentrations and enhance management. These overall achievements are attributed to the improvement and stable operation of the wastewater treatment plant. The company plans to further enhance pollutant treatment efficiency by upgrading facilities such as activated carbon systems and sedimentation tank pipelines, aiming to maintain effluent concentrations below 70% of the regulatory limits. We will continue its efforts to reduce water pollutant emissions and minimize environmental impact through ongoing monitoring and facility improvements.

#### Annual Water Pollutant Emissions by Daewoong Pharmaceutical

Worksites	Category	Unit	2022	2023	2024		2025 Target
					Goal	Performance	
Daewoong Pharmaceutical	TOC	ton	4.496	4.706	4.471	<b>3.355</b>	3.181
	SS		1.260	1.219	1.158	<b>2.359</b>	2.287
	BOD		0.604	1.405	1.334	<b>0.906</b>	1.309
	T-N		2.164	4.685	4.450	<b>2.418</b>	2.366
	T-P		0.069	0.353	0.335	<b>0.047</b>	0.075

# Minimizing Environmental Impact Environmental Resource Management and Conservation

Daewoong Pharmaceutical places emphasis on water resource management and conservation to protect the environment and promote sustainable resource use. Through an efficient water management system, the company strives to protect water resources and optimize water consumption. This management approach aims to address water scarcity issues, reduce negative environmental impacts, and create positive outcomes for local communities and the environment. Our goal is to effectively manage and preserve water, a vital resource for a sustainable future.

## Water Resource Management System

Daewoong Pharmaceutical is committed to the sustainable use of water resources. To achieve this, the company has established a company-wide water resource management system that includes water quality protection, water reuse, and the adoption of water-saving technologies. Water consumption is managed through systematic monitoring that enables real-time tracking for efficient water use. Although an increase in water usage is expected in 2025 due to the operation of the new plant, the company plans to reduce water consumption by improving the heat exchanger tubes of the chiller condensers, which will decrease cooling tower drain discharge.

### Water Usage by Business Site According to Daewoong Pharmaceutical's Water Sources

Worksites	Category	Unit	2022	2023	2024		2025 Target
					Goal	Performance	
Hyangnam Plant	Industrial Water		127,747	138,230	131,319	<b>170,832</b>	222,082 <sup>1)</sup>
Osong Plant	Industrial Water		42,360	50,229	47,718	<b>49,735</b>	47,248
	Domestic Water		60,316	70,533	67,006	<b>70,952</b>	67,404
Research Center	Domestic Water		19,205	21,524	20,448	<b>23,177</b>	23,000
Daewoong Management Development Institute	Domestic Water	ton	15,547	19,277	18,313	<b>18,865</b>	18,800
Daewoong Pharmaceutical Headquarters	Domestic Water		25,339	23,497	22,322	<b>25,777</b>	24,488
Daewoong Pharmaceutical Total	Industrial Water		170,107	188,459	179,036	<b>220,567</b>	269,330
	Domestic Water		120,407	134,831	128,089	<b>138,771</b>	133,693
	Total Water Withdrawal		310,596	343,083	327,818	<b>400,298</b>	441,979
	Water Use Intensity	ton / 100 million KRW	26.746	28.078	25.551	<b>31.634</b>	33.265

1) Includes a 30% increase due to full operation of the Nabota new plant

## Water Usage Management and Reduction Activities

Daewoong Pharmaceutical focuses on the efficient use and management of daily water usage. Water-saving devices have been installed on washbasins to regulate overall water usage, and urinal flush timers have been adjusted to minimize water consumption. At the Osong and Hyangnam plants, concentrated R/O water generated from the R/O system—equivalent to potable water—has been selectively reused. In particular, due to the increased capacity of the purified water production system at the Hyangnam plant, we achieved a 106.9% increase compared to 2023 and a 97.9% increase compared to the initial target, reaching a high level of management. Through active reuse of treated wastewater, the reuse rate rose from 5.77% in 2023 to 10.23% in 2024, showing an improvement of approximately 77.3%. Approval for reuse of effluent discharge facilities has also been obtained, and water-saving efforts will continue to be pursued.

### Daewoong Pharmaceutical's Reclaimed Wastewater by Business Site

Worksites	Category	Unit	2022	2023	2024		2025 Target
					Goal	Performance	
Hyangnam Plant	Recycled Wastewater	ton	19,181	18,892	19,837	<b>40,060<sup>1)</sup></b>	38,057
Osong Plant			901	901	856	<b>900</b>	900
Daewoong Pharmaceutical Total	Recycled Wastewater	ton	20,082	19,793	20,693	<b>40,960</b>	38,957
	Rate of Recycled Water Usage <sup>2)</sup>	%	6.47	5.77	6.31	<b>10.23</b>	8.81

1) Increased Recycled Water Due to Pure Water Manufacturing System CAPA Increase

2) (Reuse water / Total water intake) × 100

# Minimizing Environmental Impact

## Biodiversity

Daewoong Pharmaceutical recognizes the preservation of biodiversity as a corporate responsibility and a key element of sustainable management. We strive to minimize our environmental impact through strategic approaches to biodiversity protection, promoting activities that harmonize with local ecosystems.

### Biodiversity Policy

Daewoong Pharmaceutical recognizes biodiversity conservation as a core part of its environmental protection efforts and established a biodiversity policy in 2023. The policy integrates management and conservation activities to minimize biodiversity loss across operations, ensuring it is considered at every stage of decision-making. The company has mapped key species distribution, identified potential risks near business sites and surrounding conservation zones, and developed an assessment plan. If biodiversity disruption or loss is detected, an immediate response system is activated, accompanied by monitoring to prevent recurrence.

As a result, in the first half of 2024, the EHS Committee reported the previous year's biodiversity discussions to the Board of Directors and in the second half, established a regular biodiversity conservation activity plan. For business activities such as constructing new sites or expanding existing facilities that may have a significant impact on biodiversity, a review process evaluates local and community conditions and formulates protection measures. Procedures are in place to comply with legal and regulatory requirements and respond to stakeholder concerns, with assessments tailored to the environmental characteristics of each site. The Miho River (approx. 89.2 km) and wetlands near the Osong Plant are rich genetic resources, home to 27 endangered wildlife species designated by the Ministry of Environment and 18 rare plant species identified by the Korea Forest Service.

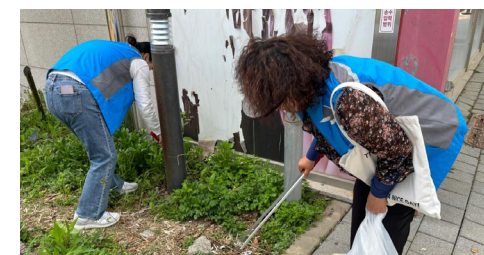
The company will continue to identify biodiversity risks in and around its sites and local communities and establish specific response measures for conservation. In 2024, a biodiversity policy was established company-wide based on executive commitment and employee awareness, reinforcing the importance of ESG activities. In 2025, Daewoong plans to collaborate with local communities, including Hwaseong and Osong, to launch endangered wildlife protection programs. Under the 2026 corporate theme park project in Hwaseong, where the Hyangnam Plant is located, it will create spaces to preserve rare plant habitats, contributing to ecosystem restoration. Going forward, the company will recommend biodiversity risk assessments and improvement actions to affiliates and partners, building a sustainable supply chain and strengthening company-wide biodiversity conservation.

Year	Goal	Progress(Achievements)
2024	Fostered engagement by confirming executive commitment and raising employee awareness	Adopted a biodiversity policy and promoted ESG and biodiversity importance through internal communication
2025	Identification of Endangered Wildlife in the Local Community	Selection and Implementation of Biodiversity Programs in Collaboration with Local Communities such as Hwaseong and Osong
2026	Contribution to the Establishment of an Ecological Park in Hwaseong	Promotion of activities to increase the population of protected species designated by Hwaseong City during the ecological park development project

### Environmental Cleanup Activities

As part of the 2024 Osong Return to Green(ORG) Project, Daewoong Pharmaceutical and the Osong Community Welfare Center jointly conducted the Osong Village Plogging environmental cleanup activity twice, engaging employees from the Osong plant and local residents. This cleanup activity was a collaborative initiative between Daewoong Pharmaceutical and the Osong Community Welfare Center, demonstrating a united effort to protect the environment in partnership with the local community. Participation was open to all residents interested in exercise and environmental protection, with 15 participants recruited on a first-come, first-served basis for each session. To prevent the generation of disposable waste, participants brought their own tumblers, while cleanup materials such as tongs and garbage bags were provided by the welfare center. In both sessions, Osong residents took part in plogging activities that contributed to urban environmental cleanup and promoted public health.

At the Hyangnam plant, a cleanup activity at Balanchon was carried out twice in collaboration with the Hwaseong Volunteer Center. Seventeen employees from the plant voluntarily participated to fulfill their commitment to community service, contributing to the improvement of the local environment and preservation of the ecosystem by cleaning the area around Balanchon. Going forward, we plan to continue biodiversity-related activities, taking into consideration the communities where the group is based.



# Eco-friendly Products

## Green Purchasing and Eco-Friendly Packaging

Daewoong Pharmaceutical has established a Green Purchasing Policy and implements an Eco-Friendly Packaging Policy to minimize environmental impact during product procurement and production, and to promote a circular economy. By setting principles and standards for green purchasing, the company aims to enhance the environmental friendliness of its products. Additionally, it practices resource conservation and a shift toward a circular economy through simplified packaging and the use of eco-friendly materials. Furthermore, the company is promoting the development and adoption of eco-friendly materials in collaboration with its suppliers.

### Green Purchasing Policy

Daewoong Pharmaceutical has established a Green Purchasing Policy that incorporates eco-friendly elements to fulfill its social responsibility for environmental protection and conservation. Given the nature of the pharmaceutical industry, where safety is a key factor in processes such as raw material sourcing and R&D, the company has set purchasing standards that ensure both safety and environmental sustainability. It is also reviewing ways to support stable supply of green products by suppliers, with the goal of expanding environmental sustainability across the supply chain. By working closely with our partners, we strive to promote the joint development and adoption of eco-friendly materials, thereby building an environmentally friendly business model.

<b>Purpose</b>	<ul style="list-style-type: none"> <li>This policy aims to establish the foundation for sustainable management and pursue sustainable growth by stipulating the necessary provisions for fulfilling the obligation to purchase green products, based on the sense of responsibility and active compliance of all employees.</li> </ul>
<b>Scope of Application</b>	<ul style="list-style-type: none"> <li>This policy applies to all business sites of the company and covers the procurement of raw and subsidiary materials for production, as well as general supplies and consumable materials.</li> </ul>
<b>Basic Principles</b>	<ul style="list-style-type: none"> <li>Employees shall make efforts to practice the purchase of green products.</li> <li>Employees shall continuously manage the list of green products to expand green purchasing.</li> <li>Employees may request cooperation from relevant departments to support the expansion of green products.</li> </ul>
<b>Purchasing Standards</b>	<ul style="list-style-type: none"> <li>Raw and subsidiary materials required for production activities such as raw material sourcing, research and development, and manufacturing shall be procured with consideration for environmental sustainability while ensuring quality and safety.</li> <li>General supplies and consumable materials used across all business operations, other than production-related materials, shall also be purchased with consideration for green products.</li> <li>Exceptions to Green Product Purchasing                             <ul style="list-style-type: none"> <li>When there are no green products available for the item intended for purchase</li> <li>When it is difficult to purchase a green product due to significantly lower quality</li> <li>When stable supply of the green product cannot be secured</li> <li>When the purchasing personnel determine that green product procurement is difficult due to unavoidable reasons such as urgent demand or significantly reduced price competitiveness</li> </ul> </li> </ul>

### Certified Products Subject to Management

Eco-Label Certified Products

Low-Carbon Certified Products

Recycled Content Certified Products

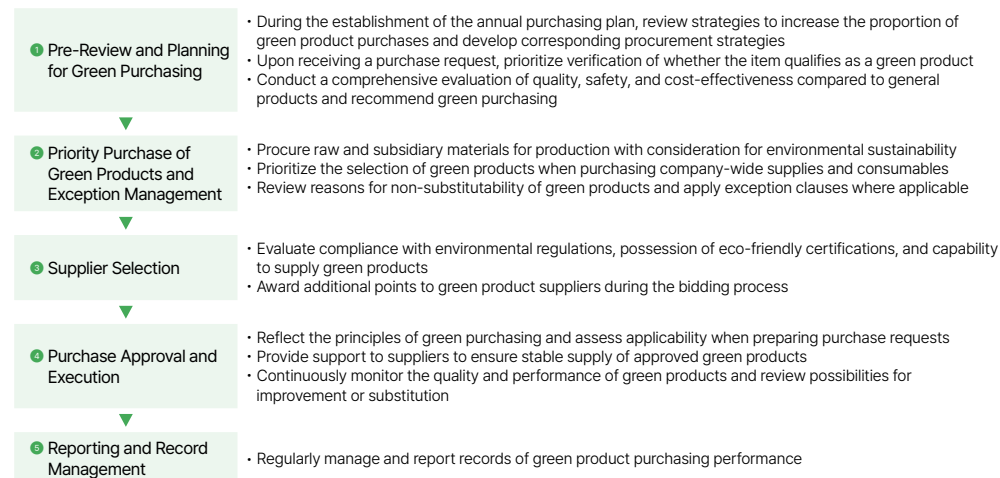
Energy Efficiency Grade 1-2 Certified Products

High-Efficiency Equipment Certified Products

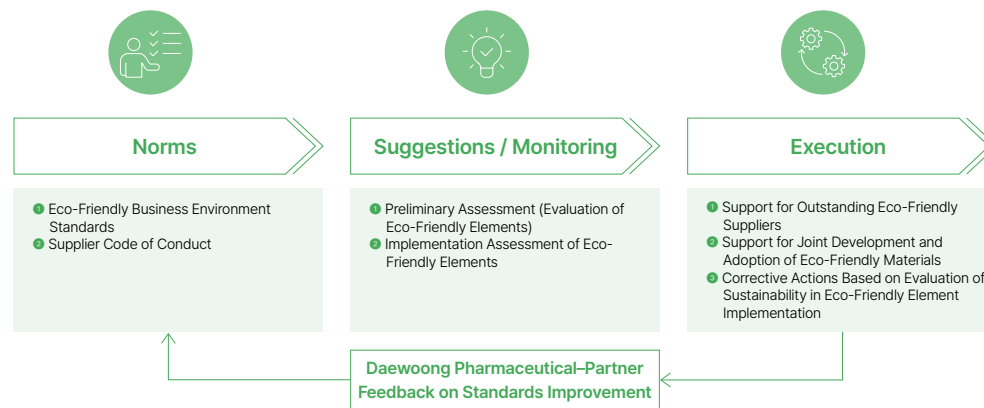
Standby Power Reduction Excellent Certified Products

Forest Stewardship Council (FSC) Certified Products

### Green Purchasing Procedure



### Management Process for Eco-friendly Partnerships with Suppliers



# Eco-friendly Products

## Purchase of Eco-friendly Materials and Eco-friendly Packaging

### Simplification of Containers

Daewoong Pharmaceutical's container simplification initiative has led to meaningful reductions in plastic usage. By simplifying packaging, the amount of plastic used per product has decreased, particularly for two products manufactured at the Osong plant. In 2024, the company achieved a reduction of approximately 3.717 tons of HDPE plastic compared to the shipment volume in 2022, before simplification was applied. These efforts not only contribute to environmental protection and resource conservation but also serve as a key foundation for realizing sustainable management. We plan to further expand the range of products applying container simplification to accelerate plastic reduction efforts.

#### Weight Difference per Unit Volume through Container Simplification at Daewoong Pharmaceutical(Osong Plant)

Product Names with Simplified Containers	2022(Before Simplification Applied)		2024(After Simplification Applied)		Weight Difference per Capacity of Container(g/ml)
	Container Capacity(ml)	Container Weight (g)	Container Capacity(ml)	Container Weight (g)	
Daewoong Urusa Soft Capsules 120CP	145	19.5	150	18	0.014
Compound Urusa Soft Capsules 80CP	160	22	250	24.5	0.040

### Removal of Sponge and Plastic Cushioning Materials

Daewoong Pharmaceutical, while ensuring product safety, collected feedback from internal members and frontline pharmacies and concluded that cushioning materials used in bottle packaging are not essential. As a result, the company has gradually expanded the scope of products subject to cushioning material removal, and in 2024, three products manufactured at the Osong plant were included. Through this initiative, we aim to continuously reduce the generation of plastic waste.

#### Daewoong Pharmaceutical(Osong Plant) Products with Removed Packaging Materials and 2024 Sponge Reduction Volume

Product Names with Removed Packaging Materials	2023 Production Volume	2024 Production Volume	2024 Waste Reduction Level
Diabex Tab. 1,000 mg 100 T	724,111bt	684,926bt	Assuming 1 sponge per bottle: Suppressed generation of 898,955 EA sponges
Diabex Tab. 250 mg 1000 T	21,415bt	15,723bt	
Urusa Tab. 200 mg 500 T	218,376bt	198,306bt	

### UL GREENGUARD Certification

Daewoong Pharmaceutical has obtained UL GREENGUARD certification(based on UL 2818 standards) to strengthen its ESG management and green purchasing policy. Valid from 2021 to 2026, this certification demonstrates the company's strict control over the emission of low volatile organic compounds from packaging and facility materials. Through this effort, the company not only minimizes environmental impact and ensures consumer safety but also significantly enhances the credibility of its pharmaceuticals and its reputation for environmental responsibility through data-based verification and the implementation of sustainable, eco-friendly packaging.



UL GREENGUARD Certification(Based on UL 2818 Standard)



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# R&D and Innovation

## First-in-Class & Best-in-Class New Drug Development

Daewoong Pharmaceutical conducts pharmaceutical research and development with the goal of developing First-in-Class(FIC) drugs, which are the first approved based on novel mechanisms, and Best-in-Class (BIC) drugs, which demonstrate superior efficacy and safety compared to existing drugs in the same class. Through innovative research based on pharmaceutical expertise, the company has achieved the development of Korea's 34th and 36th new drugs. Going forward, we will continue to strive to enhance competitiveness in the global pharmaceutical industry and improve access to medicine by addressing the needs of underserved patient populations.

### First-in-Class New Drugs that Drive Innovation

#### Bersiporosin(Prolyl-tRNA Synthetase Inhibitor)

This anti-fibrotic drug candidate, which operates through a novel mechanism that directly inhibits the production of collagen—a key protein involved in the development of fibrosis—is currently undergoing global Phase 2 clinical trials in the United States, Korea, and other countries. It has achieved several milestones, including Orphan Drug Designation(ODD) and Fast Track Designation(FTD) from the U.S. FDA, selection for the National New Drug Development Project in 2022, and approval for EMA ODD in December 2023.

#### DWP212525(JAK3/TFK Kinase Dual Inhibitor)

With a mechanism of action that simultaneously targets T and B cells, efficacy has been confirmed in animal models of autoimmune skin diseases such as pemphigus vulgaris and atopic dermatitis. The candidate has completed preclinical studies and is currently undergoing Phase 1 clinical trials. Additionally, since 2022, development of a treatment for refractory atopic dermatitis in companion dogs has been underway with support from the Ministry of Agriculture, Food and Rural Affairs.

#### DWP216(TEAD1 Inhibitor)

DWP216 is an oral TEAD1 inhibitor anti-cancer drug candidate under development, targeting tumors caused by mutations in the tumor suppressor gene NF2. It is designed to selectively inhibit only TEAD1 among the TEAD protein family, thereby minimizing the risk of normal cell toxicity associated with conventional pan-TEAD inhibitors. The candidate was selected as a project under the 2024 National New Drug Development Project(KDDF) and is aiming to enter Phase 1 clinical trials by 2026. It is expected to help address unmet medical needs through future indication expansion to solid tumors such as mesothelioma, brain tumors, and non-small cell lung cancer(NSCLC).

#### DWP17061(Nav1.7 Inhibitor)

This is a candidate under development by Daewoong Pharmaceutical for the treatment of intractable pain. It is currently in Phase 1 clinical trials in Australia, led by iN Therapeutics, a spin-off established in 2020. The candidate is expected to serve as a potential alternative to opioid analgesics for pain conditions that currently have no approved treatments.

#### ATH-399A(HL192, Nurr-1 Activator)

In May 2023, Daewoong Pharmaceutical, in collaboration with NurrOn Pharmaceuticals(USA) and HanAll Biopharma, began joint development of a Parkinson's disease treatment that activates "Nurr-1," a protein

factor that promotes the generation of dopaminergic neurons. This activation reduces stress and supports the survival, growth, and maintenance of dopaminergic neurons. Animal experiments have demonstrated symptomatic improvement, and Phase 1 clinical trials have been underway in Canada since October 2023.

### Best-in-Class New Drugs with Outstanding Excellence

#### Fexuclue Tablet

After more than 13 years of research and development, Daewoong Pharmaceutical received MFDS approval in 2021 for Fexuclue Tab., a treatment for gastroesophageal reflux disease(GERD), as Korea's 34th new drug, and launched it domestically the following year. Following the successful completion of a Phase 3 clinical trial for gastritis treatment, the indication was approved, and an additional application has been submitted for the prevention of NSAID-induced peptic ulcers based on successful Phase 3 results. Phase 3 clinical trials are also underway for Helicobacter pylori eradication and non-erosive GERD treatment. The drug has entered 30 countries, received approval in 5 countries (Korea, the Philippines, Ecuador, Chile, and Mexico), and is undergoing the approval process in 16 others. As of July 2023, it has been launched in 4 overseas markets, starting with the Philippines.

#### Envlo Tablet

In November 2022, Daewoong Pharmaceutical received MFDS approval for Envlo Tab., a type 2 diabetes treatment, as Korea's 36th new drug—marking the company's second consecutive year of new drug approvals. Envlo Tab. has demonstrated excellent efficacy and safety at a dose at least 30 times lower than existing drugs, positioning it as a promising best-in-class treatment. Based on the SGLT2 inhibitor mechanism, the drug is also being developed for a range of indications beyond diabetes, including obesity, cardiovascular diseases, and kidney diseases. DWRX2008, a compound transferred to Daewoong Therapeutics for development, was selected for the National New Drug Development Project in 2022 and is currently undergoing Phase 1 clinical trials as an ophthalmic formulation for eye diseases.

#### Tanfanercept(HL036)

Tanfanercept(HL036) is a protein-based drug that treats inflammatory eye diseases by inhibiting TNF- $\alpha$ , a key inflammatory mediator. It is currently being co-developed by HanAll Biopharma and Daewoong Pharmaceutical in the United States, where it is undergoing its third Phase 3 clinical trial for dry eye disease. The drug has also been licensed out to Harbour BioMed in China, where development is ongoing.

# R&D and Innovation

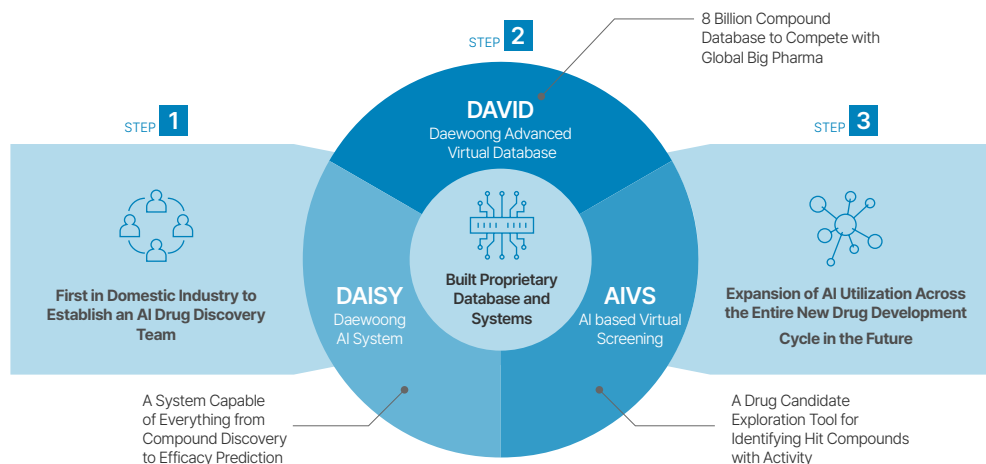
## R&D for the Future

Daewoong Pharmaceutical has defined "AI and Open Innovation" as its future R&D keywords, aiming to build an innovative ecosystem that integrates AI platforms with open innovation. The company established the industry's first AI Drug Discovery Team, built a database of over 800 million molecular models, and developed a cloud-based AI platform that supports automated clinical trial design and predictive analytics. Additionally, by hosting open innovation contests and establishing a global ADC collaboration network, the company is strengthening its open collaboration strategy to shorten R&D lead times and enhance outcomes. Through these initiatives, we seek to significantly boost our competitiveness in new drug development.

### New Future Strategy for AI-Based Drug Development

We became the first in the industry to establish an AI Drug Discovery Team and have developed proprietary AI platforms including DAVID, AIVS, and DAISY. DAVID(Daewoong Advanced Virtual Database) is a database that preprocesses and stores over 800 million molecular models for AI training. AIVS(AI-based Virtual Screening) identifies hit compounds with patentability through 3D structure-based virtual screening. The integrated portal DAISY(Daewoong AI System) is a cloud-based platform that supports researchers in real time—covering everything from ADMET(Absorption, Distribution, Metabolism, Excretion, Toxicity) prediction to optimized clinical trial design—and spans the entire drug development cycle from preclinical research to post-marketing surveillance. In practice, candidate compounds targeting obesity and diabetes were secured within two months, and lead compounds for oncology were identified within six months. Indication expansion research is being accelerated through collaboration with the SCULPT platform of U.S.-based A2A Pharmaceuticals and Oncocross. In addition, AI simulations based on digital twin technology are being used to closely analyze the safety and efficacy of candidate compounds, significantly enhancing research efficiency and success rates. We continue to strengthen our candidate discovery capabilities through various collaborative efforts.

### AI Drug Development Roadmap



### Open Innovation & Collaboration Model

#### Daewoong Pharmaceutical Open Innovation: InnoBear

Daewoong Group's InnoBear is an open innovation contest aimed at discovering and supporting innovative projects from domestic and international entrepreneurs, startups, and researchers. Hosted by Daewoong Pharmaceutical and HanAll Biopharma, InnoBear has been held up to its 4th round as part of the Group's open collaboration strategy to discover innovative startups in the bio/healthcare sector and vitalize the startup ecosystem. Projects have been solicited across 11 technical categories—including biopharmaceuticals, gene therapies, cell therapies, antibody/protein drugs, synthetic drugs, platform technologies, drug delivery technologies, organoids, medical devices, digital therapeutics, and companion animal healthcare—and 19 sub-indication fields, such as aging, oncology, autoimmune, metabolic, and infectious diseases. Three support tracks are operated for prospective entrepreneurs, early-stage investment, and joint development, offering a range of benefits such as R&D support, Seed and Series A investment review, TIPS linkage, and POC support. Outstanding projects are provided with opportunities for technology commercialization consulting and access to infrastructure. In particular, the program focuses on future-oriented projects such as those using DAC and AOC technologies, as well as gene therapies based on ADC and platform technologies, mRNA-LNP formulations, and gene editing technologies, to enhance competitiveness in next-generation therapeutics development.

#### Establishment of Global ADC Collaboration Network: Joint Development of Next-Generation Anticancer Drugs

The global Antibody-Drug Conjugate(ADC) market is rapidly expanding, and Daewoong Pharmaceutical is exploring open innovation partnerships with domestic and international ADC-specialized companies for co-growth. By sharing its R&D competitiveness—built through successful new drug collaborations—with leading global partners, the company aims to create diverse synergies while continuing the legacy of Korea's first bio-new drug, botulinum toxin, and treatments for gastroesophageal reflux disease, type 2 diabetes, and pulmonary fibrosis. We are actively pursuing collaborations with companies possessing novel ADC molecules and conjugation technologies, enabling early efficacy and safety evaluations to accelerate clinical entry. Daewoong's New Drug Center is executing smart and efficient R&D through its therapeutic evaluation platforms for oncology, autoimmune diseases, fibrosis, and metabolic disorders.

#### Open Collaboration Status

Category	Submitted Projects	Reviewed Projects	Collaborative Projects
Number of Cases	11 cases	7 cases	1 case

# R&D and Innovation

## R&D for the Future

Daewoong Pharmaceutical is evolving into a digital innovation company leading the next-generation healthcare paradigm as a total healthcare provider encompassing diagnosis, management, and prevention. Through the establishment of an integrated digital system and smart factories, the company has secured data integrity across the entire cycle—from raw material procurement to product shipment—and delivers patient-centered medical services using medical big data and wearable devices.

### Establishment of Integrated Digital System

Daewoong Pharmaceutical has established an integrated digital system that spans the entire value chain from laboratories to production sites, logistics, and quality control. Centered around Enterprise Resource Planning(ERP), Manufacturing Execution System(MES), and Laboratory Information Management System (LIMS), the company operates 10 interconnected IT platforms including Electronic Document Management System(EDMS), Warehouse Management System(WMS), and Quality Management System(QMS). Through this system, research data, process information, inventory, and quality analysis results are shared in real time, while the decision support system sends notifications to each department. Combining digital twin simulation with QbD-based design automatically optimizes variable control ranges and ensures data integrity across the entire cycle from raw material sourcing to shipment. Mobile dashboards give on-site managers real-time data access anytime, anywhere, allowing for swift response and decision-making.

### Smart Manufacturing Innovation

Daewoong Pharmaceutical has implemented an AI-IoT-based robotic automation system at its Osong plant, earning “Level 4 Smart Factory” certification. From raw material intake to finished product shipment, logistics are automated via a Warehouse Management System (WMS) and Rail Guided Vehicles (RGV), while contamination and foreign substance inflow are prevented using Vertical Transfer Systems (VTS) and Laser Guided Vehicles (LGV). Automated palletizing robots and an “air pocket system” reduce packaging damage, and six high-resolution cameras secure near-zero defect rates through automated inspection. Digital twin simulation enables proactive process control and QbD application, enhancing stability and efficiency. All process data are recorded in real time across 10 integrated IT systems (EDMS, MES, ERP, WMS, and QMS), ensuring data integrity by preventing manual alterations and supporting efficient global regulatory audits.

### The Osong Plant, a key driver of major transformation; the Hyangnam Plant, a creator of innovative cases

### Medical Big Data Platform

Daewoong Pharmaceutical acquired full ownership of DaNaA Data, an AI-based medical big data company jointly founded with Naver, making it a wholly owned subsidiary. The company securely integrates and manages large-scale patient data related to diagnosis, treatment, and prevention, based on the data-sharing MOU with Bundang Seoul National University Hospital. Applying AI algorithms to the collected data enables personalized healthcare services such as early disease detection, drug efficacy prediction, and patient stratification. An AI-based bed management monitoring system is supplied to domestic hospitals, improving operational efficiency and patient safety. The platform stores electronic medical records (EMR) and medical imaging data via a cloud-based data lake and real-time streaming pipeline, supporting decisions with AI-powered text mining and image analysis. Through predictive analytics-based clinical decision support and medical resource demand forecasting, the company aims to lead the digital healthcare market.

### Patient-Centered Digital Solutions

Daewoong Pharmaceutical supports real-time patient monitoring through wearable devices integrated with the ThynC™ smart bed monitoring system. Devices such as the ring-type continuous blood pressure monitor CartBP, wearable ECG MobiCare, and continuous glucose monitor FreeStyle Libre are used in clinical settings to automatically collect and analyze patients’ vital signs 24/7. The collected data is linked to AI analytics platforms and EMR systems, reducing medical errors and supporting clinical decision-making. In digital therapeutics, the company has launched the blood glucose management platform Welda and AI-powered vision disorder diagnostic tool WISKY, establishing a telemedicine and prevention-focused care model. By integrating these platforms and devices, the company is building a patient-centered digital healthcare ecosystem and expanding digital therapeutic R&D to deliver personalized health management.



**Osong Plant:**  
A level-5 smart factory optimized for low-mix, high-volume production through automation, unmanned systems, and standardization.



**Hyangnam Plant:**  
Strength in flexible small-batch production of diverse products and formulations through continuous innovation



100% implementation of Manufacturing Execution System(MES) for real-time monitoring of all processes from manufacturing to shipment

# R&D and Innovation

## R&D Pipeline

● Oncology ● Metabolic / Fibrotic Diseases ● Gastrointestinal ● Inflammatory, Autoimmune ● Neurological & Others ● Neurological + Autoimmune

Research Stage(9)	Preclinical	Phase 1 Clinical Trial	Phase 2 Clinical Trial	Phase 3 Clinical Trial	Approval / Commercialization
<ul style="list-style-type: none"> <li>● <b>DWP221</b> Targeted Protein Degradar for Solid Tumors</li> <li>● <b>DWP217</b> Immuno-oncology Therapy for Solid Tumors</li> </ul>	<ul style="list-style-type: none"> <li>● <b>DWP216262</b> <span>KDDF</span> ● <b>HL187</b> TEAD1 Solid Tumors Immunology</li> <li>● <b>DWP223384</b> Synthetic Lethality Therapy for Solid Tumors</li> </ul>				
<ul style="list-style-type: none"> <li>● <b>DWP220</b> <span>KDDF</span> MASH / Liver Fibrosis</li> <li>● <b>DWP222</b> Obesity / Diabetes</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Bersiporocin</b> PRS Inhibitor for Systemic Sclerosis</li> <li>● <b>TION-002</b> Long-acting GLP-1 for Obesity</li> <li>● <b>DWRX5003</b> Microneedle Patch-type GLP-1 for Obesity</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Bersiporocin</b> PRS Inhibitor(SC formulation) for Keloids and Hypertrophic Scars</li> <li>● <b>DWRX2008</b> <span>KDDF</span> SGLT2 Inhibitor for Ocular Diseases</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Bersiporocin</b> <span>KDDF</span> PRS Inhibitor for Idiopathic Pulmonary Fibrosis</li> <li>● <b>DWP306001</b> SGLT2+a Obesity</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Enavogliflozin + Insulin</b> SGLT2 Inhibitor + Insulin Combination Therapy for Type 2 Diabetes</li> <li>● <b>Envlo</b> SGLT2 for Moderate Renal Impairment</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Envlo</b> SGLT2 for Type 2 Diabetes</li> </ul>
		<ul style="list-style-type: none"> <li>● <b>Fexuclue</b> P-CAB (IV Formulation) for Oral Formulation Substitution and Post-ESD Bleeding Prevention</li> </ul>		<ul style="list-style-type: none"> <li>● <b>Fexuclue</b> P-CAB H. pylori Eradication Therapy Phase 3 Clinical Trial for NERD Treatment</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Fexuclue</b> <span>KDDF</span> ● <b>Fexuclue</b> P-CAB GERD Prevention of NSAID-induced Peptic Ulcers</li> <li>● <b>Fexuclue</b> P-CAB Acute and Chronic Gastritis</li> </ul>
<ul style="list-style-type: none"> <li>● <b>A22</b> Lupus</li> <li>● <b>A24</b> Lupus</li> </ul>	<ul style="list-style-type: none"> <li>● <b>DWP218358</b> ● <b>DWP817S004</b> BBB-Penetrating Sarcopenia ITK/BTK Inhibitor Multiple Sclerosis</li> <li>● <b>DWP714</b> TGF-β3 Cartilage Regeneration</li> </ul>	<ul style="list-style-type: none"> <li>● <b>DWP21525</b> JAK3/TFK Pemphigus Vulgaris</li> <li>● <b>DWP213388</b> BTK/ITK Systemic Lupus Erythematosus</li> </ul>		<ul style="list-style-type: none"> <li>● <b>Tanfanercept</b> TNFa Dry Eye Disease</li> </ul>	
<ul style="list-style-type: none"> <li>● <b>DWP219</b> Kv7.4 Hearing Loss</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Botulinum Toxin</b> Microneedle Patch Type</li> </ul>	<ul style="list-style-type: none"> <li>● <b>DWP307399</b> Nurr1 Parkinson's Disease</li> <li>● <b>DWRX5001</b> hGH Microneedle Patch Type Growth Hormone Therapy</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Aneratrigine</b> Nav1.7 Pain</li> </ul>		

KDDF KDDF Pan-Ministry New Drug Development Project **Biologics**

# R&D and Innovation

## Cell Therapy CDMO

Daewoong Pharmaceutical's CDMO services for cell therapies ensure consistent cell characteristics and process stability across research, clinical, and commercial stages through end-to-end process development, scale-up, and robust quality assurance and regulatory compliance systems. By securing the three essential CDMO licenses for the Cell Therapy Center, the company meets global regulatory guidelines and provides customized solutions, thereby strengthening its competitiveness in the cell and gene therapy CDMO sector.

### End-to-End Process Development and Scale-Up

Daewoong Pharmaceutical's Contract Development and Manufacturing Organization(CDMO) services provide consistent support throughout the entire cell therapy development process with end-to-end process development and scale-up capabilities. During the cell line development stage, candidate cell lines are selected and optimal high-efficiency proliferation conditions are established. In the process validation stage, process design and validation are carried out in compliance with cGMP standards to ensure stable quality. In addition, by utilizing 2D and 3D culture platforms, we offer scale-up technologies that maintain consistent cell characteristics not only for research and clinical sample production, but also for large-scale manufacturing required for commercialization. In particular, production efficiency is maximized through the adoption of automated robotic processes and real-time process data analysis platforms, while process stability is ensured by precisely controlling temperature, humidity, and CO<sub>2</sub> levels within GMP-compliant cleanroom facilities. The data-driven traceability system implemented during the process enables real-time detection of quality deviations and allows for immediate response.

### Quality Assurance and Regulatory Compliance System

Daewoong Pharmaceutical has established an integrated QC/QA system based on the operation of a cGMP-grade cell bank to ensure thorough quality control for each batch. Standardized analytical protocols are used to monitor cell characteristics, purity, and contamination, while a comprehensive documentation and traceability system enables efficient compliance with audits and approval processes by global regulatory agencies such as the EMA and FDA. Under the regulatory documentation phase, technical reports compliant with major guidelines are provided, and product safety throughout its lifecycle is verified through stability and retention testing. In the event of regulatory issues, rapid consulting is offered, and post-manufacturing monitoring and on-site technical support are integrated to help establish a long-term quality management system. Additionally, post-market surveillance data is collected and reported to ensure continued safety and efficacy after commercialization, while regular audits and training programs enhance quality awareness across the organization and build trust with clients and regulatory authorities.

### Introduction to the Cell Therapy Center



<b>Location</b>	Pogok-eup, Cheoin-gu, Yongin-si, Gyeonggi-do
<b>Main Business</b>	CMO & CDMO for stem cell therapies Production of cell therapy products(DW-MSK)
<b>Area</b>	775m <sup>2</sup>
<b>Completion Date</b>	2020.09.30
<b>Maximum Production Capacity (Annual)</b>	36 batches, approximately 368 Hyper Flasks can be cultured simultaneously
<b>Storage</b>	Large-capacity LN <sub>2</sub> tanks, capable of storing approximately 234,000 vials
<b>Secured 3 Essential CDMO Licenses</b>	Advanced Biopharmaceutical Manufacturing License(Jan. 2021) Human Cell Management License(Apr. 2022) Cell Processing Facility License(Jul. 2022)

# R&D and Innovation

## Platform Technology

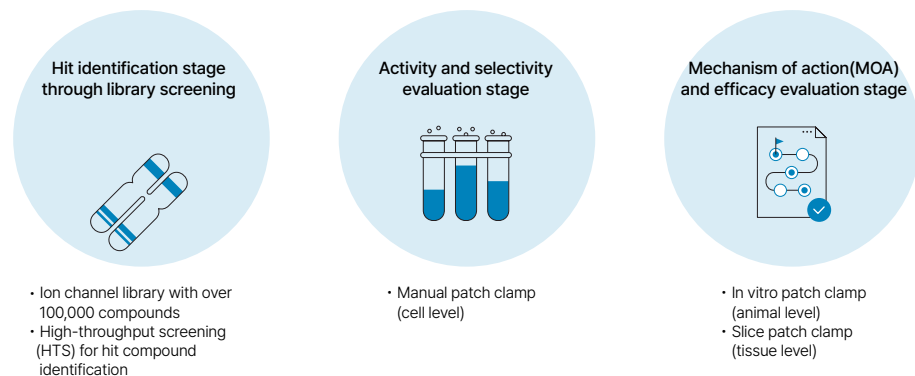
Platform technologies serve as essential infrastructure throughout the entire research and development cycle of the pharmaceutical industry. Daewoong Pharmaceutical's therapeutic platform technologies aim for broad innovation, encompassing not only the development of synthetic drugs but also cell and gene therapies and formulation-improved new drugs. Moving forward, we will continue to strengthen our innovation capabilities by expanding strategic R&D platforms and integrating digital and AI technologies, thereby contributing to patient-centered innovation and the creation of sustainable value.

### Synthetic Drug Platform

#### Ion Channel Platform(VITVO)

The VITVO Ion Channel Platform introduced by Daewoong Pharmaceutical significantly enhances the accuracy of electrophysiological evaluations and the clarity of action mechanisms by integrating a sequential process from fluorescence-based high-throughput screening(HTS) to semi-automated patch clamp(Semi-HTS), and ultimately to manual patch clamp. Ion channels are membrane proteins that regulate the flow of ions across cell membranes, generating electrical signals within the body that play a critical role in intercellular communication, such as neural excitation. Thanks to these characteristics, ion channels are emerging as promising new drug targets across a wide range of therapeutic areas, from neurological disorders to cancer. However, accurate analysis of ion channel function requires patch clamp-based electrophysiological evaluation, which has traditionally posed a significant barrier in the early stages of drug development due to the need for expensive specialized equipment and highly experienced researchers. The VITVO platform overcomes these limitations by establishing a multi-tiered efficacy evaluation system spanning cellular, tissue, and animal models. It also offers the advantage of significantly reducing experimental timelines through a high-efficiency screening workflow. Furthermore, by transitioning from the previous manual patch-clamp method, which took over a week for experiments, to an automated patch-clamp system, we have achieved the accomplishment of increasing drug candidate discovery efficiency by up to 100 times.

#### Ion Channel Platform Workflow



### Stem Cell Platform

#### Stem Cell Platform(DW-MSC)

DW-MSC is an innovative stem cell therapy platform that combines two core technologies: a development platform for treatments targeting rare and intractable diseases and a gene delivery platform for enhancing stem cell function. Mesenchymal stem cells(MSCs) are gaining attention in the field of regenerative medicine; however, the difficulty of securing them in sufficient quantities for clinical application remains a major barrier, particularly for introducing regenerative treatments for skeletal disorders associated with aging. DW-MSC is based on a single-donor-derived cGMP-grade cell bank, enabling the stable mass production of cell therapies with consistent characteristics. Utilizing both 2D and 3D culture platforms, the platform maintains the innate properties of stem cells even after expansion up to 20 passages. Therapeutic efficacy is maximized through the use of culture methods that are completely free of feeder cells, serum, and animal-derived components, combined with stem cell pre-treatment(priming) and gene modification technologies. A flexible business model is pursued through open collaboration in the fields of rare, intractable, and degenerative diseases. Through industry-academia collaboration with Gyeongsang National University College of Veterinary Medicine and School of Medicine, MSCs are derived from ESCs and iPSCs. In the preclinical stage, the cells demonstrated excellent differentiation and proliferation capabilities in bone regeneration studies, and showed reduced inflammatory responses and superior healing effects in osteomyelitis models

#### Establishing a Stem Cell Therapy Production and Research Base in Indonesia

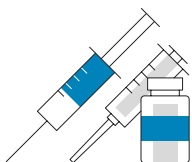
Daewoong Pharmaceutical's Indonesian subsidiary, DBI, has obtained approval to operate a stem cell processing facility after passing the hygiene, safety, and quality management verification and on-site inspection by the Indonesian Ministry of Health(MOH) and the National Agency of Drug and Food Control(BPOM). DBI plans to collaborate with hospitals and clinics to conduct stem cell production and processing for regenerative treatment research on intractable diseases and to gradually enter the cell therapy and bio-materials aesthetics markets. Notably, as the first Korean company in Indonesia to receive approval for a stem cell processing facility, DBI aims to pursue not only bio-regenerative medicine but also R&D and commercialization of treatments for intractable diseases. By advancing localization strategies, DBI will continue its research and development efforts to grow into a global bio hub.

# R&D and Innovation

## Incrementally Modified Drug Platform

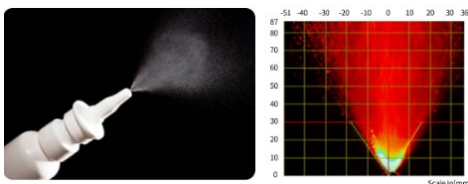
### Long-Acting Injectable Platform Technology

Daewoong Pharmaceutical is developing a platform that enables sustained drug efficacy using Qject@sphere, a microsphere-based long-acting drug delivery technology. This technology allows the drug to be released gradually without an initial burst, thereby enhancing both the duration and stability of therapeutic effects. A formulation patent for the spray-drying method has been secured, along with in-house production facilities. A dedicated syringe(DCS) and automated filling equipment have also been developed. Currently, the hair loss treatment 'IVL3001' has completed Phase 1 clinical trials in Australia, and the obesity treatment applies a high-dose semaglutide formulation that delivers equivalent therapeutic efficacy with a reduced dosage. By leveraging this long-acting injectable technology, therapeutic convenience and efficacy are being enhanced across various indications.



### Intranasal Spray Platform Technology

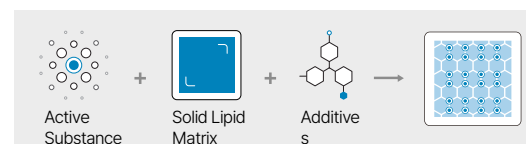
Daewoong Pharmaceutical's intranasal spray platform is a transdermal drug delivery system that integrates formulation design with drug delivery technology to directly spray medication onto the nasal mucosa, ensuring rapid onset of action and high absorption rates. To enhance both formulation stability and delivery efficiency, the system employs a proprietary spray device and a TVS evaluation system to precisely control spray angle and particle size. By applying an absorption enhancer-based platform, it maximizes bioavailability, and through dedicated GMP production facilities, various products such as multi-dose, single- or double-dose, and counting sprays are developed in collaboration with CDMO and CMO partners. Aiming to become the No.1 intranasal spray formulation technology through open collaboration with domestic and international experts and partners, the company is also conducting additional research on sprays for respiratory infection prevention to expand its infectious disease response portfolio. In addition, temperature and humidity stability tests are conducted to ensure product quality is maintained throughout storage and distribution.



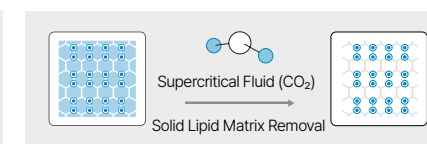
### NUFS™ (Nanoparticulation Using Fat and Supercritical fluid) Technology

NUFS™(Nanoparticulation Using Fat and Supercritical fluid) is a platform technology that utilizes supercritical carbon dioxide and fat to nano-size solid active substances into particles ranging from tens to hundreds of nanometers. By precisely controlling particle size, it significantly enhances the solubility and bioavailability of poorly water-soluble drugs, while suppressing aggregation and recrystallization to ensure formulation stability. The solid lipid-based process minimizes polymer use and simplifies manufacturing steps, enabling efficient in-house production and application to various formulations such as suspensions, injectables, and ophthalmic solutions. In particular, it reduces absorption variability between pre- and post-meal administration, providing consistent efficacy and improving patient convenience through smaller dosage forms. As a next-generation DDS core technology held by only a few companies worldwide, it improves both the ease of drug administration and the sustainability of therapeutic effects.

#### Nanoparticle Formation within Solid Lipid Matrix



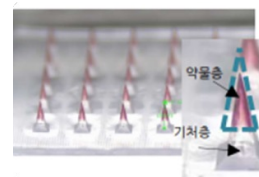
#### Solvent Removal Using Supercritical Fluid



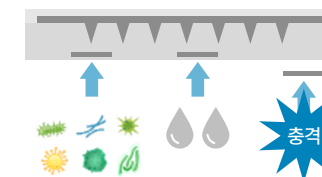
### Microneedle Platform Technology

Microneedles are a patch-type transdermal drug delivery system that uses ultra-fine needles—one-third the thickness of a human hair—to penetrate the stratum corneum and deliver drugs. Daewoong Pharmaceutical, in collaboration with Daewoong Therapeutics, has established a dissolvable microneedle technology based on the CLOPAM platform. Each microneedle is individually sealed in a mold to prevent external exposure, and the drug is concentrated at the tip to enhance delivery efficiency. Automated cGMP-grade production facilities and dedicated factories enable mass production, while open collaboration supports everything from formulation research to clinical manufacturing. Ex vivo experiments confirmed over 60% delivery of ropivacaine after 24 hours, demonstrating efficacy. Next-generation technologies under development include high-dose loading, controlled release rates, and detachable needle designs. Clinical Phase 1 trials are being prepared for the obesity treatment DWRX5003 based on the GLP-1 analogue semaglutide. The goal is successful market entry.

#### Microneedle: CLOPAM Technology



#### Section View Full-Contact Protection



# Drug Safety and Ethics

## Integrated Management of Drug Safety and Quality

Daewoong Pharmaceutical's pharmacovigilance activities involve the scientific detection and assessment of adverse events and safety issues throughout the entire lifecycle of all products manufactured by the company. The system is reinforced through regulatory mechanisms such as RMPs, re-evaluation, reporting, re-examination, and usage recommendations, while ensuring compliance with global regulatory reporting requirements. The Quality Management(QM), Quality Assurance(QA), and Quality Control(QC) Teams perform tasks including SOP documentation, validation, environmental and process control, testing, and auditing. In addition, we provide GMP and PV training to all employees to enhance the organization's overall quality capabilities.

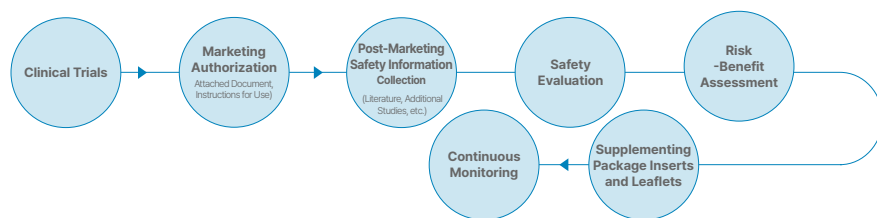
### Pharmacovigilance Activities and Performance

#### Enhancement of Pharmacovigilance Organization and Manuals

Daewoong Pharmaceutical's pharmacovigilance activities involve the scientific detection and assessment of adverse events and safety issues throughout the entire lifecycle of all products manufactured by the company. The system is reinforced through measures such as RMPs, re-evaluation, reporting, re-examination, and usage recommendations, while ensuring compliance with global regulatory reporting requirements. QM, QA, and QC Teams oversee SOP documentation, validation, environmental and process control, testing, and auditing. All employees receive GMP and PV training to strengthen overall quality capabilities.

#### Pharmacovigilance Process

Daewoong Pharmaceutical manages safety data across the entire lifecycle of its pharmaceutical products, from development to commercialization, in line with its operational standards. Safety information is gathered from various sources including voluntary reports, literature, clinical studies, and overseas cases via the adverse event reporting system on the company website. The collected data is verified through pre- and post-marketing safety tests and analytical method validation, then stored in a global safety database for risk analysis. Risks are monitored under the RMP set at product approval, and mitigation actions—such as guidance letters to healthcare professionals—are implemented as needed. We also share safety information with clients and stakeholders and conduct data integrity management activities on an ongoing basis.



#### Pharmacovigilance Training

Daewoong Pharmaceutical provides annual pharmacovigilance training to all employees to underscore the importance of pharmacovigilance and enhance adverse event collection capabilities. New employees are also required to complete this training as part of their onboarding. Furthermore, separate Advanced Pharmacovigilance(PV) training is offered to relevant departments involved in adverse event collection, including QA, the call center, and the Medical Information Team. As a result, a total of 2,330 employees completed pharmacovigilance training in 2024.

### Quality Division Organization

Daewoong Pharmaceutical ensures the production of safe and high-quality products through close collaboration between the Quality Management(QM), Quality Assurance(QA), and Quality Control(QC) departments. Continuous efforts are being made at the production division level to achieve top-tier global quality standards.

#### Quality Management(QM) Team

The QM team leads the establishment of company-wide quality policies, quality planning, and improvement activities across the group to achieve the "Quality First" objective. It supports global expansion by proactively applying the latest GMP guidelines and regulations. Through the Quality Shared Service, the team oversees the Quality Harmonization Community and operates dedicated units for Supplier Quality Management and Internal Audit & Data Integrity to ensure GMP compliance.

#### Quality Assurance(QA) Team

Through the Quality Management System, quality-impacting factors are systematically managed and assessed. This includes the establishment and documentation of GMP procedures, management and release review of raw materials, packaging materials, processes, and finished products, validation and equipment qualification, establishment of storage and distribution procedures, quality audits, and lifecycle quality assurance based on QRM. In addition, system control and security vulnerability improvements are implemented to ensure Data Integrity across all GMP activities.

#### Quality Control(QC) Team

The QC department ensures compliance with legal and regulatory requirements by managing testing and specifications related to the production of pharmaceuticals, from raw materials and packaging materials to finished products. It also plays a key role in the pharmaceutical manufacturing and quality management system by conducting pre- and post-marketing safety tests, analytical method validation, and test equipment management, as well as performing regular environmental and process monitoring to maintain the manufacturing environment. Additionally, the team conducts testing of manufacturing water and performs process validation(PQ/CV) and sterility assurance for critical aseptic process equipment.

#### Support for Strengthening Quality Work Capabilities

All GMP personnel receive repeated and continuous training company-wide to strengthen their capabilities in manufacturing and quality operations. Regular GMP training and department-specific OJT are conducted according to the annual training plan, and new employees are supported in developing job-specific competencies through introductory training, GMP policy education, and role-based OJT.

# Drug Safety and Ethics

## Pharmaceutical Research Ethics

Daewoong Pharmaceutical conducts all clinical trials in strict compliance with domestic and international ethical regulations, prioritizing the safety of participants above all. In particular, the company adheres to international ethical standards such as the International Council for Harmonisation(ICH) guidelines and the Declaration of Helsinki to protect the safety and rights of clinical trial participants, ensure confidentiality of personal information, and fulfill the responsibilities and obligations of the sponsor. The Institutional Animal Care and Use Committee(IACUC), established and operated in accordance with the MFDS IACUC Standard Operating Guidelines, strictly follows the 3Rs principle and gives priority to selecting partners accredited by AAALAC. For clinical trials involving companion animals, the same IACUC review and regulatory guidelines are applied. Ethical standards are strengthened through measures such as ensuring informed consent and the right to withdraw by guardians, and providing mandatory ethics training.

### Clinical Trial Ethics

#### Clinical Trial Participant Safety

Daewoong Pharmaceutical operates a safety management system that prioritizes the protection of the safety and rights of all clinical trial participants. All participants are fully informed about the risks and benefits and voluntarily consent before participating in the trial. Clear standards and procedures are in place to ensure compensation for any harm, thereby safeguarding participants' rights. Adverse events related to clinical trials are detected as quickly as possible and thoroughly investigated by qualified medical professionals to provide timely and accurate information to investigators and participants. All reports of adverse events are required to be investigated by qualified medical professionals, and mitigation measures are implemented immediately when necessary. Safety data for each product is regularly monitored and analyzed to identify potential data from both clinical and non-clinical sources, thereby ensuring the safety and efficacy of clinical trials.

#### Adherence to Clinical Trial Guidelines

All clinical trials conducted by Daewoong Pharmaceutical comply with domestic and international ethical regulations, with the safety of clinical trial participants given the highest priority. The company adheres to safety, efficacy, and quality guidelines, including the Good Clinical Practice(GCP) standards established by the International Council for Harmonisation(ICH). In addition, we comply with the Declaration of Helsinki, which outlines ethical principles for medical research involving human subjects, to ensure the protection of participants' safety, rights, and confidentiality, and to fulfill the sponsor's responsibilities and obligations. All clinical trials are conducted only after obtaining approval from the Ministry of Food and Drug Safety and relevant regulatory authorities in the respective countries.



### Ethical Policies and Safety Enhancement for Animal Testing

#### Ethical Review of Animal Testing

Daewoong Pharmaceutical has established and operates an Institutional Animal Care and Use Committee (IACUC) in accordance with the MFDS IACUC Standard Operating Guidelines, strictly complying with the Animal Protection Act, the Laboratory Animal Act, and the 3Rs principle(Replacement, Reduction, Refinement). The committee consists of five members, including two external experts and one in-house veterinarian, and holds regular meetings twice a year to review and improve the appropriateness of its operational system and standard procedures. In addition, regular Post Approval Monitoring(PAM) is conducted to ensure compliance with research ethics and the objectivity of experimental results.

#### Criteria for Selecting Animal Research Experiment Collaborators

For outsourced or collaborative animal studies, the operation of an IACUC is a mandatory criterion for selecting partner organizations, with top priority given to those accredited by AAALAC. Based on this principle, Daewoong Pharmaceutical signed an MOU in June 2024 with IPB, Indonesia's leading veterinary school accredited by AAALAC since 2006, to strengthen preclinical competitiveness in new drug development and promote primate research collaboration.

#### Strengthening Ethical Standards for Clinical Trials on Companion Animals

Daewoong Pharmaceutical applies the highest ethical standards to clinical trials involving companion animals for the development of veterinary drugs. The research team, composed of veterinarians with extensive clinical experience, operates a clinical CRO that ensures animal ethics by complying with IACUC review requirements. All clinical trials strictly follow regulatory reviews, as in the non-clinical stage, and guardians participate through a prior explanation and voluntary consent process, with the right to withdraw from the study at any time. Throughout the entire process, efficacy and adverse events are closely monitored. In the event of an adverse event, an immediate investigation and reporting system is activated to ensure the safety of the companion animals. All personnel involved in animal studies are also required to complete mandatory legal training on animal experimentation ethics.

# Enhancing Human Rights and Labor Communication

## Human Rights Management and Labor-Management Communication

Daewoong Pharmaceutical has established and operates a human rights management policy to respect the human rights of employees and stakeholders. A system is in place to assess and manage human rights risks through human rights impact assessments conducted at the company's headquarters. The company also actively listens to employee voices through channels such as the labor union, the Hanmaeum Council, and grievance handling systems. All received opinions and issues are addressed in accordance with internal regulations and policies.

### Human Rights Management Policy

Daewoong Pharmaceutical promotes human rights management to ensure respect for the human rights of all stakeholders, including employees, across business operations and overall management. Under the supervision of the Board of Directors, the company reviews and shares human rights management principles and board regulations, and has established a human rights management policy reflecting domestic and international human rights standards to strengthen human rights protection. The Board also continuously updates policies and regulations to proactively identify and manage potential human rights risks.



Mid-to-Long-Term Goals for Human Rights Management

2026	2028	2030
<b>Internalization of Human Rights Management System</b> Human Rights Impact Assessment - Conducted annually	<b>Expansion of Human Rights Management</b> Expansion of Human Rights Impact Assessment - Conducted at All Business Sites	<b>Advancement of Human Rights Management</b> Expansion of Human Rights Impact Assessment - Including Key Partners
Human Rights Impact Assessment Results - Final Compliance Rate Reached 80%	Human Rights Impact Assessment Results - Follow-Up Measures for Items Below 75%	Supply Chain Capable of Responding to Supply Chain Due Diligence - Establishment of Human Rights Due Diligence Policy
Employee Satisfaction Survey - Conducted annually	Implementation of Employee Diversity Training - Voluntary Completion Rate Over 50%	Employee Satisfaction Survey - Conducted at All Business Sites

### Expansion of Human Rights Management and Operation of Human Rights Protection System

#### Conducting Human Rights Impact Assessments

In May 2025, Daewoong Pharmaceutical conducted a human rights impact assessment at its headquarters, covering 8 categories, 28 areas, and 66 detailed items. A key feature of the assessment was the identification of human rights issues by subdividing 8 global-standard human rights domains to align with the company's industry-specific characteristics. Moving forward, the company plans to institutionalize the human rights impact assessment and gradually expand its scope and depth.

#### Conducting Human Rights Education for Employees

We conduct annual human rights training to enhance all employees' awareness of human rights management. In 2024, a total of 2,806 employees from Daewoong and Daewoong Pharmaceutical completed the training. The program covers various human rights topics, including sexual harassment prevention, workplace bullying prevention, and disability awareness. The company plans to continuously expand its human rights training to further strengthen the protection of human rights in the workplace.

#### Promoting Monthly 'Happiness Festival'

Daewoong Pharmaceutical holds a company-wide communication event called the 'Happiness Festival' once a month to gather employee concerns and suggestions, provide opportunities to ask questions directly to management, and address human rights issues through various engagement efforts.

### 2024 Global ESG Human Rights Management Certification Award

In February 2024, the company received the "2024 Global ESG Human Rights Management Certification" awarded by GPTW<sup>1</sup>. This certification is granted to companies among Korea's 100 Best Workplaces that achieve a positive response rate of over 60% in employee surveys and receive high overall scores. It is recognized as a testament to Daewoong Pharmaceutical's excellence in human rights management.



1) Great Place To Work

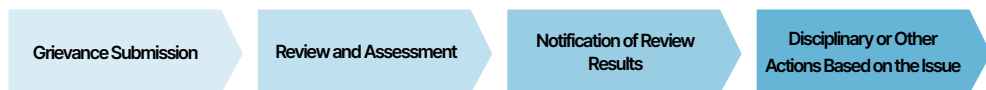
# Enhancing Human Rights and Labor Communication

## Human Rights Management and Labor-Management Communication

### Promotion of Cooperative Labor-Management Communication

Daewoong Pharmaceutical actively listens to employee voices through the labor union, the Hanmaeum Council, and grievance handling channels. All issues raised through each channel are reviewed, and unless they are not subject to deliberation or lack factual basis according to internal regulations and policies, they are addressed within decision-making systems such as the Labor-Management Council or Disciplinary Committee. In 2024, a total of 65 human rights-related grievances were received from internal stakeholders, all of which have been resolved.

### Employee Grievance Handling Process



### Protection of Workforce Diversity and Inclusion

#### Non-Discrimination

Daewoong Pharmaceutical, based on its Human Rights Management Charter, does not discriminate in the recruitment of employees on the basis of gender, race, nationality, ethnicity, religion, or other factors. There is also no discrimination in working conditions such as wages and promotions. The company also strictly complies with international standards and relevant laws regarding working hours and working conditions to ensure that all employees can work in a comfortable environment.

#### Creating Employment for People with Disabilities

Daewoong Pharmaceutical is committed to providing stable employment opportunities to persons with disabilities, who often face limited opportunities in the job market. The company makes such efforts by clearly stating preferential consideration for persons with disabilities in job postings along with job descriptions. In particular, the in-house store "Bear Mart," operated in partnership with a company specializing in the employment of individuals with developmental disabilities, employed 12 individuals with developmental disabilities and 2 job specialists as of December 2024. They work in teams of four, operating on three shifts per day, each for four hours. In 2024, we plan to create employment for a total of four persons with disabilities. Going forward, we will continue to expand job opportunities for persons with disabilities.

#### Industry's First Job-Based Pay System and Development of Female Talent

In 2016, Daewoong Pharmaceutical became the first in the industry to introduce a job-based pay system that does not differentiate by gender, providing equal opportunities to all employees, including women, and fostering the development of female leadership. Notably, the pharmaceutical industry's first female

executive in her 30s received the GPTW Innovation Leader Award. Over the past three years, the proportion of female employees and managers has steadily increased, and through such systems, the company continues its efforts to cultivate the next generation of female leaders.

### Enhancement of Family-Friendly System

#### Awarded in the Category of 'Best Company for Parents to Work'

As of 2024, we have continued to foster a family-friendly workplace culture, achieving a 96% return-to-work rate after parental leave and approximately a 50% increase in male parental leave usage. These results reflect the company's efforts to implement family-friendly policies that support childbirth and childcare, as well as initiatives to promote work-life balance. Such efforts led to Daewoong Pharmaceutical being recognized in the "Best Company for Parents to Work in Korea 2024" category by GPTW(Great Place To Work). The company will continue to expand its family-friendly programs going forward.

#### Operation of Support Programs for Working Moms and Dads

Daewoong Pharmaceutical has established a work environment that enables employees to balance work and family, allowing them to care for themselves and their families without undue burden. The company supports a range of maternity protection and family-friendly programs. It operates "Little Bear," the first workplace childcare center established in the pharmaceutical industry, and works to ease the concerns of returning employees through ongoing three-way communication among the original department, HR team, and the returning employee prior to their return from parental leave. Based on these efforts, the company has been certified five consecutive times as a "Family-Friendly Company" by the Ministry of Gender Equality and Family and was the first in the pharmaceutical industry to be selected as a "Best Family-Friendly Company," in recognition of its commitment to promoting a culture of work-life balance.



Little Bear Daycare Center



GPTW Best Company for Parents to Work in Korea Award

# Talent Acquisition and Development

## Talent Recruitment and Evaluation

Daewoong Pharmaceutical selects outstanding talent through a transparent recruitment process based on its core values of learning, communication, execution, and collaboration. The company also applies the “Three Principles of Evaluation” to fairly assess individual efforts, provide appropriate compensation accordingly, and foster a positive workplace culture for all employees.

### Talent Recruitment Process

Daewoong Pharmaceutical recognizes that securing top talent is key to its competitiveness and is actively committed to this goal. The company invests in talent discovery and development through various initiatives such as credit-linked internships and advanced pharmacy practice programs. It also operates a range of programs to attract talent, including online live recruitment sessions, consultation with current employees, and company tours at the Samseong-dong headquarters. To enhance applicant convenience, the company conducts both competency and job interviews on the same day through its 1-DAY interview program.

Recruitment Internship for New Hires	Experienced Hires
<p><b>1 Document Screening</b> Evaluating applicants' suitability for the company and the role through their self-introduction letters.</p>	<p><b>1 Document Screening</b> Evaluating applicants' suitability for the company and the role through their self-introduction letters.</p>
<p><b>2 Aptitude and Personality Test</b> Personality tests assess individual traits, while aptitude tests evaluate basic skills such as comprehension, numerical ability, and logical reasoning.</p>	<p><b>2 Aptitude and Personality Test</b> Personality tests assess individual traits, while aptitude tests evaluate basic skills such as comprehension, numerical ability, and logical reasoning.</p>
<p><b>3 Interview Process</b> Through a one-day interview, we assess whether the candidate fits Daewoong's ideal profile and evaluate job suitability for each position.</p>	<p><b>3 Practical Interview</b> This stage evaluates performance and verifies if the candidate shares the company's values and can demonstrate top capabilities.</p>
<p><b>4 Internship</b> New employees receive introductory training and on-site OJT during a six-month internship period, through which their competencies are finally assessed.</p>	<p><b>4 Executive Interview</b> The executive interview stage involves a more in-depth assessment of the candidate's suitability for Daewoong, with tasks assigned as necessary.</p>
	<p><b>5 Reference Check</b> In this stage, the candidate's work methods and performance, as observed during the interview, are verified through the professional references designated by the candidate.</p>
	<p><b>6 Compensation Determination</b> At this stage, negotiations are conducted with the candidate to ensure reasonable compensation, considering the candidate's capabilities.</p>

### Multi-Dimensional Talent Recruitment Programs

#### Draw & Write! Your Growth Story Internship Program

In September 2024, Daewoong Pharmaceutical operated the recruitment-linked internship program Draw & Write! Your Growth Story across various fields including sales, marketing, research, development, production, and administration. Interns engage in meaningful, real-world tasks and participate in key projects alongside mentors, strengthening their capabilities for goal achievement and personal growth through developmental feedback from leaders. Upon completion of the internship, outstanding candidates were offered opportunities for full-time employment based on a suitability evaluation. The same program will be operated in 2025 to continuously support high-potential talent in demonstrating their abilities.

#### Expansion of Global Recruitment

Daewoong Pharmaceutical has undertaken various initiatives to secure outstanding global talent, resulting in the hiring of 106 global employees in 2024. The company aims to increase global recruitment by more than 5% in 2025 compared to the previous year. In September 2024, Daewoong Pharmaceutical participated in the IPB Job Fair held in Bogor, Jakarta, connecting with local professionals in fields such as quality assurance, quality control, production, and human resources. Focusing on its local subsidiaries (Daewoong Biologics Indonesia, Celltatox Biopharma Indonesia, and Daewoong Pharmaceutical Company Indonesia) the company is expanding global recruitment across all functions, including R&D, production, sales, and marketing.



Daewoong Pharmaceutical IPB Fair Poster



Daewoong Pharmaceutical Growth-Oriented Internship Orientation Program

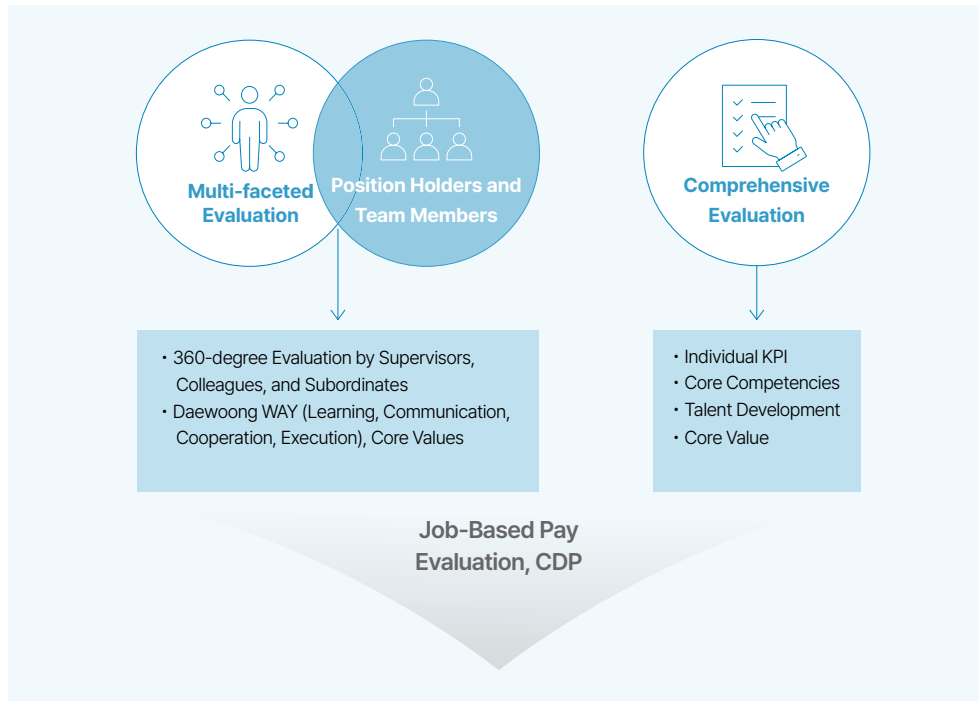
# Talent Acquisition and Development

## Talent Recruitment and Evaluation

### Performance Evaluation of Members

Daewoong Pharmaceutical's evaluation system aims to support employee growth through transparent, fair, objective, and rational evaluations. Evaluation grades are defined in seven levels: S, A, B+, B, C+, C, and D. The sales division conducts quarterly evaluations, while non-sales divisions conduct semiannual evaluations, and performance is managed in connection with the monthly 'Developmental Feedback' process. In addition, the company promotes the establishment and achievement of goals and competency development plans through mutual communication. Based on the three evaluation principles, a fair and systematic evaluation is carried out through various systems such as multi-faceted evaluation and evaluation workout, enabling comprehensive assessment of employee performance.

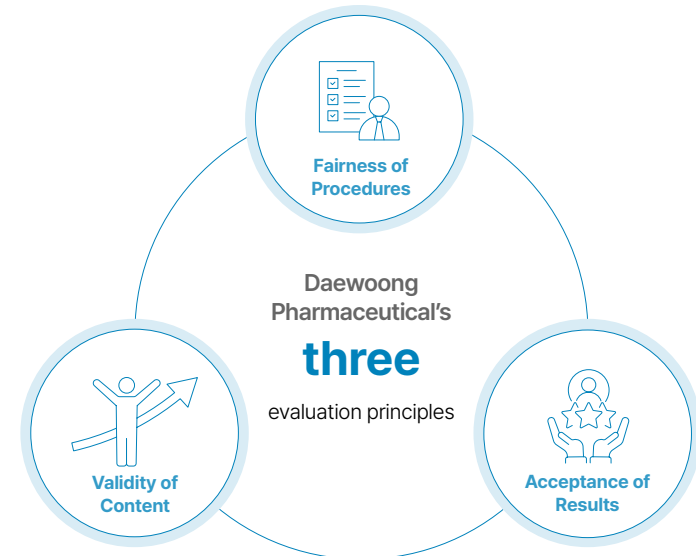
#### Daewoong Pharmaceutical Performance Evaluation System



### Compensation Based on Performance

Daewoong Pharmaceutical is the first in the pharmaceutical industry to introduce and operate a "job-based pay system" that provides appropriate roles and compensation based on individual competencies and performance, regardless of age, years of service, gender, or nationality. Focusing on individual roles and capabilities rather than seniority, the company offers unlimited growth opportunities for talented employees to fully realize their potential.

Job competency is determined through fair procedures and evaluations, regardless of age, tenure, gender, or nationality.



Employees with outstanding competencies and performance are promoted based on established standards and principles.

To ensure employees accept their evaluation results, specific developmental feedback is provided, and evaluations are conducted in a way that is also recognized by their peers.

# Talent Acquisition and Development

## Talent Recruitment and Evaluation

### Talent Development System

We operate a people-centered talent development system based on Daewoong WAY. Equal opportunities are provided to all members regardless of gender, and continuous growth of employees is supported through active investment in education and systematic programs.



Our goal is for you to "grow" into a top talent in the industry.



We provide an environment where you can work with "autonomous" engagement.



We focus on achieving 'results' by working properly.

### Talent Education

To enhance performance creation through member engagement, Daewoong Pharmaceutical provides training for new hires and experienced employees. New hires receive training targeting recruits from the first and second half of the year, while experienced employees undergo periodic training at the Daewoong Group level. Additionally, through communication and learning for position holders, we conduct monthly training at the Daewoong Management Development Institute for about 120 position holders as of 2024, sharing major company issues and strengthening their competencies.



New Employee Training

### Conducting Training Satisfaction Evaluations

Daewoong Pharmaceutical conducts semiannual satisfaction evaluations (SLA evaluations) to measure the performance and effectiveness of external training programs. Surveys include both multiple-choice and open-ended questions covering various aspects such as overall satisfaction, content, operations, and systems. Based on the results, new content is updated monthly and managed systematically.

### Daewoong Pharmaceutical's Unique Talent Development Program

Systems and Programs	Details
CDP	Providing opportunities for employees to grow independently through diverse experiences in related and opposing departments
Developmental Feedback	Continuous performance management through regular monthly, semi-annual, and annual developmental feedback to help employees achieve goals and grow
Geohyunryang System (Gap Reduction Program)	Enhancing work competencies through communication with external experts
Artificial Intelligence Big Data Academy (DABA Training)	Learning data analysis skills using AI and Big Data to integrate digital innovation into work and grow into future talent
Global Outstanding Talent Program	Supporting education on local language and culture, and providing overseas branch visits and experiential work to strengthen global mindset and professional competencies
Inno-Bear In-house Venture Nurturing Program	Providing institutional support for employees with original ideas, competencies, and passion to realize their dreams of establishing ventures

### Geohyunryang Learning System

Daewoong Pharmaceutical operates the Geohyunryang System to support employee growth through communication with external experts. We list experts in the relevant job fields from external organizations and support our members in actively networking with these external experts to discuss work-related challenges or acquire knowledge and information relevant to their tasks. Through such communication, members gain new perspectives on achieving goals and share benchmark-worthy knowledge and know-how from external sources, which they integrate into their actual work to solve problems or achieve objectives.



# Work-Life Balance and Flexible Organizational Culture

## Operation of Programs for Healthy Individuals and Organizations

Under the vision of becoming a “A Global Healthcare Group Dedicated to Improving Quality of Life,” Daewoong Pharmaceutical carries out systematic health and safety management in accordance with ISO 45001, based on the belief that healthy people create healthy services. The company actively supports employees by operating a variety of employee-centered welfare programs and health initiatives, helping them achieve physical and mental well-being, work-life balance, and a fulfilling, engaged work experience.

### Operation of Programs for Work-Life Balance

#### Creating an Autonomous Work Immersion Environment

At Daewoong Pharmaceutical, employees who can deliver results independently are free to set their own working hours and choose their preferred workspaces for optimal focus. Smart offices have been established at the headquarters, research centers, manufacturing plants, and branch offices, enabling various flexible work styles such as BearCoWork, smart offices, and smart IT environments that support autonomous and focused work.

#### Provision of Long-Term Refresh Leave and Self-Development Opportunities

Daewoong Pharmaceutical grants four weeks of paid leave to employees who have served for five years, providing an opportunity for long-term rest, improved work efficiency, and personal development. This refresh leave can be used every five years, and if employees wish to pursue educational programs during the leave period, up to KRW 1 million in support is provided.

#### Utilizing Daewoong Family Refresh Retreat Facilities

Daewoong operates a twice-a-year 2-day healing program to give all employees the opportunity to relax and recharge both physically and mentally with their loved ones. Employees can choose between the group's resort facilities—Healice Seonmaeul or the Daewoong Management Development Center—as a place for rest and rejuvenation.

#### Wellness Resort Program

To help employees improve four key lifestyle habits(diet, exercise, mindset, and daily rhythm), we operate a variety of programs at Korea's first wellness healing resort. Through the Healice Program(meditation, yoga) and the Health Keeper Program(singing bowl therapy, yoga), employees are supported in boosting their immunity and natural healing capacity.

#### Job Stress Management Program

A job stress management program has been introduced, and stress level assessments are conducted to identify the current status of employee stress and establish measures to reduce it. Through various programs such as psychological counseling and art therapy, the Hyangnam Plant achieved a 71% reduction in job stress in 2024. The program is scheduled to expand to the Osong Plant in 2025.

### Employee Health Management Program

#### Daewoong Guardian Program(Healice Core Exercise Center)

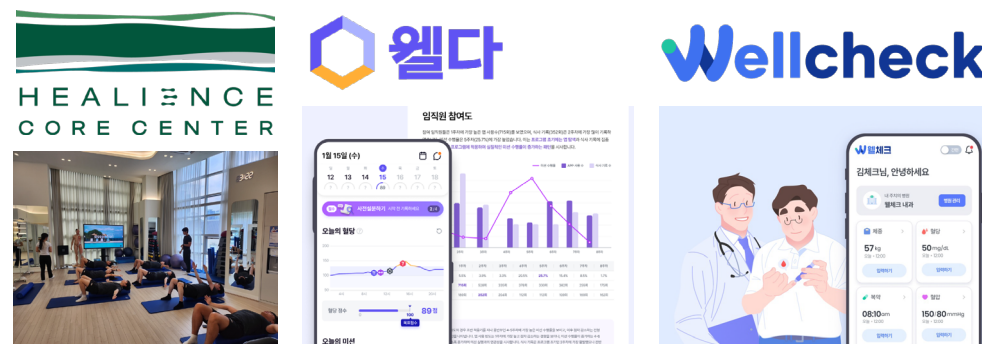
Daewoong Pharmaceutical, in collaboration with the customized healthcare center Healice Core Exercise Center, offers personalized exercise programs tailored to each employee's health goals, such as relieving musculoskeletal discomfort, reducing body fat, and improving physical function. The program provides structured support for posture correction—including conditions like forward head posture and rounded shoulders—as well as group workouts and one-on-one professional training sessions with exercise specialists. Going beyond basic physical fitness, the program supports pain relief and functional recovery to help employees maintain proper posture and build sustainable exercise habits. These efforts enhance both work efficiency and quality of life for employees, while contributing to overall organizational productivity and sustainable growth.

#### Serious Disease and Obesity Management(WellDa)

To address not only diabetes and cardiovascular diseases but also obesity, Daewoong Pharmaceutical has launched a pilot program called WellDA at its Seoul headquarters. This new diet program aims to prevent blood sugar spikes while improving body fat, blood pressure, cholesterol levels, and other chronic conditions. The company plans to expand the program company-wide in 2025.

#### Chronic Disease Management(WellCheck)

To ensure that employees diagnosed with chronic diseases such as diabetes and hypertension receive appropriate personalized medical care, the chronic disease management app WellCheck is used to enable blood sugar and blood pressure management in coordination with the hospitals they personally attend.



# Workplace Safety and Health

## Strengthening Workplace Safety and Health Management

Daewoong Pharmaceutical conducts annual safety and health performance assessments to ensure all employees can work safely and healthily, identifying improvements and integrating them into the following year's plans. Additionally, regular risk assessments are conducted to implement site-specific reduction measures for risk factors. To create a safe working environment, a workplace environment management system is implemented, and continuous efforts are made to build a safe workplace through the establishment of an emergency response system and the conduct of emergency response training.

### Safety and Health Management Policy

As a pharmaceutical company committed to protecting public health and building a healthier society by producing quality medicines, we recognize safety and health as core elements of our corporate management. The company has established a management policy to build a foundation for safety management and pursue sustainable growth through the thorough sense of responsibility and active compliance of all employees. Based on this EHS management policy, the company strives to create a safe workplace through compliance with relevant regulations, responsible business operations, improvement of employee health and quality of life, and the cultivation of a safety culture—ultimately aiming to become a trusted and supported company in society. In accordance with the Occupational Safety and Health Act, the company's safety and health management policy is reviewed and disclosed annually with the approval of the Board of Directors.



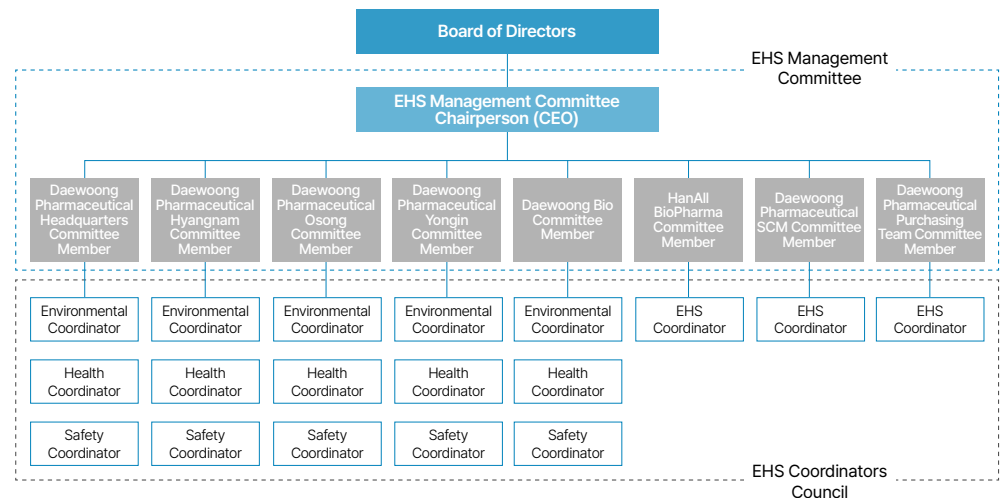
### Safety and Health Management Organization

#### EHS Management Committee

The Daewoong Pharmaceutical Group promotes safety and health strategies through the EHS Management Committee to eliminate risk factors and achieve zero accidents by creating safe workplaces. The committee is composed of the Chairperson(CEO) and nine members(safety and health officers), and holds safety and health meetings twice a year to deliberate on group-level EHS operational strategies, issues, and improvements. The outcomes of environmental, health, and safety activities are reported to the Board of Directors at least twice a year. In 2024, the group established a dedicated organization for serious accident prevention as the central body for safety and health management, and developed checklists for compliance with the Occupational Safety and Health Act and related safety regulations to minimize risks.

#### EHS Coordinators Council

Under the EHS Management Committee, the EHS Secretariat Council composed of environmental, safety, and health personnel from each group company is operated to reflect executive strategies on-site. The council manages indicators based on the specific circumstances of each group company and establishes effective management plans for each indicator.



# Workplace Safety and Health

## Strengthening Workplace Safety and Health Management

### Mid- to Long-Term Goals and Achievements in Safety and Health

#### Safety and Health Management System

We apply the four-step improvement system of Plan-Do-Check-Action(PDCA) to eliminate hazardous risk factors in the workplace as part of our systematic safety and health management. We also respond through the international standard certification ISO 45001 to ensure structured safety and health management.

#### Long-term Safety and Health Goals

The Daewoong Group has established mid- to long-term goals for safety and health and is making company-wide efforts by focusing on key initiatives such as enhancing overall standards through horizontal deployment of best safety and health practices from each site, expanding the scope of safety and health application in response to the new building extension, and obtaining integrated certification for the safety and health management system(ISO 45001) of both Daewoong Group and Daewoong Pharmaceutical.

Category	Daewoong Pharmaceutical	Daewoong Bio
2025	<ul style="list-style-type: none"> <li>Company-Wide: Certified as a [Health-Friendly Company] by the Ministry of Health and Welfare</li> <li>Headquarters and Sales Offices: Recognized as an [Excellent Workplace for Health Promotion] by the Ministry of Employment and Labor</li> <li>Manufacturing Division: Established a Safety and Health Management System at the Hwaseong (Nabota Plant 3) site</li> </ul>	<ul style="list-style-type: none"> <li>Established a Dedicated Organization for the Serious Accidents Punishment Act</li> <li>CEFA Plant: Relocation from Seongnam Plant to Hwaseong Plant and Reconstruction of the Safety and Health Management System</li> </ul>
2026	<ul style="list-style-type: none"> <li>R&amp;D Center (Yongin): Selected as an [Excellent Laboratory for Safety Management] by the Ministry of Science and ICT</li> <li>R&amp;D Center (Magok): Established a Safety and Health Management System at the New Office Building</li> </ul>	<ul style="list-style-type: none"> <li>Anseong Plant: Established a Safety and Health Management System for the Plant Expansion</li> </ul>
2027	<ul style="list-style-type: none"> <li>Company-Wide (Daewoong / Pharmaceutical): Standardization and Enhancement of the Safety and Health Management System through Integrated ISO 45001 Certification at Five Sites (Headquarters, Manufacturing Division, R&amp;D Centers)</li> </ul>	<ul style="list-style-type: none"> <li>Establishment of a System-Based Safety and Health Management System</li> </ul>
2033	<ul style="list-style-type: none"> <li>Company-Wide (Daewoong / Pharmaceutical) Implementation of Safety and Environmental SVMS (Smart Video Management System)</li> </ul>	<ul style="list-style-type: none"> <li>Advancement of the System-Based Safety and Health Management System</li> </ul>

#### 2024 Safety and Health Performance

Daewoong Pharmaceutical has achieved 100% completion of legally mandated safety and health training and annual health checkups for all employees across all business sites, realizing company-wide health and safety management. Regular hazardous substance monitoring at all sites has shown that exposure levels have never exceeded the set limits in any category, maintaining a thorough environmental safety management system. Over the past three years, the Hyangnam Plant has expanded employee participation through a variety of health promotion initiatives, including cardiovascular disease prevention programs, job stress management programs, and walking challenges. As a result, it passed both the documentation and on-site evaluations covering 43 criteria by the Korea Occupational Safety and Health Agency and was recognized as an "Outstanding Workplace for Worker Health Promotion in 2024" by the Ministry of Employment and Labor and KOSHA.

#### Key Achievements

- Selected as an 'Excellent Workplace for Worker Health Promotion at the Hwaseong Plant' by the Ministry of Employment and Labor and KOSHA
- Presentation at the National Industrial Health Council Seminar and the Occupational Health Association Monthly Lecture(10 Best Practice Cases from the Hwaseong Plant)
- Presentation at the National Industrial Health Council Seminar and the Occupational Health Association Monthly Lecture(10 Best Practice Cases from the Hwaseong Plant)
- Established task-specific personal protective equipment guidelines at the HN/OS Manufacturing Division, leading to improved awareness and reduced physical injuries(Awareness: HN +21%, OS +24.3% / Injury Cases: HN -77%, OS -48%)
- Safety and Health Newsletter published biannually



Selected as an Excellent Workplace for Worker Health Promotion at the Hwaseong Plant



Awarded the Grand Prize at the Best Practices in Occupational Health Conference



Guidelines for Personal Protective Equipment by Task



Safety and Health Newsletter

#### 2025 Safety and Health Plan

We conduct annual reviews of the safety and health management principles to prevent employee accidents and illnesses, aiming to protect workers' health and company facilities while fulfilling its safety and health management policy. For 2025, we have set the safety and health objective of "Establishing a Safe and Healthy Organizational Culture that Emphasizes Fundamentals" and have defined 14 key outcomes to further strengthen safety and health management across our workplaces.

# Workplace Safety and Health

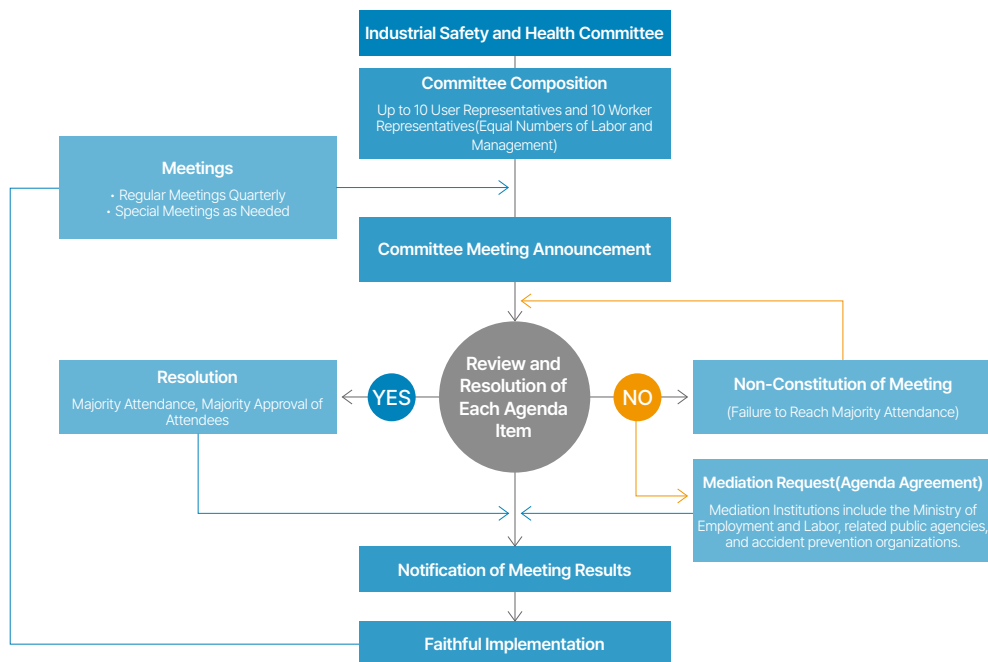
## Strengthening Workplace Safety and Health Management

### Safety and Health Communication

#### Operation of the Industrial Safety and Health Committee

Daewoong Pharmaceutical operates the Industrial Safety and Health Committee as a joint labor-management body to deliberate and make decisions on key matters related to occupational safety and health. Led by the person in charge of safety and health management, the committee meets quarterly to deliberate and decide on matters necessary for maintaining and promoting safety and health. It serves as a key communication channel between labor and management, fostering understanding, cooperation, and incorporating employee feedback. A total of four Industrial Safety and Health Committees operate at the headquarters, factories, and research centers, with 16 meetings held in 2024. Out of a total of 59 resolutions, 55 have been completed, and the remaining 4 are scheduled for implementation in 2025. We will continue to listen to workers' safety and health opinions and actively reflect them in order to create a safe and healthy workplace built through joint efforts between labor and management.

#### Operation System of the Industrial Safety and Health Committee



### Safety and Health Assessments and Training

#### Evaluation Related to the Serious Accidents Punishment Act

In accordance with Article 5, Paragraph 2, Subparagraph 1 of the Enforcement Decree of the Act, inspections led by the headquarters are conducted at least once every half-year to verify the implementation of duties by the safety and health management personnel, the placement of professional staff, and the provision of safety and health training. The evaluation consists of five criteria: establishment of workplace accident prevention plans, inspection and improvement of the working environment, management of workers before commencing tasks, status of occupational accidents, and management of hazardous machinery and appropriate provision of protective equipment. In 2024, both the Hyangnam and Osong production sites received perfect scores in the field inspections conducted in the first and second half of the year, followed by high scores from the Seoul headquarters and the Yongin Life Science Research Institute.

#### Safety and Health Job Competency Assessment

The Production Division conducts competency evaluations of safety and health supervisors based on five assessment indicators: accident rate, safety management, health management, ISO management, and job performance. Notably, the Osong Plant implemented the evaluation system for the first time in 2024. In 2024, average job competency scores increased from 83 in the first half to 86 in the second half, demonstrating continuous improvement. Additionally, to encourage employee interest and participation, each workplace holds an award ceremony for outstanding supervisors at least once every half year.



#### Department-Specialized Training(VR Training)

At the Hyangnam Plant, specialized training programs were conducted for high-risk departments to enhance workers' hazard awareness of on-site risk factors and prevent safety accidents through improved risk perception. To improve training effectiveness, customized materials were developed for each department, and VR devices were used to simulate accident scenarios, raising participants' awareness of potential safety hazards. A total of nine training sessions were conducted for 264 workers across the top four high-risk departments, achieving a satisfaction score of 4.6 out of 5, rated as "Excellent." Through this training, workers recognized the necessity and relevance of safety education.

# Workplace Safety and Health

## Strengthening Workplace Safety and Health Management

### Occupational Safety and Health Risk Assessment

#### Risk Assessment Process

Daewoong Pharmaceutical conducts risk assessments for all production activities to safeguard employee health and prevent accidents. We identify and evaluate hazardous and risk factors by process at each workplace, as well as potential risks arising during production activities. To improve equipment and work methods and prevent accidents, we incorporate assessment results into the formulation of safety and health objectives and action plans. Risk assessments are conducted annually. In addition, we fully utilize QR codes and a near-miss reporting system to collect and reflect feedback from on-site workers, enabling the identification and mitigation of practical risk factors.

#### Risk Assessment Process



#### Risk Assessment Results

In 2024, Daewoong Pharmaceutical conducted risk assessments and implemented 420 corrective measures to mitigate identified hazards. Upon completion of these improvement activities, we report progress to the safety and health management officers, and share the results with employees through the occupational safety and health bulletin board or individual emails.

#### 2024 Risk Assessment Reduction Measures Implementation Status

Category	Number of Reduction Measures	Total
Daewoong Pharmaceutical	Seoul Headquarters	51 cases
	Hyangnam Plant	188 cases
	Osong Plant	178 cases
	Yongin Research Center	3 cases
		420 cases
Daewoong Bio	Hyangnam Plant	258 cases
	Seongnam Plant	30 cases
	Anseong Plant	66 cases
		354 cases

### Establishing a Safe Working Environment

#### Work Permit System

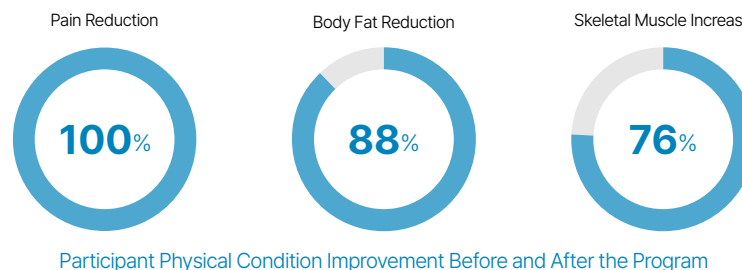
Daewoong Group requires safety work permits for hazardous processes conducted within workplace boundaries. Prior to commencing work, permits must be obtained and potential hazards thoroughly identified. Furthermore, to ensure safety during high-risk operations performed by external contractors, we mandate compliance with procedures such as providing safety and health training materials, signing safety pledges for outsourced construction, and confirming adherence to Daewoong Pharmaceutical's construction safety regulations. These measures help prevent industrial accidents involving employees from both Daewoong Group and external contractors. In 2024, the Production Headquarters(Hyangnam and Osong Plants) expanded the scope of safety work permit management from external contractor operations to include 10 instances of high-risk internal work(8 types), achieving zero safety accidents through 100% implementation of required safety measures.

#### Work Environment Measurement

To prevent occupational diseases and health impairments among employees, Daewoong Pharmaceutical regularly measures and assesses worker exposure to hazardous factors in the work environment twice a year and implements improvements to maintain a safe and comfortable workplace. In 2024, both the Production Headquarters and the Life Science Research Center achieved 'zero exceedances of exposure limits' in measurements conducted in the first and second halves of the year.

#### Introduction of a New Musculoskeletal Disorder Prevention Program 'Exercise HaeWoong'

Daewoong Pharmaceutical launched a new musculoskeletal disorder prevention program called 'Exercise HaeWoong' to improve risk factors such as obesity, physical inactivity, and poor posture. The program offers access to exercise facilities and delivers preventive education and counseling through partnerships with external fitness centers. Improvement rates for the first and second cohorts reached 27% and 32%, surpassing the 20% target, with every participant showing progress. The program received an average satisfaction rating of 4.9 out of 5, classified as 'very satisfied.'



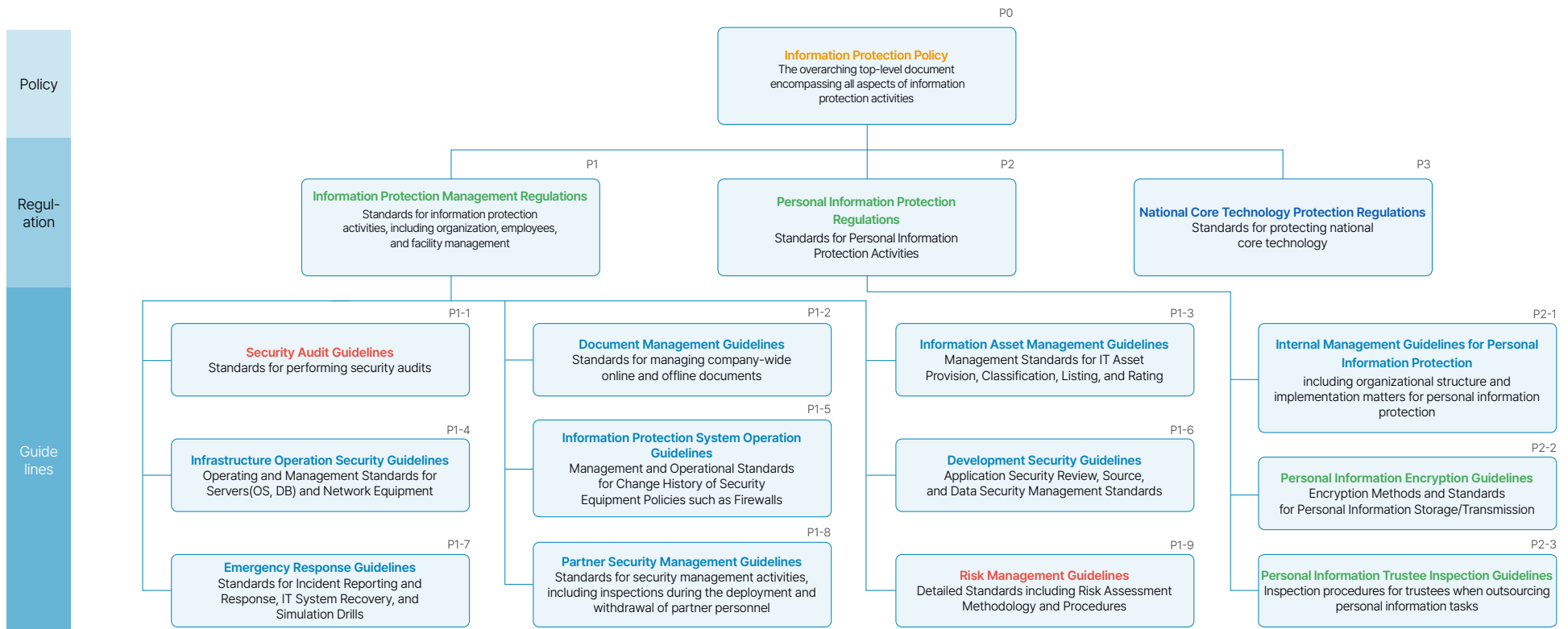
# Information Security and Privacy Protection

## Information Protection Policy

With the rapid advancement of digital transformation and the increasing importance of information security and protection, Daewoong Pharmaceutical has been continuously enhancing its robust, global-standard security framework. We have established an information protection policy and review and update it at least annually to strengthen our security capabilities. As a result, in 2022, we became the first pharmaceutical company to earn two international standard certifications, the ISO 27001(Information Security Management System) and ISO 27701(Privacy Information Management System), for three consecutive years. We will continue to reinforce our global-level security framework and further develop our information protection management system by implementing a cloud security framework and expanding employee security awareness programs.

Daewoong Pharmaceutical has restructured its information protection policy framework, comprising one policy, three regulations, and twelve guidelines, through legal counsel. We share this policy with all stakeholders involved in our business operations, including employees, affiliates, and partners, and encourage adherence. For overseas partners, we conduct security training and audits to prevent potential information leakage through third parties. To proactively detect and block internal information leakage, we have developed a specialized monitoring system and enhanced related processes to secure a robust preemptive response framework.

In addition, as the holder of the 'Botulinum Toxin Formulation Production Technology,' designated as a National Core Technology by the Ministry of Trade, Industry and Energy, we have formulated the National Core Technology Protection and Management Guidelines and operate an industrial security management system. Our information security and protection regulations are reviewed and revised at least annually to reflect updates from supervisory and regulatory authorities and changes in the business environment and are disclosed following review by the Information Protection Committee and approval by the CEO.



# Information Security and Privacy Protection

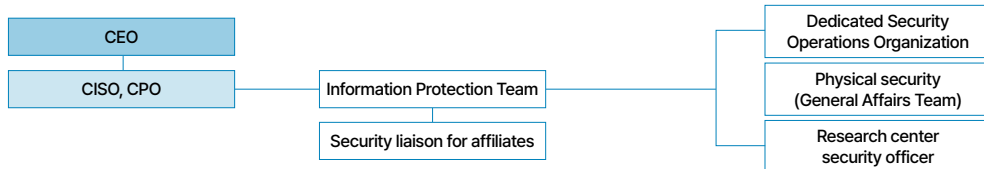
## Information Protection Management System and Activities

Information protection at Daewoong Pharmaceutical is overseen by the dedicated Information Security Team. As part of company-wide efforts to strengthen information protection, we conduct a comprehensive analysis of our systems for protecting confidential and personal information across organizational, human, physical, and technical control areas, and implement a structured improvement roadmap. To enhance information protection across the entire group, we provide shared services to our affiliates and support the establishment and management of security strategies, enabling them to operate information security systems at the same level as Daewoong Pharmaceutical.

### Information Protection Goals



### Dedicated Information Protection Organization



### International standard certification for information Security and protection

We successfully renewed the certifications for ISO 27001 (Information Security Management System) and ISO 27701 (Privacy Information Management System), becoming the first in the pharmaceutical industry to obtain both certifications for three consecutive years. Each year, Daewoong Pharmaceutical has demonstrated its capabilities in protecting confidential and personal information by meeting the latest renewal audit requirements and passing security system effectiveness evaluations. The certifications cover all business sites, including the Daewoong Life Science Research Center in Yongin and the Daewoong Bio Center for pharmaceutical R&D, as well as the Nabota Plant and the Hwaseong Plant—both certified by the U.S. Food and Drug Administration (FDA) for current Good Manufacturing Practice (cGMP)—the Smart Factory in Osong, and the Seoul headquarters office.

### Identification and Mitigation of Information Security Risks

In 2024, to enhance personal information protection, information security risks were identified and mitigation measures were implemented based on 17 inspection criteria. For major personal information processing tasks and systems, issues from the previous year and current conditions were reviewed according to each inspection standard, and several items requiring improvement were identified. Detailed implementation plans were prepared and distributed to support the implementation of protective measures by relevant personnel. As a result, 27 items have been completed, and 39 items are currently in progress. Daewoong Pharmaceutical will complete the ongoing actions through continuous monitoring.

#### Information Protection Risk Identification and Mitigation Process

Category	Inspection Targets	Inspection Criteria	Execution by Responsible Departments
Personal Information Flow Analysis	Wholesale Management CP Management Scholarship Provision and Recruitment Online Channel Pharmaceutical Management Sales Customer Management Consultation Management External PR Management Clinical Trials Event/Promotional Management	<b>Requirements of the Personal Information Protection Act</b> Requirements at the Time of Collection Requirements for Storage/Use Requirements for Provision/Outsourcing Requirements for Destruction	<b>Review and Decision-Making</b> <ul style="list-style-type: none"> <li>Personal Information Collection Consent Procedure</li> <li>Mandatory/Optional Collection Items</li> <li>Personal Information Destruction Procedure</li> </ul> <b>Reflection in Business Processes</b> <ul style="list-style-type: none"> <li>Improvement Procedures Reflected in SOP</li> <li>Privacy Policy Reflected on Website</li> <li>Personal Information Destruction Performed</li> </ul>
		<b>Security Assurance Measures Standards</b> Access Control Account Management Log Management Encryption Security Settings	<b>Review and Decision-Making</b> <ul style="list-style-type: none"> <li>Process Improvement Plan</li> <li>System Implementation Strategy</li> </ul> <b>System Integration/Improvement</b> <ul style="list-style-type: none"> <li>System Development and Modification</li> <li>Reflecting Process Improvements</li> </ul>
Personal Information Processing Systems	CPS DCM S/F CRM Official Website/VIVID App/D2C (Direct to Consumer)		

# Information Security and Privacy Protection

## Information Protection Management System and Activities

With the rapid advancement of digital transformation and the increasing importance of information security and protection, Daewoong Pharmaceutical has been continuously enhancing its robust, global-standard security framework. We have established an information protection policy and review and update it at least annually to strengthen our security capabilities. As a result, in 2022, we became the first pharmaceutical company to earn two international standard certifications, the ISO 27001(Information Security Management System) and ISO 27701(Privacy Information Management System), for three consecutive years. We will continue to reinforce our global-level security framework and further develop our information protection management system by implementing a cloud security framework and expanding employee security awareness programs.

### Establishment of Vision and Mission for Information Security Incident Prevention

<b>Vision</b>	Prevent information security incidents and ensure business continuity by responding quickly to incidents.
<b>Mission</b>	<ol style="list-style-type: none"> <li>1 Ensure that no assets are left in blind spots of security management, protecting all assets.</li> <li>2 Monitor internal and external connection points to proactively block external attacks.</li> <li>3 Detect and respond to incidents immediately (contain/recover) to minimize damage.</li> </ol>

### Hacking Simulation Training

#### Application Penetration Testing

Daewoong Pharmaceutical conducted penetration testing on 20 applications. We analyzed vulnerabilities identified during the testing and distributed remediation guidelines for each service. We tracked the implementation progress of remediation measures to ensure effective follow-up actions based on the penetration test results. For information system vulnerabilities requiring longer-term resolution, we established mid- to long-term action plans and are continuing to monitor their implementation.

#### Phishing Email Simulation Training

To reduce the risk of security incidents caused by spam emails, we conducted two rounds of phishing email simulations to enhance employee security awareness. The first simulation was conducted in June 2024 for all employees in Korea, and the second in August 2024 for employees of our Indonesian affiliate. Infection rates were analyzed by department, and tailored security training was provided to departments with higher infection rates.

### Information Security Training

#### Phishing Email Security Training

Daewoong Pharmaceutical created phishing email training materials and video content specifically for employees identified as susceptible during phishing email simulations. The training materials cover precautions, prevention methods, simulation results, analyses of various attack types, and 'Daewoong Pharmaceutical's Phishing Email Response.' Following the simulations, we conducted additional training sessions to reinforce awareness of phishing email risks and prevention practices. The video content will be made available through the Cyber Training Center.

#### Employee Information Security Training

To enhance information protection awareness among employees, Daewoong Pharmaceutical carried out various initiatives, including security campaigns and training programs. On July 2, 2024, we conducted a training session at the Yongin Research Center for new hires, covering information protection policies, personal information compliance, security solutions, and disciplinary procedures for violations. Additionally, we developed an online training video with specialized content on safeguarding personal information and trade secrets for sales staff, which was made available on the Cyber Training Center to promote adherence to security protocols among employees.



Security Training Materials on Phishing Emails

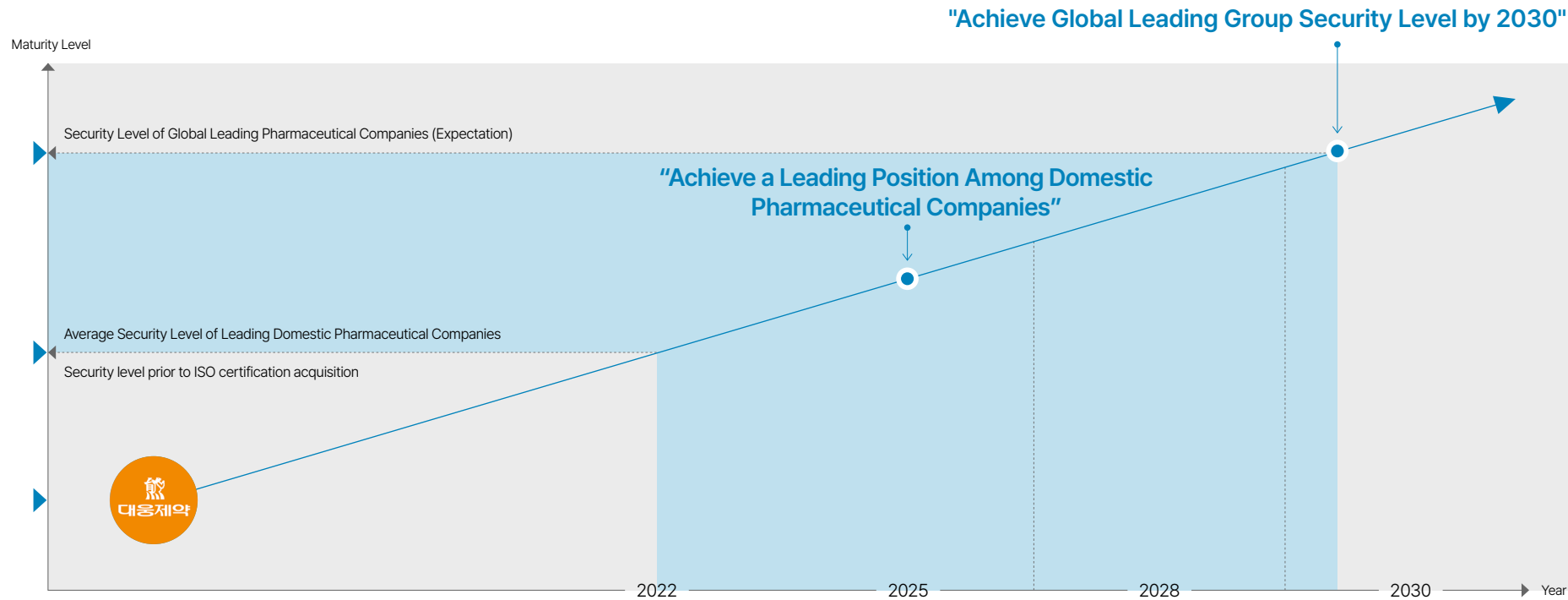


Information Security Training Materials for Employees

# Information Security and Privacy Protection

## Mid- to Long-Term Roadmap for Information Security

Daewoong Pharmaceutical aims to go beyond the highest level of security among domestic pharmaceutical companies and achieve a global top-tier level of information security. We have set a milestone for our mid- to long-term strategic goal of reaching global top-tier security by advancing governance and compliance, and building cutting-edge security technologies and innovative infrastructure. To this end, we established an implementation plan to enhance our information security level and revised the existing roadmap to make our goals and action plans more concrete.



Mid- to Long-Term Strategic Goals

Action Plan to Enhance Information Security Level



1) Security Orchestration, Automation, and Response: A platform for security monitoring, incident response, and automation

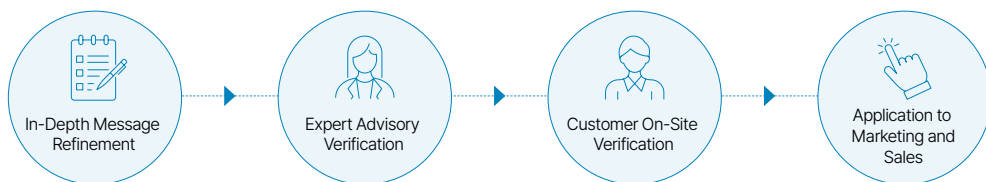
# Customer Value-Oriented Marketing and Social Contribution Social Contribution Activities

Daewoong Pharmaceutical's customer value-centric marketing and services prioritize enhancing customer health and quality of life. They achieve highly reliable messaging through an evidence-based 4-step verification process and a strict no-off-label promotion policy. By providing transparent information and operating a multi-channel CS system, the consultation and support framework is strengthened. Through the analysis of collected feedback and data, customized solutions are continuously developed to realize an optimal customer experience and the highest satisfaction.

## Four-Step Verification Strategy

Daewoong Pharmaceutical maximizes market competitiveness and builds a sustainable growth model through its unique Four-Step Verification process. This strategy is proprietary marketing approach, which verifies evidence-based logic and marketing messages for customers through a structured four-step procedure. To establish clear evidence that medical professionals can prescribe and patients can trust, the process follows a structured approach: organizing key messages through in-depth internal study, verifying them through consultation with internal and external experts, validating them in the field with customers, and applying them to marketing and sales to drive market adoption. Messages are reinforced through internal learning and expert review, then refined by incorporating field testing and customer feedback to build the optimal marketing and sales model.

### Four-Step Verification Procedure



## Prohibition of Off-Label Marketing

We strictly prohibit off-label marketing activities, which involve selling or promoting medicines for uses not approved by regulatory authorities. Off-label use refers to the practice of prescribing a drug for indications or within a scope not approved by the Ministry of Food and Drug Safety(MFDS). Marketing based on off-label use can threaten the foundation of the pharmaceutical regulatory system, which requires strict evaluation due to the nature of the industry. In Korea, even if clinical results or supporting literature exist for medically accepted uses, marketing and advertising for purposes outside of the approved indications are prohibited under the Pharmaceutical Affairs Act. It is also prohibited to advertise off-label uses even if they are covered under insurance reimbursement. Recognizing that off-label marketing practices can seriously undermine customer health and market order, Daewoong Pharmaceutical, as a leading pharmaceutical company in Korea, is committed to complying with all relevant laws and regulations while contributing to the improvement of customers' quality of life.

## Customer Satisfaction Strategy

Daewoong Pharmaceutical is making efforts to provide satisfying customer service by establishing strategies within ethical standards, based on its mission to deliver total solutions (medicines and services) in the most valuable way, grounded in its responsibility and duty for customer health and contributing to the improvement of customers' quality of life.



## CS System Framework

We operate a Customer Consultation Center to listen to the voices of customers using our products and provide support. Dedicated staff are assigned to promptly address various inquiries such as product information, purchases, exchanges/refunds, and adverse events, minimizing customer dissatisfaction. We have diversified contact channels—including a representative phone number, website inquiries, and email—to establish customer-centered contact points across areas such as patients, consumers, product collaboration, and sales. Information collected during consultations is actively utilized to improve product quality and enhance our services.

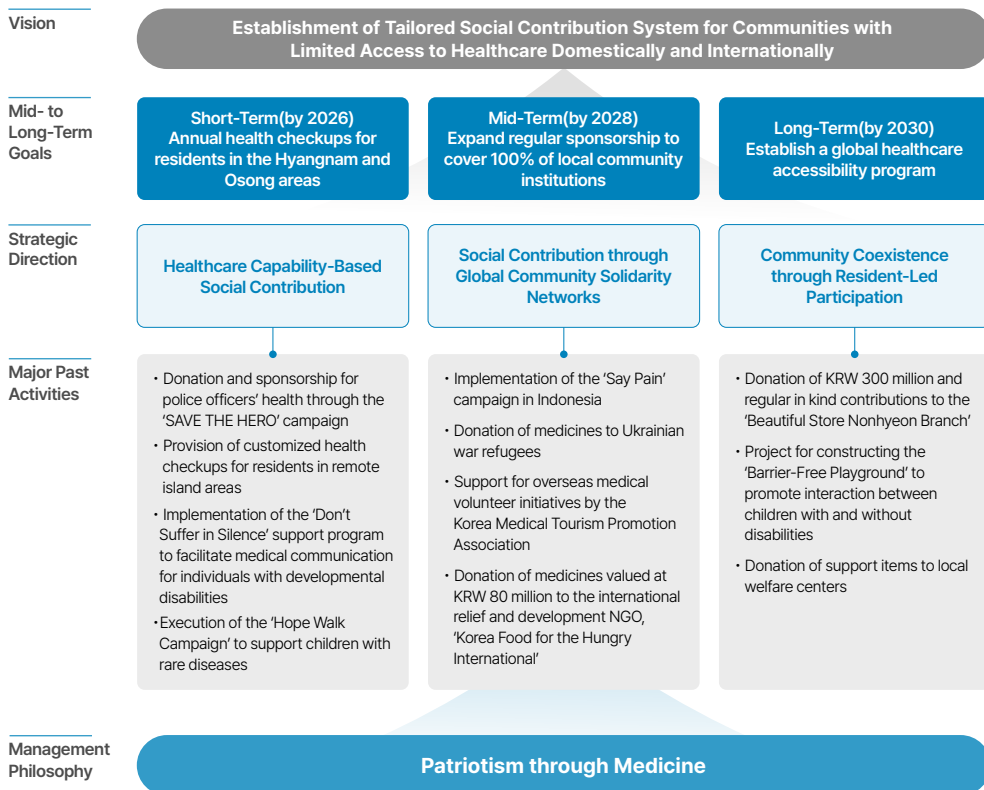
# Customer Value-Oriented Marketing and Social Contribution — Social Contribution Activities

Daewoong Pharmaceutical aims to create a society where everyone lives together by engaging in continuous community sharing activities such as ongoing donations of medicines and medical expenses support, as well as employee volunteer participation, rather than one-time donations. We strive to be a global healthcare group fulfilling its social responsibilities by operating various volunteer activities in collaboration with NGOs and social enterprises to contribute to solving societal problems.

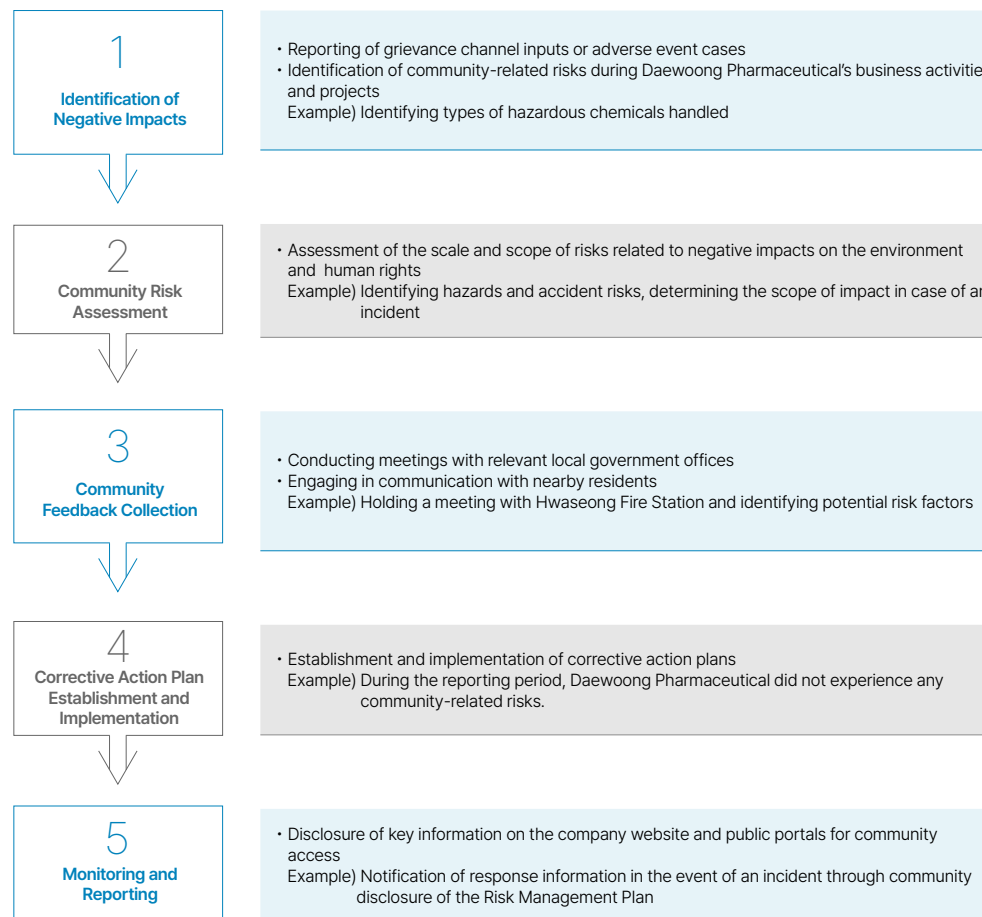
## Creating Social Value Through Communication

Since its founding, Daewoong Pharmaceutical has set mid- to long-term goals for systematic social contribution, grounded in the core values of its management philosophy, 'patriotism through medicine,' as well as sustainability, sincerity, effectiveness, and relevance to its business. Leveraging our unique capabilities, we create social value through contribution efforts that help address issues in local communities.

## Mid- to Long-Term Goals for Community Engagement



## Process for Identifying Negative Impacts and Related Cases



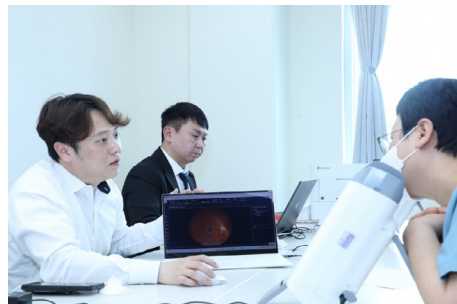
# Customer Value-Oriented Marketing and Social Contribution Social Contribution Activities

## Strengthening Community-Based Health Management Support

Daewoong Pharmaceutical signed a business agreement with the Korea Association of Health Screening Institutions to strengthen support for community health management. Under this agreement, we provided cutting-edge digital healthcare diagnostic devices to local clinics, including the wearable ECG monitor MOBICARE, ring-type continuous blood pressure monitor CartBP, AI-based vision disease diagnostic solution Whiskey, fundus camera OPTiNA Genesis, and continuous glucose monitor FreeStyle Libre, thereby implementing community-based health screening services. In particular, by using continuous digital monitoring devices, we addressed reduced result reliability caused by everyday factors such as fasting, lack of sleep, and screening-related stress, ensuring stable data collection and highly accurate diagnostic outcomes. Through this initiative, we promoted early diagnosis to help improve public health and supported more residents in receiving prompt and convenient precision screenings at nearby medical institutions. In addition, we plan to launch a medical volunteer program that provides free health screenings and consultations to public institutions, local residents, and workplace employees. In this program, the Korea Association of Health Screening Institutions will be responsible for planning and providing medical personnel, while Daewoong Pharmaceutical will supply diagnostic devices, consumables, and hospital-use health supplements. This effort aims to close healthcare gaps and strengthen comprehensive health management support for local communities. Furthermore, the initiative is expected to contribute to building an innovative healthcare service model for mutual growth between the community and the company. We will also establish a regular performance evaluation and structured feedback system to ensure the sustainability and operational efficiency of the program.



Business Agreement Between Daewoong Pharmaceutical and the Korea Association of Health Screening Institutions



Use of AI-Based Vision Disease Diagnostic Solution "Whiskey" in Examinations

## Expanding Access to Medicines for the Socially Vulnerable

### Braille Code Labeling on Non-Mandatory Medicines

The company applies Braille labeling to seven products, including Barse and C Cold, which are designated as mandatory Braille-labeled medicines. To minimize health risks caused by medication misuse among individuals with visual impairments, the Pharmaceutical Affairs Act was revised in 2023 to mandate the display of drug safety information in Braille and as codes for audio and sign language video conversion on packaging, containers, and inserts, as designated by the Minister of Food and Drug Safety. However, access to medicines for visually impaired individuals remains insufficient. In 2023, Daewoong Pharmaceutical applied Braille labeling not only to mandatory products such as Barse tablets and C Cold but also to Ursa and Impactamin products. To further expand access to medicines, Braille labeling was additionally applied to Erdos Capsules in 2024. We will continue our efforts to ensure medication accessibility for individuals with visual impairments.



Braille Labeling within Daewoong Pharmaceutical

### Donation of Goods Worth 180 Million KRW for Underprivileged Groups

Daewoong Pharmaceutical donated Urushot Tablets, a fatigue recovery supplement, worth KRW 180 million to the Korea Welfare Services. The donated products were distributed to elderly individuals, persons with disabilities, and single-parent households through nine facilities, including Gangnam Senior Plaza, Gangdong-gu Haegong Senior Welfare Center, and Uijeongbu Senior Welfare Center, as well as Yeomni General Social Welfare Center, Pocheon City General Social Welfare Center, and Amsa Rehabilitation Center.



Korea Social Welfare Society



Donation of UR Shot Tablets Worth 180 Million KRW

# Customer Value-Oriented Marketing and Social Contribution Social Contribution Activities

## SAVE THE HERO Campaign

### Campaign for the Prevention of Sudden Death and the Early Diagnosis and Management of Arrhythmia in Police Officers

Daewoong Pharmaceutical participated in the ESG campaign "SAVE THE HERO," dedicated to the health of Korean police officers who devote themselves to public safety 24/7, by making a donation. To express gratitude and provide meaningful support for their service, we delivered the donation to the nonprofit organization DOGU. The donation will be used for ECG screenings for police officers, healing programs for their families, and campaigns to prevent arrhythmia and sudden death through ESG pop-up stores. The initiative is further amplified in collaboration with the nonprofit organization IADONG, which is composed of active-duty police officers. The "SAVE THE HERO" campaign is a social contribution initiative aimed at raising awareness of arrhythmia and the importance of early screening, while also contributing to public health improvement. As part of the campaign, an escape room-style pop-up store was set up at WIZL Seongsu in Seoul, where participants experienced the daily lives of police officers and learned about the risks and prevention of arrhythmia. The event received an enthusiastic response, with all 1,500 participant slots filled within one hour of registration opening. We also visited Yongsan Police Station, where we provided health teas and refreshments to over 100 police officers and supported ECG screenings using the wearable device MOBICARE. Weighing only 19 grams, MOBICARE enables continuous monitoring during work hours and is effective in the early detection of arrhythmia. We will continue our social contribution efforts through programs such as MOBICARE screenings and donations of over-the-counter medicines to support police officers and their families.



## Communication with Local Communities

### Industry-Academia Collaborative Education in Partnership with the Local Community

We operate industry-academia cooperation education programs to strengthen communication with the local community. Through these programs, we foster customized talent specialized in the biopharmaceutical field, generating tangible outcomes from our industry-academia partnerships. For students of Nonsan Technical High School, a two-week training course was conducted covering GMP, document management, pharmaceutical knowledge, and packaging processes. Going forward, we will continue to expand opportunities for educational contributions that share professional knowledge and technical expertise as part of our commitment to giving back to the community.

### Regional Talent Recruitment Program

Daewoong Pharmaceutical also participates in the Bio-PRIDE Corporate Track Program, a talent recruitment initiative in the bio/health sector involving 14 universities in North Chungcheong Province, contributing to the hiring and development of local talent. This standardized on-site training program is operated in collaboration with the Chungbuk Regional Innovation Platform and offers local students experience in the company's organizational culture and job functions, supporting their long-term growth and integration within the company.



- Chungbuk National University Recruitment Briefing
- Chungbuk PRIDE Standard On-site Training Matching Day
- Corporate On-site Training Program Operation (from left)

### Local Community Animal Protection Volunteer Activity

In March 2024, Daewoong Pharmaceutical visited the Kara The Bom Center in Paju, Gyeonggi Province, where we donated over 880 items, including three types of nutritional supplements and three types of snacks for companion animals. We also supported the health and emotional well-being of rescued animals through hygiene cleaning, facility maintenance, walking, and playtime volunteer activities. In June, we continued our efforts by visiting the Ribbon Center in Gangdong-gu, Seoul, where we cleaned kennels and supplies, improved the shelter environment, and helped promote emotional stability in the animals through play sessions. Throughout the activities, we also communicated with shelter staff to understand on-site challenges and explored sustainable support measures.



Volunteer Activities at Abandoned Animal Shelters

# Sustainable Supply Chain Management

## Sustainable Supply Chain Management

Sustainable supply chain management is the starting point for ensuring patient safety and guaranteeing product quality. Daewoong Pharmaceutical mandates consistent quality assurance and traceability management from raw material procurement to finished product distribution, and verifies its partners through a four-step process. Qualified partners participate from the initial stage of building a sustainable supply chain, and moving forward, we plan to enhance supply chain operations by incorporating the values of the Pharmaceutical Supply Chain Initiative(PSCI).

### Sustainable Supply Chain Management

#### Supply Chain Management Policy

Daewoong Pharmaceutical registers its partners by applying strict quality assurance and quality control standards throughout the entire process, from raw material procurement to finished product distribution. We conduct evaluations of all partners and establish strategic partnerships based on mutual trust with high-performing partners. By operating a fair and transparent partner registration system and conducting regular audits, we strengthen our partners' quality competitiveness and manage quality-related risks. We conduct mandatory management of raw material and supply chain traceability for partner companies that supply active pharmaceutical ingredients (APIs), raw materials, and excipients. Traceability is reviewed and documentation is secured and managed for materials and technologies used in product manufacturing and quality control. Based on the results of supply chain traceability reviews, we enter into quality agreements. If any changes or deviations in the supply chain traceability occur, partners are required to send immediate notification.

#### Supply Chain Management Goals

Daewoong Pharmaceutical proactively secures quality assurance for active pharmaceutical ingredients (APIs), raw materials, excipients, and technical capabilities. During the verification stage of new partners, we evaluate ingredient purity, trace impurity testing, and manufacturing environment safety records, followed by sample testing prior to final ordering to verify compliance with specifications. Potential risks are mitigated through on-site quality audits. Selected partners are required to develop and implement recurrence prevention measures in accordance with defect management standards, and to report on their status of implementation. Moreover, we have established a management framework that enables partners with capabilities in AI technology and alternative material development to participate from the early stages, fostering their active involvement in supply chain management. This collaborative approach supports our shared objective of ensuring patient safety and maintaining product consistency.

#### Supply Chain Management System

Daewoong Pharmaceutical evaluates and selects all partners through a bidding process, maintaining a transparent supply chain management system. We assess the economic and technical aspects of partner products—including cost, delivery schedules, quality, and technological capabilities—alongside their environmental management status to comprehensively and systematically manage risks and opportunities

within the supply chain. Through this approach, we oversee risk factors and improvement opportunities across the entire supply chain, fostering mutual growth with our partners. All partners supplying active pharmaceutical ingredients(APIs), raw materials, goods, and technical capabilities undergo prior verification and approval, and only products from approved partners are utilized to ensure consistent quality.

#### Partner Selection Process

Daewoong Pharmaceutical's partner selection process is conducted through four stages to ensure transparency and fairness. When new partners are required, the SCM Team and Formulation Technology Team investigate a pool of suppliers capable of providing APIs, raw materials, excipients, and technical capabilities. The identified pool is then applied to the bidding process led by the Purchasing Team and EZMediCom to secure qualified suppliers. Upon completion of the bidding, information on the shortlisted candidates is forwarded to the Quality Management Team, which conducts manufacturing and quality control evaluations in accordance with the Rules on Safety of Pharmaceuticals, etc. and GMP standards. The Quality Management Team evaluates suppliers' manufacturing and quality control processes, including an assessment of personnel composition, responsibilities, and technological expertise for partners supplying active pharmaceutical ingredients (APIs), raw materials, goods, and contract development and manufacturing organizations (CDMOs). Furthermore, based on the Enforcement Rule of the Standards for Manufacturing and Import Facilities of Pharmaceuticals under the Pharmaceutical Affairs Act, we inspect pest control, hygiene, sanitation, and cross-contamination management practices to verify that the manufacturing environment of partners meets the requirements of the Ministry of Food and Drug Safety.



#### Policy Operation in Accordance with PSCI

Daewoong Pharmaceutical supports the values of the Pharmaceutical Supply Chain Initiative (PSCI) and is currently reviewing participation in the initiative to incorporate its principles into our supply chain policies. In 2023, we conducted a review of PSCI's specific indicators, and in February 2024, provided related training to the company-wide ESG task force to reaffirm our organizational commitment to ESG and strengthen understanding of sustainable management. We are in the process of revising our internal policies by integrating the subcategories of PSCI's five core areas—Ethics, Human Rights and Labor, Health and Safety, Environment, and Management Systems. Furthermore, reflecting these policy revisions, we plan to enhance our supply chain management activities to establish a more sustainable supply chain.

# Sustainable Supply Chain Management

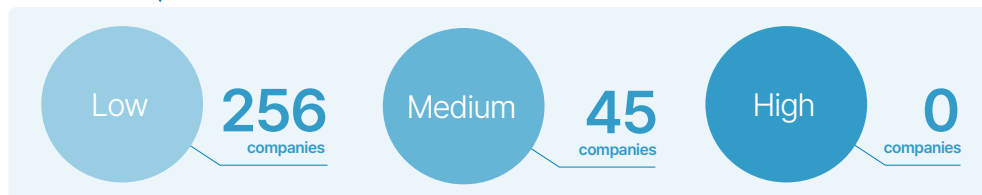
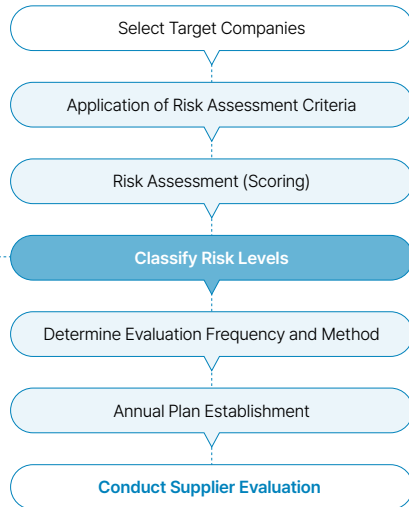
## Sustainable Supply Chain Management

### Partner Risk Assessment and Management Process

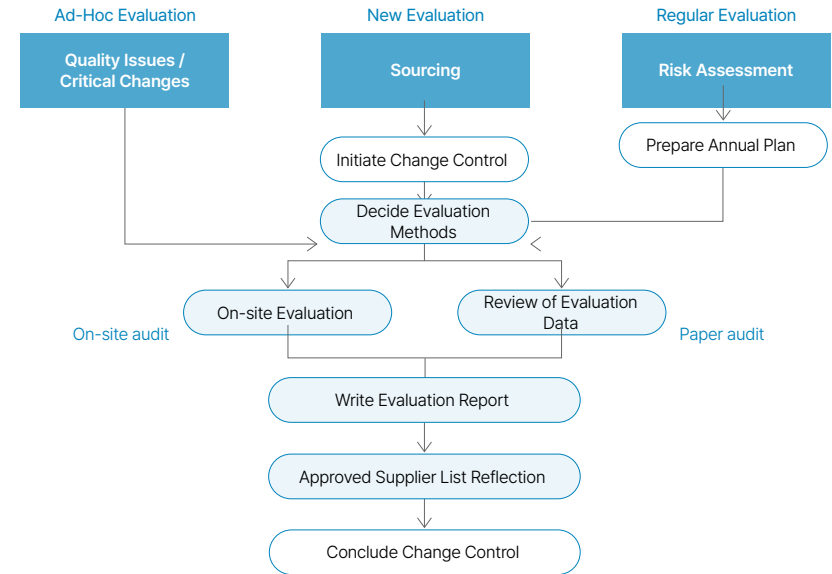
#### Partner Risk Assessment and Management System

To ensure quality and safety across the supply chain, Daewoong Pharmaceutical conducts regular vendor qualification assessments and annual Quality Risk Assessments(QRA). Based on the assessment results, a risk management system is activated, and the responsible departments carry out ongoing monitoring and improvement activities. Supplier risk assessments are conducted in accordance with the Standard Operational Procedure(SOP), using evaluation criteria such as quality assurance status, regulatory certifications, and delivery performance. Each supplier is scored and classified into High, Medium, or Low risk levels. For suppliers categorized as high risk, the evaluation cycle is shortened to ensure more detailed management. In 2024, risk assessments were completed for 301 partners.

#### Risk Assessment Procedure



### Supplier Qualification Evaluation Procedure



### Supplier Supply Chain Risk Management

Based on the results of the Quality Risk Assessment(QRA) for partners, Daewoong Pharmaceutical determines the evaluation cycle and method for each supplier and immediately requests Corrective and Preventive Actions(CAPA) when necessary. Even trace impurities or raw material degradation in pharmaceuticals can significantly impact safety and efficacy, making lot-by-lot quality control and risk management essential for ensuring patient safety and maintaining consistent product quality. Through its procurement procedures, the company manages major components(APIs), raw materials, and technical capabilities. In the event of lot-specific quality defects upon receipt, we request Root Cause Analysis from the partner and conduct an Impact Assessment. If the supplier's compliance with Good Manufacturing Practice(GMP), supply chain traceability, or manufacturing facility management fails to meet the requirements of the Pharmaceutical Affairs Act and its subordinate regulations, the partner is required to establish improvement measures and submit a response within one month. We review the adequacy and effectiveness of CAPA plans and requests revisions if necessary. Final approval is granted through consultation with the partner. We assess the accuracy, validity, and completeness of the CAPA outcomes and proceed with final approval. Recurrence is monitored through CAPA effectiveness evaluations.



# GOVERNANCE

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# Responsible Board Management

## Board Composition and Operation

Daewoong Co., Ltd. and Daewoong Pharmaceutical Co., Ltd. are committed to a governance structure that reflects their unique characteristics and culture, grounded in transparent disclosure, sound management, and effective checks and balances to enhance and protect shareholder value and rights. The Board of Directors operates transparently under laws and internal regulations, prioritizing expertise and independence, with a majority of independent directors experienced in the pharmaceutical industry and corporate management. These directors may request any information needed for oversight, strengthening professionalism and independence. Internal audits are conducted as needed to identify and address control gaps. Through ongoing efforts, the company fosters a transparent governance framework built on mutual checks among the Board, management, and audit functions.

### Board Composition - Daewoong Co., Ltd.

#### Board Appointment and Expertise

The Board of Directors of Daewoong Co., Ltd. is composed of members with diverse expertise to oversee operations and enhance management efficiency. In selecting independent director candidates, we conduct a rigorous screening process that includes verifying any disqualifications under the Commercial Act and assessing each candidate's industry knowledge and business insight. Final candidates are nominated by the Board and appointed at the annual general shareholders' meeting. As of the 65th meeting, the Board has five members: one executive director, one non-executive director, and three independent directors.

#### Independence and Restriction on Concurrent Positions of Directors

Daewoong separates the roles of CEO and Board Chairperson, with the Chairperson held by a non-executive director to ensure efficient judgment and swift decision-making. Independent directors have no prior employment with Daewoong or its affiliates, and companies where they were major shareholders or executives have had no transactions with Daewoong or its affiliates. This complies with the disqualification criteria for director appointment under Articles 382(3) and 542-8 of the Korean Commercial Act. If an independent director meets any such criteria after appointment, they must immediately forfeit the position.

### Board Composition of Daewoong Co., Ltd.

Category	Executive Director		Non-Executive Director		Independent Director			
Name	Jae-chun Yoon	Ki-ho Song (Retired)	Seong-soo Park (Newly appointed)	In-hyuk Choi	Seung-shin Yoo (Newly appointed)	Jong-soo Woo (Newly appointed)	Young-chul Kang (Retired)	Hoon-seok Lee (Retired)
Gender	Male	Male	Male	Male	Female	Male	Male	Male
Term <sup>1)</sup>	Mar. 20, 2015 – Mar. 26, 2028	Mar. 29, 2023 – Mar. 25, 2025	Mar. 26, 2025 – Mar. 26, 2028	Mar. 29, 2023 – Mar. 28, 2026	Mar. 26, 2025 – Mar. 26, 2028	Mar. 26, 2025 – Mar. 26, 2028	Mar. 29, 2022 – Mar. 26, 2025	Mar. 29, 2022 – Mar. 6, 2025
Position and Field	CEO / General Management	Executive Vice President / Board and management oversight	Chairperson of the Board / General management	Business management expert	Business management expert	Business management expert	Business management expert	Legal expert
Key Experience	<ul style="list-style-type: none"> <li>KAIST College of Business</li> <li>CEO, Daewoong Co., Ltd.</li> <li>Executive Director, HanAll Biopharma Co., Ltd.</li> </ul>	<ul style="list-style-type: none"> <li>Master of Business Administration, Seoul National University</li> <li>Certified Public Accountant</li> <li>CFO, Hanmi Pharmaceutical Co., Ltd.</li> <li>Present) Executive Director, Daewoong Co., Ltd.</li> </ul>	<ul style="list-style-type: none"> <li>Master of Pharmacy, Graduate School, Seoul National University</li> <li>CEO, Daewoong Pharmaceutical Co., Ltd.</li> <li>Non-Executive Director, Daewoong Pharmaceutical Co., Ltd.</li> </ul>	<ul style="list-style-type: none"> <li>Master of Pharmacy, Graduate School, Seoul National University</li> <li>CEO, Daewoong Pharmaceutical Co., Ltd.</li> <li>Non-Executive Director, Daewoong Pharmaceutical Co., Ltd.</li> </ul>	<ul style="list-style-type: none"> <li>Master of Engineering in Control and Instrumentation, Seoul National University</li> <li>CEO, Naver Financial Corp.</li> <li>Present) Management Advisor, NAVER Corporation</li> </ul>	<ul style="list-style-type: none"> <li>Doctor of College of Natural Sciences, Seoul National University</li> <li>Postdoctoral Researcher, Whitehead Institute, MIT</li> <li>CEO, Helixmith Co., Ltd.</li> </ul>	<ul style="list-style-type: none"> <li>Doctor of Pharmacy, Chungnam National University</li> <li>CEO / President, Hanmi Pharmaceutical Co., Ltd.</li> <li>Present) Vice President (Special Appointment), Pharmaceutical Society of Korea</li> <li>Present) CEO, W Science Co., Ltd.</li> </ul>	<ul style="list-style-type: none"> <li>Bachelor of Arts in Accounting, Michigan State University</li> <li>Legal and Strategic Advisor, UAX Branch, Korea Gas Corporation</li> <li>Overseas Legal Advisor, Bae, Kim &amp; Lee LLC</li> </ul>
Three-Year Attendance Rate	100%	100%	100% <sup>2)</sup>	91.7%	100%	100%	100%	100%

As of Mar. 26, 2025 (65th annual general shareholders' meeting)

1) The average tenure of executive directors is approximately 6.01 years, while that of independent directors is approximately 1.58 years (Non-executive directors are excluded from the calculation due to their non-standing status.).  
 2) The period from March 26, 2021, to March 29, 2023 (including attendance during the executive directors' terms in 2023).

# Responsible Board Management

## Board Composition and Operation

### Board Operation - Daewoong Co., Ltd.

#### Board Operation and Activity Evaluation

The Board of Directors convenes as necessary in addition to its regular quarterly meetings, and in 2024, it resolved key matters over a total of five sessions. A comprehensive evaluation of board activities is conducted regularly and serves as a crucial basis for reappointment decisions. The performance of independent directors is assessed qualitatively through a holistic review of various factors, including attendance at board meetings, thorough examination of agenda items and issues, contribution of innovative ideas, advisory input on mid- to long-term management strategies and business plans as subject-matter experts, and their roles in overseeing accounting, supervising management execution, and managing risks.

#### Role of the Board

The Board of Directors of Daewoong Co., Ltd. serves as the company's highest decision-making body, overseeing the allocation of directors' roles, the operation of the general shareholders' meeting, and key financial and managerial decisions. In particular, a succession policy is established for critical positions, and the HR Committee conducts fair evaluations, systematic development, and ongoing management. The succession policy is governed by documented regulations and is continuously updated as necessary. The succession system extends beyond the CEO to include division heads, team leaders, and team managers, facilitating effective human resource management. Specifically, candidates for CEO and headquarter head positions undergo professional HR management through fair evaluations and an appropriate compensation system established by the HR Committee. However, the succession policy is classified as an internal, confidential HR regulation and is not publicly disclosed. The specific duties and authorities of the Board of Directors are defined in 'Article 10 (Matters for Resolution) of the Board Regulations' and 'Article 27 (Duties of Directors) of the Articles of Incorporation.'

### Major Resolutions of the Board of Directors of Daewoong Co., Ltd.

As of December 31, 2024

Session	Meeting Date	Agenda Items	Approval Status	Approval Rate	Attendance Rate
1	Feb. 26, 2024	<ul style="list-style-type: none"> <li>Matters for resolution</li> <li>1) Resolution to convene the annual general shareholders' meeting</li> <li>2) Decision on cash dividend</li> </ul> <ul style="list-style-type: none"> <li>Matters for reporting</li> <li>1) Report on the financial statements for the 64th fiscal year</li> <li>2) Report on the operation of the internal accounting control system</li> <li>3) Report on investment in other corporations</li> </ul>	Approved	100.0%	100.0%
2	Mar. 8, 2024	<ul style="list-style-type: none"> <li>Matters for resolution</li> <li>Approval of the consolidated and non-consolidated financial statements for the 64th fiscal year</li> </ul>	Approved	100.0%	100.0%
3	Apr. 29, 2024	<ul style="list-style-type: none"> <li>Matters for reporting</li> <li>1) Report on Q1 2024 income</li> <li>2) 2024 CEO compensation plan</li> </ul>	-	-	80.0%

4	Aug. 8, 2024	<ul style="list-style-type: none"> <li>Matters for reporting</li> <li>1) Report on Q2 2024 income</li> </ul>	-	-	100.0%
5	Nov. 11, 2024	<ul style="list-style-type: none"> <li>Matters for resolution</li> <li>1) Investment in other corporations</li> <li>2) Change of managerial representative</li> <li>3) Appointment of compliance officer</li> </ul> <ul style="list-style-type: none"> <li>Matters for reporting</li> <li>1) Report on Q2 2023 income</li> <li>2) Report on R&amp;D status</li> </ul>	Approved	100.0%	100.0%

### Executive Compensation Policy Linked to Performance Evaluation

Daewoong Co., Ltd. sets the remuneration of key executives in alignment with their responsibilities and the company's scale, benchmarking against levels in comparable industries. Compensation is paid within the limits approved by the general shareholders' meeting. The Personnel and Compensation Committee evaluates the remuneration levels of key positions through peer group comparisons in accordance with the compensation policy. It also reviews the duties, workload, and external competitiveness of independent directors' compensation with advice from external experts before final deliberation by the internal committee. As this forms part of the personnel system, related regulations are not publicly disclosed. However, in compliance with quarterly, semiannual, and business report disclosure regulations, we disclose the payment details and standards only for key executives receiving compensation exceeding KRW 500 million. Executive compensation is adjusted when job roles or responsibilities change, and incentives are provided to key executives who achieve objectives and outstanding performance. We also utilize a stock-based compensation system when necessary, with clear structures and detailed criteria established for each type of compensation, all administered within those established frameworks.

### Daewoong Co., Ltd. 2024 Stock-Based Compensation System Status

As of December 31, 2024

Number of Members	Payment Conditions	Total Number of Shares
14	Stock grants are awarded annually based on the compensation system	3,185 shares

### Daewoong Co., Ltd. 2024 Total Compensation Status for Directors and Auditors

As of December 31, 2024, Unit: KRW million

Category	Number of Members	Amount Approved at the General Shareholders' Meeting
Registered Director	5	2,500
Auditors	1	200

### Daewoong Co., Ltd. 2024 Compensation by Type

As of December 31, 2024, Unit: KRW million

Category	Number of Members	Total Compensation	Average Compensation per Person
Registered Directors	2	902	451
Independent Director	3	220	73
Auditors	1	70	70

# Responsible Board Management

## Board Composition and Operation

### Board Composition - Daewoong Pharmaceutical Co., Ltd.

#### Board Appointment and Composition

The Board of Directors of Daewoong Pharmaceutical Co., Ltd. is composed of individuals with diverse expertise to ensure comprehensive oversight and enhance management efficiency. Candidates for executive director positions are nominated by the Board and appointed upon approval at the general shareholders' meeting. Candidates for independent director positions undergo a review to confirm that they do not fall under any disqualifying criteria stipulated by the Commercial Act. We also give careful consideration to excluding individuals with a history of legal violations or those responsible for infringing shareholders' rights, such as through violations of law or exemption from enforcement. To ensure transparency and independence in director appointments, candidates' personal information is disclosed in the 'announcement and notice of the general shareholders' meeting' prior to the meeting. All directors at Daewoong Pharmaceutical have been appointed following this procedure. Currently, the Board consists of five members in compliance with the Commercial Act and the Articles of Incorporation. We have appointed three executive directors and two independent directors, exceeding the statutory minimum ratio for independent directors, thereby promoting transparent governance and enhancing the efficiency and fairness of decision-making. Independent directors constitute 40% of the Board, surpassing the one-quarter minimum requirement set forth in the Commercial Act. At present, Daewoong Pharmaceutical does not separate the roles of CEO and Chairperson of the Board to facilitate efficient management decisions and prompt execution. However, to strengthen governance, we plan to separate these roles by establishing an additional committee and adopting systems for efficient board operation and swift decision-making. To this end, we have enacted a provision enabling the separation of CEO and Chairperson roles (Article 29, Paragraph 3 of the Articles of Incorporation) at the 20th annual general shareholders' meeting.

### Board Expertise and Diversity

At present, the Board is composed of executive directors who possess expertise in their respective fields and are responsible for the operation and management of each business division. In particular, independent directors are appointed as industry experts to strengthen the Board's specialized knowledge and competitiveness aligned with the company's characteristics. The Board is structured with qualified individuals from diverse professional backgrounds to prevent concentration in specific fields or occupations. Among the five current Board members, one executive director is a female officer. We do not discriminate based on gender in the appointment of executives.

### Board Independence

Daewoong Pharmaceutical Co., Ltd. has established and operates a Board composed of members with independence and expertise. In accordance with the Commercial Act and other external laws, independent directors are appointed to fairly oversee whether the duties of directors and management are being executed appropriately and lawfully from an independent position. In the case of concurrent positions held by independent directors, such arrangements are reviewed in accordance with relevant laws, and to prevent conflicts of interest, transactions and concurrent roles are prohibited without prior approval from the Board. Internal standards regarding the allowance of Independent Directors' concurrent positions at other companies are reviewed to assess their independence and potential conflicts of interest, in accordance with the Commercial Act, the Monopoly Regulation and Fair Trade Act, and other applicable domestic laws. In addition, none of the Independent directors over the past three years have worked for the company or its affiliates, nor have they been employed by companies where a major shareholder or executive has engaged in transactions with the company or its affiliates. This indicates full compliance with the disqualification criteria for independent directors stipulated in Articles 382(3) and 542-8 of the Korean Commercial Act. Furthermore, if an independent director becomes subject to any disqualification criteria after appointment, they will immediately forfeit their position.

### Major Resolutions of the Board of Directors of Daewoong Pharmaceutical Co., Ltd.

As of March 26, 2025 (23rd Annual General Shareholders' Meeting)

Category	Executive Director				Independent Director				
Name	Chang-jae Lee (Reappointed)	Seong-soo Park	Eun-kyung Park	Seung-ho Jeon (Retired)	Young-min Cho	Soon-yong Kwon (Newly appointed)	Hong-chul Kim (Retired)	Yong-jin Kim (Retired)	Dae-deok Kim (Retired)
Gender	Male	Male	Female	Male	Male	Male	Male	Male	Male
Term <sup>1)</sup>	Mar. 23, 2021 – Mar. 28, 2027	Mar. 29, 2023 – Mar. 29, 2026	Mar. 29, 2023 – Mar. 28, 2027	Mar. 23, 2018 – Mar. 28, 2024	Mar. 29, 2023 – Mar. 28, 2027	Mar. 26, 2025 – Mar. 26, 2028	Mar. 23, 2018 – Mar. 28, 2024	Mar. 29, 2022 – Mar. 26, 2025	Mar. 29, 2023 – Mar. 26, 2025
Position and Field	Chairperson of the Board / CEO	CEO / Business management expert	Business management expert	Business management expert	Medical expert (Professor)	Medical expert (Professor)	Law and finance	Medical expert (Professor)	Pharmaceutical expert (Professor)
Key Experience	<ul style="list-style-type: none"> <li>Bachelor's in Chinese Literature, Dong-A University</li> <li>Head of Marketing Division, Daewoong Pharmaceutical Co., Ltd.</li> <li>Executive Director, Daewoong Co., Ltd.</li> <li>Vice President, Daewoong Pharmaceutical Co., Ltd.</li> <li>Present) CEO, Daewoong Pharmaceutical Co., Ltd</li> </ul>	<ul style="list-style-type: none"> <li>Master's in Pharmacy, Seoul National University Graduate School</li> <li>Head of U.S. Branch, Daewoong Pharmaceutical Co., Ltd.</li> <li>Head of Nabota Business Division, Daewoong Pharmaceutical Co., Ltd.</li> <li>Vice President, Daewoong Pharmaceutical Co., Ltd.</li> <li>Present) CEO, Daewoong Pharmaceutical Co., Ltd</li> </ul>	<ul style="list-style-type: none"> <li>Department of Political Science and International Relations, Kookmin University</li> <li>Head of Marketing Division 2, Daewoong Pharmaceutical Co., Ltd.</li> <li>Present) Head of ETC Marketing Division, Daewoong Pharmaceutical Co., Ltd.</li> <li>Present) Head of CH Marketing Division, Daewoong Pharmaceutical Co., Ltd.</li> </ul>	<ul style="list-style-type: none"> <li>Master's in Pharmacy, Seoul National University Graduate School</li> <li>Head of Global Business Division, Daewoong Pharmaceutical Co., Ltd.</li> <li>CEO, Daewoong Pharmaceutical Co., Ltd.</li> </ul>	<ul style="list-style-type: none"> <li>Ph.D. in Internal Medicine, Seoul National University Graduate School</li> <li>Clinical Assistant Professor of Internal Medicine, Seoul National University Hospital</li> <li>Visiting Professor, University of British Columbia, Canada</li> <li>Present) Professor of Internal Medicine, Seoul National University College of Medicine</li> </ul>	<ul style="list-style-type: none"> <li>Ph.D. in Medicine, The Catholic University of Korea Graduate School of Medicine</li> <li>Founding President, Eunpyeong St. Mary's Hospital, The Catholic University of Korea</li> <li>Present) Professor of Orthopedic Surgery, Seoul St. Mary's Hospital, The Catholic University of Korea</li> </ul>	<ul style="list-style-type: none"> <li>Law, Seoul National University</li> <li>Independent Director, HanAll Biopharma Co., Ltd</li> <li>Auditor, Bridge Biotherapeutics, Inc.</li> <li>Present) Independent Director of Daewoong Pharmaceutical Co., Ltd.</li> </ul>	<ul style="list-style-type: none"> <li>Ph.D. in Internal Medicine, Seoul National University</li> <li>Associate Dean of Planning, Seoul National University College of Medicine</li> <li>Director of Vision Promotion, Seoul National University College of Medicine</li> <li>Present) Professor of Internal Medicine, Seoul National University College of Medicine</li> </ul>	<ul style="list-style-type: none"> <li>Master's in Pharmaceutics, Seoul National University Graduate School</li> <li>Ph.D. in Pharmaceutics, Rutgers University Graduate School</li> <li>Associate Dean, Seoul National University College of Pharmacy</li> <li>President, Korea Pharmaceutical Association</li> <li>Present) Professor of Pharmaceutical Sciences, Seoul National University College of Pharmacy</li> </ul>
Three-Year Attendance Rate	100%	100%	100%	100%	81.8%	100%	100%	70%	83%

1) The average tenure of executive directors is approximately 6.01 years, and the average tenure of independent directors is approximately 1.58 years.

# Responsible Board Management

## Board Composition and Operation

### Board Operation

The Board of Directors is convened by the Chairperson or by another director designated by the Board. Each director shall be notified of the meeting, either in writing or verbally, at least seven days in advance. However, if all directors consent, the convening procedure may be waived. Board resolutions require the attendance of a majority of directors and the affirmative vote of a majority of those present. In 2024, the Board adopted resolutions on key matters at a total of nine meetings.

### Subcommittees of the Board of Directors

Daewoong Co., Ltd. and Daewoong Pharmaceutical Co., Ltd. each have total assets of less than KRW 2 trillion on a non-consolidated basis and are therefore not subject to the mandatory establishment of an Audit Committee or an Independent Director Candidate Nomination Committee under the Commercial Act. While there are currently no separate subcommittees within the Board, we operate a Related Party Transaction Committee to review the transparency of transactions with affiliates and a Personnel and Compensation Committee to establish criteria for executive evaluation and remuneration. These committees perform their duties in accordance with internal regulations that define their authority, composition, responsibilities, and operational procedures.

### Board Skills Matrix

Expertise	Chang-jae Lee	Seong-soo Park	Eun-kyung Park	Young-min Cho	Soon-yong Kwon
Leadership	✓	✓	✓		
Marketing	✓		✓		
Pharmaceutical operations · management	✓	✓			
R&D · regulatory		✓	✓		
Academia · medical · clinical				✓	✓
Strategic planning	✓	✓	✓		
<b>Diversity</b>					
Age	47 years	49 years	41 years	54 years	65 years
Gender	Male	Male	Female	Male	Male
Director type	Executive director	Executive director	Executive director	Independent director	Independent director
Term type	Reappointed				Newly appointed
<b>Independence</b>					
No prior employment with the company or affiliates				✓	✓

### Major Resolutions of the Board of Directors of Daewoong Pharmaceutical Co., Ltd.

As of December 31, 2024

Session	Meeting Date	Agenda Items	Approval Status	Approval Rate	Attendance Rate
1	Feb. 26, 2024	Matters for resolution 1) Resolution to convene the annual general shareholders' meeting 2) Decision on cash dividend 3) Resolution to approve the corporate bond issuance limit · Matters for reporting 1) Report on the financial statements for the 22nd fiscal year 2) Report on the operation of the internal accounting control system 3) Report on investment in other corporations 4) Participation in the OO structure advancement project bid 5) Report on changes in investment in Magok R&D center 6) Report on the appointment of a compliance officer and results of anti-corruption management system review 7) Report on environment, health, and safety (EHS) management	Approved	100%	100%
2	Mar. 8, 2024	· Matters for resolution Resolution on the approval of the non-consolidated and consolidated financial statements for the 22nd fiscal year	Approved	100%	80%
3	Mar. 21, 2024	· Matters for resolution Resolution on changes to investment matters (construction investment)	Approved	100%	100%
4	Mar. 28, 2024	· Matters for resolution Resolution on the appointment of CEO	Approved	100%	100%
5	Apr. 18, 2024	· Matters for resolution Resolution on bank borrowing and collateral provision (construction investment)	Approved	100%	100%
6	Apr. 29, 2024	· Matters for reporting 1) Report on Q1 2024 performance 2) Business plans by division and Q1 income, and advisory requests 3) Approval of 2024 EHS plan 4) Report on corporate bond issuance results 5) Director compensation payment plan	-	-	100%
7	Jul. 15, 2024	· Matters for resolution Resolution on the provision of a payment guarantee for Selatox's loan in Indonesia	Approved	100%	100%
8	Aug. 9, 2024	· Matters for resolution Resolution on CEO stock compensation · Matters for reporting 1) Report on Q2 2024 performance 2) Review of Q2 performance and advisory matters of the ETC headquarter 3) Report on the payment guarantee and loan agreement for Selatox 4) Report on Q2 2024 borrowings	Approved	100%	80%
9	Oct. 30, 2024	· Matters for resolution 1) Resolution on change of managers 2) Resolution on the appointment of the compliance officer · Matters for reporting 1) Report on Q3 2024 income 2) Report on the borrowing status 3) Report on the R&D status	Approved	100%	100%

# Responsible Board Management

## Board Composition and Operation

### Board Evaluation

The evaluation of independent directors is conducted based on the following factors: 1) attendance rate at Board meetings, 2) in-depth review of agenda items and issues, 3) contribution of new ideas, 4) provision of appropriate advice on mid- to long-term management strategies and business plans utilizing their respective expertise, 5) audit oversight, 6) supervision of management, and 7) performance of duties related to risk management.

We apply evaluation criteria tailored to each director's area of expertise. We define individual evaluation elements and assess performance accordingly. Daewoong Pharmaceutical is also exploring the use of quantitative indicators, alongside qualitative assessments, to support more comprehensive Board evaluations and provide more detailed disclosures.

### Support for Enhancing Board Expertise

Daewoong Pharmaceutical Co., Ltd. provides both human and material support to ensure that independent directors can actively participate in management and make well-informed decisions. The ESG Team (IR Team) is designated as the Board support department and systematically delivers key information—including organizational structure, business status, goals, and strategies—in the form of requested materials and analytical reports. This enables the Board to engage in rational and deliberate discussions and decision-making. To strengthen the Board's expertise and operational efficiency, we provide sufficient prior explanations and detailed information on agenda items. Decisions made by executive management are subsequently reported to the Board and are subject to thorough review, fostering close and collaborative engagement between the two parties. We also conduct in-depth annual training sessions that offer independent directors opportunities to engage in comprehensive discussions on major business developments, financial issues, critical challenges in the pharmaceutical industry, and the latest management trends. These efforts allow the Board to function more effectively and contribute actively to shaping the company's strategic direction.

### Board Training

Daewoong Pharmaceutical Co., Ltd. conducts monthly group training and leadership development programs not only for the Board of Directors but also for candidate pools for key positions such as CEO and division heads. Following internal evaluations, candidates who do not meet the required standards undergo retraining to ensure they are qualified to serve as members of the Board.

#### Independent Director Training Status of Daewoong Co., Ltd.

Training Date	Training Provider	Attending Independent Director	Key Training Content
Nov. 5, 2024	Deloitte Korea	Yong-jin Kim, Dae-deok Kim, Yong-min Cho	Effective Oversight and Updates on Domestic and International Disclosures for the Board of Directors and the Audit Committee

### Executive Compensation Policy Linked to Performance Evaluation

Daewoong Pharmaceutical Co., Ltd. provides compensation within the remuneration limit for directors approved at the general shareholders' meeting, based on the executive compensation plan and employee welfare regulations. The Personnel and Compensation Committee determines compensation by considering position and job responsibilities. In accordance with the compensation policy, the Committee evaluates the compensation levels of key executives through peer group comparisons. It also reviews the duties, workload, and external competitiveness of independent directors' compensation, with input from external advisors, before final deliberation is carried out by the internal committee. As this is part of the company's human resources system, the relevant internal regulations are not disclosed. However, in accordance with the disclosure requirements for quarterly, semiannual, and annual reports, we disclose compensation details and standards only for key executives who receive KRW 500 million or more. In particular, we operate stock-based compensation programs, such as Restricted Stock Units (RSUs) and stock grants, for employees who achieve mid- to long-term management performance goals, in order to foster a sense of ownership and enhance motivation.

#### Daewoong Pharmaceutical Co., Ltd. 2024 Stock-Based Compensation System Status

As of December 31, 2024

System	Number of Members	Basis and Procedure for Grant	Total Number of Shares
Restricted Stock Units (RSUs)	1	- 50% Enhanced-condition restricted stock units (RSUs) - 50% Challenge-target restricted stock units (RSUs)	3,186 shares
Stock Grants	93	Stock grants are awarded annually based on the compensation system	20,154 shares

#### Daewoong Pharmaceutical Co., Ltd. 2024 Total Compensation Status for Directors and Auditors

As of December 31, 2024, Unit: KRW million

Category	Number of Members	Amount Approved at the General Shareholders' Meeting
Registered Director	6	3,000
Auditors	1	200

# Ensuring Shareholder Rights

## Shareholder-Friendly Activities

Daewoong Pharmaceutical is committed to protecting shareholder rights and enhancing shareholder value based on transparency in information disclosure, sound and stable corporate governance, and a system of checks and balances.

### Ensuring the Exercise of Rights at the General Shareholders' Meeting

Daewoong Pharmaceutical makes efforts to enhance access to information and participation so that shareholders can fully exercise their voting rights and express their opinions at general shareholders' meetings.

Category	Key Content
Provision of sufficient information	<ul style="list-style-type: none"> <li>Daewoong Pharmaceutical issued the notice and announcement for the 23rd annual general shareholders' meeting four weeks prior to the meeting date.</li> <li>This advance notice schedule was designed to allow shareholders ample time to review the agenda items before exercising their voting rights. We plan to maintain and enhance this process going forward.</li> </ul>
Efforts to provide information to foreign shareholders	<ul style="list-style-type: none"> <li>While the current meeting notices may not fully meet the needs of foreign shareholders, we facilitate the exercise of voting rights by foreign investors through proxy delegation via the Korea Securities Depository.</li> <li>In addition, as of April 15, 2024, we have commenced English-language disclosures through the Korea Exchange's &lt;Korean Disclosure Translation Support Service for Listed Companies&gt; and plan to expand the scope of English disclosures to enhance accessibility.</li> </ul>
Avoiding the peak date for general meetings	<ul style="list-style-type: none"> <li>To encourage greater participation by minority shareholders and enhance shareholder engagement, Daewoong Pharmaceutical participated in the Korea Listed Companies Association's voluntary general meeting dispersion program and held its general meeting on a date other than the general meeting peak date. We will continue these efforts.</li> </ul>
Implementation of electronic voting	<ul style="list-style-type: none"> <li>Daewoong Pharmaceutical introduced and implemented an electronic voting system starting with its 19th general shareholders' meeting.</li> <li>This system was introduced to improve shareholder convenience by enabling voting without the need to attend the meeting in person.</li> </ul>
Solicitation of proxy voting	<ul style="list-style-type: none"> <li>Along with electronic voting, we encourage proxy solicitation to enable a greater number of shareholders, including foreign investors, to exercise their voting rights.</li> </ul>
Opportunity for shareholder remarks	<ul style="list-style-type: none"> <li>During the general shareholders' meeting, sufficient time is allocated for questions and answers to allow minority shareholders to express their opinions.</li> </ul>

### Guaranteeing the Right to Propose Shareholder Resolutions

Daewoong Pharmaceutical has established procedures to ensure that shareholders can smoothly exercise their legitimate right to propose resolutions.

Category	Key Content
Guidance on exercising shareholder proposal rights	<ul style="list-style-type: none"> <li>Daewoong Pharmaceutical allows shareholders to exercise their proposal rights unless the proposal violates the Commercial Act, the Articles of Incorporation, or falls under other rejection grounds specified by Presidential Decree.</li> <li>Although a separate page has not been created on the website for shareholder proposals—given that relevant laws and regulations are sufficiently detailed—the responsible department provides individual guidance in response to inquiries submitted through the customer service section of the website.</li> </ul>
Establishment of procedures and standards for handling shareholder proposals	<ul style="list-style-type: none"> <li>Daewoong Pharmaceutical's IR Team is responsible for handling shareholder proposals. In accordance with the Commercial Act, if a shareholder holding 1% or more of shares submits a proposal at least six weeks prior to the general meeting, we review the legal validity of the request and responds in writing or electronically within seven business days. Internal standards and procedures are in place to ensure the proper handling of such submissions.</li> </ul>
Operation of inquiry channel	<ul style="list-style-type: none"> <li>The official email address of the IR Team, the responsible department, is disclosed to ensure shareholders can communicate with the company at any time.</li> </ul>

# Ensuring Shareholder Rights

## Shareholder-Friendly Activities

### Provision of Shareholder Return Policy and Predictability

Daewoong Pharmaceutical maintains a consistent dividend policy to enhance shareholder value and strives to provide greater predictability regarding shareholder returns.

Category	Key Content
Establishment of shareholder return policy	<ul style="list-style-type: none"> <li>Daewoong Pharmaceutical has continuously provided annual dividends to enhance shareholder value.</li> <li>Dividend amounts are determined by comprehensively considering factors such as investment for future sustainable growth, business performance, cash flow, and dividend stability.</li> <li>We maintain a dividend policy that is either consistent with the previous year or gradually increased, based on the dividend payout ratios of the past three years and industry peers.</li> </ul>
Efforts to enhance dividend predictability	<ul style="list-style-type: none"> <li>Daewoong Pharmaceutical has provided annual dividends; however, changes to the standards for dividend predictability have not been reflected in the Articles of Incorporation.</li> <li>However, in accordance with the Commercial Act, we approve financial statements and make dividend decisions at Board meetings, and disclose the details of dividend decisions prior to the general shareholders' meeting.</li> <li>We are currently conducting a comprehensive review of its mid- to long-term shareholder return policy and future plans, and is considering revisions to the Articles of Incorporation to enhance dividend predictability.</li> </ul>
Communication through IR activities	<ul style="list-style-type: none"> <li>Daewoong Pharmaceutical states and notifies its dividend principles on its official website and provides guidance on its shareholder return policy during IR events.</li> <li>In addition, we have begun issuing English disclosures and plan to provide its shareholder return policy in English materials going forward.</li> </ul>
Review of shareholder returns beyond dividends	<ul style="list-style-type: none"> <li>Although Daewoong Pharmaceutical's cash dividend payout ratio has recently declined, dividend decisions are made with consideration of the dividend yield.</li> <li>While dividend expansion has been constrained by ongoing CAPEX investments, Daewoong Pharmaceutical plans to explore ways to increase dividends through in-depth discussions, grounded in solid financial performance, including continued growth in sales and operating profit.</li> </ul>

### Provision of Equal Voting Rights and Corporate Information

Daewoong Pharmaceutical ensures equal voting rights for all shareholders and seeks effective communication by providing corporate information in a timely and transparent manner.

Category	Key Content
One-share-one-voting principle	<ul style="list-style-type: none"> <li>Daewoong Pharmaceutical recognizes the one-share-one-vote principle for all shareholders and ensures the fair exercise of voting rights, an inherent shareholder entitlement, in accordance with the Commercial Act and other applicable laws, thereby preventing any infringement of such rights.</li> <li>Pursuant to the Articles of Incorporation, the total number of shares authorized to be issued is 32,000,000, and as of the end of 2024, a total of 11,586,575 registered common shares had been issued.</li> <li>No preferred shares have been issued to date.</li> </ul>
Information disclosure through IR activities	<ul style="list-style-type: none"> <li>Daewoong Pharmaceutical's IR team aims to ensure transparent and fair information disclosure, maintain continuous and systematic engagement with investors, and provide accessible IR content. In line with these objectives, we hold various investor relations (IR) events throughout the year for various investors, including institutional investors.</li> <li>From January 1 to December 31, 2024, we conducted a total of 467 IR engagements, including 122 sessions such as non-deal roadshows (NDRs) and Corporate Days for domestic and international institutional investors, as well as 345 conference calls and face-to-face meetings.</li> <li>In addition, conference calls targeting retail investors (including individual shareholders) are held on an ongoing basis.</li> </ul>
Communication with overseas investors	<ul style="list-style-type: none"> <li>Daewoong Pharmaceutical participated once in a global IR event hosted by a domestic securities firm and holds one-on-one meetings (either in person or via conference call) upon request from overseas investors.</li> </ul>
Disclosure of inquiry channels	<ul style="list-style-type: none"> <li>We provide the telephone number and general email address of the IR department on its website to ensure clear guidance for investor inquiries.</li> <li>However, in consideration of information security and personal data protection, the personal contact information and email addresses of IR personnel are not disclosed.</li> </ul>
English website and english disclosures	<ul style="list-style-type: none"> <li>Daewoong Pharmaceutical operates an English-language website and has designated personnel responsible for communication with foreign investors. Since April 15, 2024, we have provided English-language disclosures through the Korea Exchange's &lt;Korean Disclosure Translation Support Service for Listed Companies&gt;. At the group level, press releases, including earnings results and business updates, are regularly distributed to global investment media such as Bloomberg and Yahoo Finance via international PR agencies, including PR Newswire.</li> </ul>

# Ensuring Shareholder Rights

## Shareholder-Friendly Activities

### Protection of Shareholders from Unfair Internal Transactions and Self-Dealing by Controlling Shareholders, etc.

Daewoong Pharmaceutical has established and operates control mechanisms to prevent management or controlling shareholders from engaging in internal transactions or self-dealing for personal gain.

Category	Key Content
Internal transaction and self-dealing control policy	<ul style="list-style-type: none"> <li>Daewoong Pharmaceutical specifies in its Board of Directors Regulations that the "approval of transactions between directors and the company" is a matter for resolution. We strengthen control over internal and self-dealing transactions by restricting the voting rights of directors who have special interests in relevant board agenda items.</li> </ul>
Approval by the affiliate transaction committee	<ul style="list-style-type: none"> <li>In accordance with Article 542-9 (3) of the Commercial Act, if the annual transaction amount with the company's related parties exceeds 5% of total assets or sales, or if a single transaction exceeds 1%, we obtain approval from the Affiliate Transaction Committee.</li> <li>Additionally, pursuant to Article 398 of the Commercial Act, we ensure internal controls by obtaining board approval for transactions with major shareholders and companies that may pose a conflict of interest due to concurrent directorships.</li> </ul>

### Protection of Shareholders in the Event of Changes in Ownership Structure or Major Business Operations

In the event of changes in the company's ownership structure, core business operations, or capital financing policies that may entail differing interests among shareholders, Daewoong Pharmaceutical ensures sufficient explanation is provided to shareholders, actively collects opinions from minority shareholders, and implements measures to protect the rights of dissenting shareholders.

Category	Key Content
Policy on collecting minority shareholder opinions and protecting their rights	<ul style="list-style-type: none"> <li>In the reporting year, Daewoong Pharmaceutical did not experience any significant changes in corporate ownership structure or core business operations, such as mergers, business transfers, spin-offs (including physical spin-offs), or comprehensive stock exchanges or transfers.</li> <li>Nevertheless, to safeguard shareholder rights, particularly those of minority and dissenting shareholders, we have established a range of supplementary measures. These include the introduction of electronic voting, the allocation of sufficient time for Q&amp;A sessions during general meetings, and the collection of shareholder feedback through the IR team.</li> </ul>
Introduction of electronic voting	<ul style="list-style-type: none"> <li>Electronic voting has been introduced at general meetings to enable shareholders to exercise their voting rights.</li> </ul>
Allocation of the Q&A time during general meetings	<ul style="list-style-type: none"> <li>During general meetings, sufficient time is allocated for questions and answers to enable minority shareholders to express their views.</li> </ul>
Collection of opinions through the IR team	<ul style="list-style-type: none"> <li>The IR team serves as a communication channel for minority shareholders, and any significant matters raised are reported to the Board of Directors for consideration in decision-making.</li> </ul>

# Ethical Management

## Ethical Management Compliance and Violation Management

Daewoong Pharmaceutical pursues sustainable growth through a transparent and fair corporate culture, positioning ethical management as a core value in order to become a trusted company for all stakeholders. This approach goes beyond mere legal compliance and aims to enhance the company’s long-term value and social contribution by fulfilling social responsibilities and practicing high ethical standards.

### Ethical Management Compliance

#### Ethical Standards

Daewoong Pharmaceutical's Ethical Standards outline the fundamental values and principles that all executives and employees must adhere to in the course of their duties. They serve as the benchmark for ethical judgment and behavior across all areas of business operations.

Category	Key Content
Responsibilities and obligations to customers	<ul style="list-style-type: none"> <li>We prioritize the life and health of our customers and strive to provide safe and high-quality products and services.</li> <li>We protect customer rights and faithfully fulfill our commitments to customers.</li> </ul>
Responsibilities and obligations to shareholders	<ul style="list-style-type: none"> <li>We provide transparent and reliable management information, enhance corporate value through rational decision-making, and protect the rights and interests of shareholders.</li> </ul>
Responsibilities and obligations to employees	<ul style="list-style-type: none"> <li>We respect the personality and diversity of our employees and create a fair and healthy working environment.</li> <li>We support individual growth and provide fair compensation based on performance.</li> <li>We pursue a sound organizational culture based on mutual respect and trust.</li> </ul>
Social responsibilities and obligations	<ul style="list-style-type: none"> <li>We comply with laws and social norms, and fulfill our social responsibilities by protecting the environment and contributing to community development as a corporate citizen.</li> <li>We actively participate in activities for sustainable development.</li> </ul>

#### Code of Conduct

Daewoong Pharmaceutical's Code of Conduct provides specific guidelines and standards for applying the principles of the ethical norms to actual business practices. It guides each employee toward proper judgment and behavior while minimizing ethical risks.

Category	Key Content
Attitude toward external parties	<ul style="list-style-type: none"> <li>We maintain an honest and sincere attitude in all external relations, safeguarding the reputation of both the company and individuals.</li> <li>We do not engage in unfair solicitations or pursue unjust gains.</li> </ul>
Fair business practices	<ul style="list-style-type: none"> <li>We handle all tasks fairly and transparently, without being influenced by personal interests or conflicts of interest.</li> <li>We strictly comply with relevant laws and company regulations.</li> </ul>
Prevention of conflicts of interest	<ul style="list-style-type: none"> <li>We recognize and avoid situations where conflicts of interest may arise between the company and individuals in advance. If such a situation occurs, we immediately report it to the company and handle it through proper procedures.</li> </ul>
Protection of company assets	<ul style="list-style-type: none"> <li>We handle all company assets, including physical and intellectual property, with care, do not use them for personal purposes, and manage them efficiently.</li> </ul>
Information protection and sharing	<ul style="list-style-type: none"> <li>We strictly protect the company's confidential information as well as the personal information of customers, partners, and employees, and share it only when necessary for business purposes and in a limited manner.</li> <li>We maintain the accuracy and security of information.</li> </ul>

#### Implementation Results

Daewoong Pharmaceutical is undertaking various initiatives to effectively implement its Ethical Standards and Code of Conduct, thereby embedding ethical management more deeply into its corporate culture.

Category	Key Content
Virtuous cycle of ethical thinking and behavior	<ul style="list-style-type: none"> <li>We maintain an honest and sincere attitude in all external relations, safeguarding the reputation of both the company and individuals.</li> <li>We do not engage in unfair solicitations or pursue unjust gains.</li> </ul>
Strict disciplinary actions for dishonest and unethical behavior	<ul style="list-style-type: none"> <li>We apply a zero-tolerance policy to violations of the Ethical Standards, conduct thorough investigations, and impose proportionate disciplinary measures to prevent recurrence.</li> </ul>
Honesty building trust and infinite capital	<ul style="list-style-type: none"> <li>We recognize that honest and transparent business practices build trust with stakeholders, which ultimately becomes the company's most powerful form of capital.</li> </ul>

# Ethical Management Ethical Management Compliance and Violation Management

Daewoong Pharmaceutical operates Ethical Management Sinmungo System to establish a transparent and fair corporate culture and to practice ethical management. This system serves as a communication channel that enables all stakeholders, including employees, customers, and partners, to safely report violations of the Ethical Standards or unethical conduct.

## Ethical Management Violations through Operation of the Cyber Sinmungo System

### Overview of the Cyber

Daewoong Pharmaceutical receives reports of unfair practices by employees through its cyber sinmungo system for ethical management and aims to build a more transparent and integrity-driven organization. We will foster a healthy corporate culture by collecting various opinions, including grievance reports, reports of violations of the Ethical Standards, and suggestions for policy improvements.

Subjects of Reporting	Key Reportable Items
Violations of Ethical Standards	• Acts that violate ethical standards and relevant laws, such as bribery, unfair transactions, and sexual harassment
Unethical Conduct	• Acts that undermine a sound corporate culture, such as giving or receiving money or entertainment
Suggestions for Policy Improvement	• Proposals for more efficient business operations or improvement of corporate culture

### Whistleblower Protection Principle

Daewoong Pharmaceutical strictly adheres to the whistleblower protection principle to ensure that reporters do not suffer any disadvantage and guarantees the confidentiality of their identity.

Principle	Key Content
Confidentiality standards	• Disclosure or implication of the whistleblower's identity without their consent is strictly prohibited.
Identity protection standards	• Whistleblowers shall be protected from any disadvantage or discrimination due to their report or the provision of materials.

### Processing Procedure

Once a report is received, it is processed through the following transparent and fair procedures.



### Usage Guide

Category	Key Content
Detailed reporting	• Reports that are written in detail according to the 5W1H principle (who, when, where, what, how, and why) allow more prompt and accurate investigations.
Real-name or anonymous reporting	• Both real-name and anonymous reports are accepted; however, real-name submissions may facilitate confirmation of the investigation outcome.
Checking report progress and results	• The status and outcome of the report can be checked through the information registered in the 'Handling Results Menu'.

# Risk Management System

## Risk Management Policies and Operational Status by Major Risk Type

Daewoong Pharmaceutical operates a company-wide risk management system to promote sustainable growth through stable business operations and to maximize corporate value. This system aims to identify potential and critical risk factors in advance and to minimize negative impacts through proactive responses. Daewoong Pharmaceutical designates responsible departments by risk type to enhance expertise, and the CEO oversees the overall risk management status and determines necessary actions, ensuring that top management is directly involved in risk management. In response to the rapidly changing internal and external business environment and potential risks, we continuously monitor and analyze risk factors.

### Company-wide Risk Management Policies and Operational Status

Daewoong Pharmaceutical has established company-wide risk management policies, and the CP Team, which is responsible for audits and audit support, primarily carries out risk management tasks.

Key Activities	Key Content
Risk monitoring through audit activities	<ul style="list-style-type: none"> <li>Auditors monitor risks that may arise throughout business operations by establishing and reviewing internal audit plans, reviewing external auditors' audit processes, discussing key audit matters in advance, and evaluating and approving the internal accounting management system.</li> </ul>
Establishment of basis for internal control policies	<ul style="list-style-type: none"> <li>Daewoong Pharmaceutical maintains audit regulations and internal accounting management regulations as the basis for its internal control policies. We enact or revise internal regulations as needed to appropriately reflect applicable laws and regulations.</li> </ul>
Advancement of internal accounting management system	<ul style="list-style-type: none"> <li>In accordance with the Act on External Audit of Stock Companies enacted in November 2018, Daewoong Pharmaceutical revised its internal accounting management regulations and operational guidelines.</li> <li>We have determined the scope of evaluation based on both quantitative and qualitative criteria, and developed work descriptions, process flowcharts, and a risk control matrix (RCM) to enhance the internal accounting management system to meet audit standards.</li> <li>Since 2020, the internal accounting management system has been designed and operated in accordance with the 'Design and Operation Framework for Internal Accounting Management Systems' published by the Internal Accounting Management System Operations Committee.</li> </ul>
Operation of the Internal Transaction Committee	<ul style="list-style-type: none"> <li>The Internal Transaction Committee, composed of the CEO of Daewoong Co., Ltd., the auditor of Daewoong Co., Ltd., the auditor of Daewoong Pharmaceutical Co., Ltd., and the head of the Planning Office of Daewoong Co., Ltd., deliberates and resolves all new internal transactions as well as existing transactions in which pricing (market value) or transactional roles have changed.</li> <li>The committee receives quarterly reports on internal transaction status and regular inspection results, and recommends re-deliberation or corrective action for transactions deemed to pose risks based on internal and external inspections.</li> </ul>
Continuous improvement of internal control policies	<ul style="list-style-type: none"> <li>Our key departments continuously revise and enhance overall internal control policies in line with changes in relevant laws and regulations, seeking to manage various risks.</li> </ul>

### Compliance Management Policies and Training Status

Daewoong Pharmaceutical implements the following policies and training programs to proactively respond to domestic and international anti-corruption requirements and to realize compliance-based management.

Key Activities	Key Content																					
Acquisition of ISO 37001 (Anti-Bribery Management System) Certification	<ul style="list-style-type: none"> <li>We have established and operate a management system based on international standards to address bribery risks.</li> </ul>																					
Operation of the Compliance Program (CP)	<ul style="list-style-type: none"> <li>We operate the CP to build a fair competition system and enhance trust both internally and externally. A dedicated CP team (9 members) has been established to eliminate risks related to unfair trade practices and to ensure continued compliance management.</li> </ul>																					
CP Training by Department	<table border="1"> <thead> <tr> <th>Training Date</th> <th>Participants</th> <th>Training Title (Content)</th> </tr> </thead> <tbody> <tr> <td>January 2024</td> <td>All employees</td> <td>Trends in anti-bribery laws and regulations, incident cases, anti-bribery policies, and code of ethics (commitment of the board of directors and management)</td> </tr> <tr> <td>January 2024</td> <td>Sales Team</td> <td>CP training</td> </tr> <tr> <td>February 2024</td> <td>Head of Headquarter / Head of Business Unit</td> <td>CP training for personnel in charge (regulatory trends, case studies, and guideline briefing)</td> </tr> <tr> <td>May 2024</td> <td>Sales/Marketing Team</td> <td>CP training (email-based training on partner company regulations)</td> </tr> <tr> <td>September 2024</td> <td>New hires</td> <td>CP training</td> </tr> <tr> <td>First Half/Second Half</td> <td>Marketing Team (New PM)</td> <td>CP training</td> </tr> </tbody> </table>	Training Date	Participants	Training Title (Content)	January 2024	All employees	Trends in anti-bribery laws and regulations, incident cases, anti-bribery policies, and code of ethics (commitment of the board of directors and management)	January 2024	Sales Team	CP training	February 2024	Head of Headquarter / Head of Business Unit	CP training for personnel in charge (regulatory trends, case studies, and guideline briefing)	May 2024	Sales/Marketing Team	CP training (email-based training on partner company regulations)	September 2024	New hires	CP training	First Half/Second Half	Marketing Team (New PM)	CP training
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### Disclosure Information Management Policy and Operational Status

Daewoong Pharmaceutical operates a disclosure information management policy to ensure transparent and accurate information disclosure.

Key Activities	Key Content
Operation of disclosure-related organization	<ul style="list-style-type: none"> <li>We have established a disclosure-related organization, consisting of the disclosure officer and the Finance Team (7 members). Within the Finance Team, two disclosure managers (primary and secondary) are designated to ensure that no disclosure duties are omitted.</li> </ul>
Implementation of disclosure information management regulations	<ul style="list-style-type: none"> <li>We have established and enforce the Disclosure Information Management Regulations through the Finance Team to control and manage disclosure information.</li> </ul>
Employee training and guidance	<ul style="list-style-type: none"> <li>We regularly distribute and communicate insider trading precautions, disclosure threshold amounts, and disclosure checklists to employees to prevent violations of disclosure regulations.</li> </ul>

# Risk Management System

## Financial Risk Management

Daewoong Pharmaceutical systematically identifies, analyzes, evaluates, and manages financial risks to ensure the company’s sustainable growth and value creation. To secure financial stability and minimize potential losses in a rapidly changing market environment, we operate a proactive and transparent financial risk management system.

### Financial Risk Management Policies and Operational Status

Daewoong Pharmaceutical enhances the efficiency of financial risk management through the direct involvement of C-level management and close collaboration with specialized departments.

Category	Key Content
Responsible parties for financial risk management	<ul style="list-style-type: none"> <li>The CEO is responsible for overseeing overall risk management, while the Finance Team and Accounting Team take the lead in handling practical tasks related to financial risks.</li> </ul>
Transparent information disclosure	<ul style="list-style-type: none"> <li>To enhance shareholder value and protect shareholder rights, we ensure transparency in information disclosure.</li> <li>Information on our financial status, business performance, and various public disclosures is made easily accessible to shareholders and stakeholders via the sustainability website and the electronic disclosure system.</li> </ul>
Designation of disclosure officer and practitioners	<ul style="list-style-type: none"> <li>The disclosure-related organization consists of a disclosure officer (Head of Division) and the Finance Team (7 members), with two designated disclosure managers to ensure that no disclosure duties are omitted.</li> </ul>
Establishment and implementation of disclosure information management regulations	<ul style="list-style-type: none"> <li>The Finance Team has established and enforces the Disclosure Information Management Regulations for the control and management of disclosure information.</li> </ul>
Operation of the internal accounting management system	<ul style="list-style-type: none"> <li>Since 2020, we have been designing and operating the internal accounting management system in accordance with the "Design and Operation Framework for Internal Accounting Management Systems." This system serves as a key internal financial reporting control mechanism to ensure accounting transparency and reliability and to prevent fraud and errors.</li> </ul>
Establishment of internal accounting management regulations and guidelines	<ul style="list-style-type: none"> <li>We specify the authority and responsibilities of the CEO, internal accounting manager, auditor, and departments related to internal accounting management and provide regulations on training, performance evaluation, and other aspects to ensure professional and accountable operation. We conduct internal audits as needed to identify areas requiring internal control and establish and implement control plans accordingly.</li> </ul>
Communication with external auditors	<ul style="list-style-type: none"> <li>If we are notified by an external auditor of any violation of accounting standards, we can appoint an external expert at our expense to conduct an investigation and may require our representative to take corrective action based on the results. In addition, we provide our financial statements to the external auditor at least six weeks before the regular general shareholders' meeting (four weeks prior for consolidated financial statements) to ensure sufficient time for audit.</li> </ul>

### Current Status and Performance of Financial Risk Management

Daewoong Pharmaceutical is continuously working to advance its current financial risk management system to prepare for potential future financial risks and to provide stakeholders with more transparent and reliable information. In particular, we plan to actively review institutional improvements to enhance dividend predictability and diversify its shareholder return policies.

Key Activities	Key Content
Key financial status	<ul style="list-style-type: none"> <li>On a consolidated basis for 2024, we recorded revenue of KRW 1,422,683 million, operating profit of KRW 147,942 million, and net profit of KRW 23,346 million.</li> <li>Total assets amounted to KRW 1,976,977 million, showing continued growth.</li> </ul>
Sustainable dividend policy	<ul style="list-style-type: none"> <li>To enhance shareholder value, we have consistently paid annual dividends.</li> <li>Dividend amounts are determined by comprehensively considering investments for sustainable growth, business performance, cash flow, and dividend stability. We follow a basic policy of maintaining or gradually increasing the dividend level based on its dividend payout ratio over the past three years and that of industry peers.</li> </ul>
Efforts to improve dividend predictability	<ul style="list-style-type: none"> <li>Dividend decisions are made by the Board of Directors, and related information is disclosed prior to the general shareholders' meeting.</li> <li>We are considering amending its Articles of Incorporation in the future to improve dividend predictability.</li> </ul>
Appropriate discussion on shareholder returns	<ul style="list-style-type: none"> <li>Although dividend increases have been limited due to CAPEX investments such as facility expansion, we plan to explore options for dividend increases through in-depth discussions, based on solid financial performance including continued growth in revenue and operating profit.</li> </ul>

# Risk Management System

## Financial Risk Management

Daewoong Pharmaceutical systematically manages not only financial performance but also various non-financial risks that affect corporate sustainability. We aim to protect corporate value and build trust with all stakeholders by proactively identifying and responding to risks that may arise across a wide range of areas, including legal compliance, operational efficiency, information security, and environment/health/safety.

### Legal Risk Management

Daewoong Pharmaceutical strictly complies with domestic and international laws and regulations, and strengthens corporate ethics to minimize legal risks.

Category	Key Content
Establishment of compliance system	<ul style="list-style-type: none"> <li>To proactively respond to domestic and international anti-corruption requirements, we have acquired ISO 37001 (Anti-Bribery Management System) certification and established and operate a management system based on international standards. This enables effective response to corruption risks.</li> </ul>
Operation of the compliance program (CP)	<ul style="list-style-type: none"> <li>We operate the compliance program (CP) to build a fair competition system and enhance internal and external trust.</li> <li>To this end, we have established a dedicated CP team (9 members) to eliminate risks related to unfair trade practices and to continuously implement compliance management.</li> </ul>
Reflecting ongoing regulatory changes	<ul style="list-style-type: none"> <li>Our key departments continuously revise and enhance internal control policies in line with changes in relevant laws and regulations, striving to manage various risks.</li> </ul>

### Operational Risk Management

Daewoong Pharmaceutical efficiently manages risks that may arise across all areas of business operations and has established systems to ensure stable business continuity.

Key Activities	Key Content
Quality and process management	<ul style="list-style-type: none"> <li>We manage risks related to product and service quality through its quality management system and smart process operations.</li> </ul>
Information security and personal data protection	<ul style="list-style-type: none"> <li>By maintaining ISO 27001 (Information Security) and ISO 27701 (Personal Data Protection) certifications, we protect its information assets and customers' personal data from leakage and misuse.</li> </ul>
Disclosure information management policy	<ul style="list-style-type: none"> <li>The Finance Team has established and enforces the Disclosure Information Management Regulations to control and manage disclosure. We strive to prevent violations of disclosure regulations by regularly distributing and communicating insider trading precautions, disclosure thresholds, and disclosure checklists to employees.</li> </ul>
Occupational health and safety system certification	<ul style="list-style-type: none"> <li>We maintain ISO 45001 (Occupational Health and Safety Management System) certification to conduct systematic health and safety management.</li> </ul>
Compliance with environmental management system	<ul style="list-style-type: none"> <li>We comply with the Environmental Management System (ISO 14001) and prepare EHS reports to manage environmental risks.</li> </ul>
Partner management	<ul style="list-style-type: none"> <li>We continuously conduct partner evaluations and management to ensure a stable supply chain and business operations.</li> </ul>

# Risk Management System

## Financial Risk Management

### Tax Strategy

Daewoong Pharmaceutical faithfully fulfills its domestic and international tax obligations across all business sites, including consolidated subsidiaries. We strictly comply with the tax laws of each country and accurately carry out all tax reporting and payment procedures. We maintain a transparent relationship with tax authorities and fully provide all required documentation. In particular, for transactions with related parties, we rigorously adhere to the arm's length principle in accordance with the OECD Transfer Pricing Guidelines and the applicable regulations of each jurisdiction. For transfer pricing transactions arising from international operations, we prepare our own BEPS (Country-by-Country) report and, in collaboration with external experts, prepare transfer pricing documentation and closely monitor its implementation. These practices reflect our commitment to acting as a transparent and responsible taxpayer on a global level by ensuring that taxable income is appropriately allocated in proportion to the value created in each country where we operate, without taking advantage of loopholes in the international tax system.

### Tax Management System

All legal entities of Daewoong Pharmaceutical operate based on the principles of complying with tax regulations and maintaining transparent relationships with tax authorities. We fulfill our tax obligations in a lawful manner and respond to any unjust taxation through legitimate procedures such as tax appeals and administrative litigation. The tax savings legally obtained through these procedures are shared with society, contributing to the fulfillment of our corporate social responsibility. At global business sites, we proactively identify potential tax risks arising from business activities and ensure full compliance with both domestic and international regulations. Risk assessments are carried out based on consultations with external tax experts and guidance from tax authorities, and these evaluations form the basis for key decision-making.

### Tax Risk Management

Daewoong Pharmaceutical effectively manages tax risks through strict compliance with applicable regulations. To maintain transparent tax practices, we faithfully provide necessary supporting documentation upon requests from tax authorities to clarify relevant facts, and we strictly prohibit tax avoidance activities, including the use of tax havens or tax structures lacking commercial substance. As a global enterprise, we make concerted efforts to thoroughly understand the differences in tax laws and policy intentions across jurisdictions, proactively analyzing tax risks and implementing preventive measures. In particular, by adhering to the arm's length principle, we minimize the risk of double taxation arising from competing tax claims by different tax authorities.

# APPENDIX

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\* The scope of ESG data reporting covers five sites of Daewoong Pharmaceutical (Hyangnam Plant, Osong Plant, R&D Center, Daewoong Management Development Institute, and Headquarters) as well as the domestic business sites of Daewoong Bio. Due to the redefinition of internal reporting scope and criteria, the 2022 and 2023 data previously reported have been re-disclosed in this report.

# ESG Data Economic Performance

## Financial Performance of Daewoong Co., Ltd.

Category		Unit	2022	2023	2024
<b>Financial Status</b>					
Assets	Current Assets	KRW Billion	954	862	954
	Non-Current Assets	KRW Billion	1,205	1,497	1,767
	Total	KRW Billion	2,159	2,359	2,721
Liabilities	Current Liabilities	KRW Billion	565	719	716
	Non-Current Liabilities	KRW Billion	314	203	502
	Total	KRW Billion	879	922	1,218
Equity	Common Stock Capital	KRW Billion	29	29	29
	Additional Paid-In Capital	KRW Billion	138	121	121
	Other Components of Equity	KRW Billion	-83	-108	-100
	Retained Earnings	KRW Billion	745	893	946
	Non-Controlling Interests	KRW Billion	451	502	506
	Total	KRW Billion	1,280	1,437	1,502
Equity Ratio (Equity/Assets)		%	59	61	55
Debt Ratio (Liabilities/Equity)		%	69	64	81
Total Investment in Affiliates as a Percentage of Equity		%	25	30	31
Total Amount of Credit Support for Affiliates as a Percentage of Equity (Loans, Debt Guarantees, Purchase of Securities for Financial Support, Collateral, Endorsements, etc.)		%	0	0	0

Category		Unit	2022	2023	2024
<b>Business Performance</b>					
Operating Revenue		KRW Billion	1,697	1,814	1,937
Operating Expenses		KRW Billion	(1,490)	(1,618)	(1,655)
Operating Profit		KRW Billion	207	196	282
EBITDA		KRW Billion	243	250	341
Profit Before Tax		KRW Billion	155	203	116
Income Tax Expense		KRW Billion	(35)	(11)	(47)
Net Income		KRW Billion	120	191	69
<b>Tax Indicators</b>					
Pre-Tax Profit		KRW Billion	155	203	116
Nominal Tax Amount		KRW Billion	52	60	39
Nominal Tax Rate		%	34	30	33
Actual Tax Amount		KRW Billion	35	11	47
Actual Tax Rate		%	22	5	40
Difference Between Nominal and Actual Tax Amount		KRW Billion	17	49	-8
Non-Taxable Income/Expenses		KRW Billion	-8	-9	0
Corporate Tax Refund Amount		KRW Billion	0	-	17
Tax Deductions and Credits		KRW Billion	-19	-25	-35
Change in Unrecognized Deferred Tax Effects		KRW Billion	0	-	16
Others		KRW Billion	10	-8	0

# ESG Data Economic Performance

## Financial Performance of Daewoong Co., Ltd.

Category		Unit	2022	2023	2024
<b>Financial Status</b>					
Assets	Current Assets	KRW Billion	549	575	613
	Non-Current Assets	KRW Billion	1,014	1,195	1,364
	Total	KRW Billion	1,563	1,770	1,977
Liabilities	Current Liabilities	KRW Billion	523	696	629
	Non-Current Liabilities	KRW Billion	299	162	421
	Total	KRW Billion	822	858	1,050
Equity	Common Stock Capital	KRW Billion	29	29	29
	Treasury Stock	KRW Billion	-18	-3	-3
	Additional Paid-In Capital	KRW Billion	122	150	151
	Other Components of Equity	KRW Billion	-28	-27	-18
	Retained Earnings	KRW Billion	504	619	636
	Non-Controlling Interests	KRW Billion	133	145	132
	Total	KRW Billion	742	913	927
Equity Ratio (Equity/Assets)		%	47	52	47
Debt Ratio (Liabilities/Equity)		%	111	94	113
Total Investment in Affiliates as a Percentage of Equity		%	31	44	33
Total Amount of Credit Support for Affiliates as a Percentage of Equity (Loans, Debt Guarantees, Purchase of Securities for Financial Support, Collateral, Endorsements, etc.)		%	0	0	0
<b>Business Performance</b>					
Revenue		KRW Billion	1,280	1,375	1,423
Cost of Sales		KRW Billion	(641)	(687)	(689)
Gross Profit		KRW Billion	639	688	734
Operating Profit		KRW Billion	96	123	148
EBITDA		KRW Billion	124	166	197
Profit Before Tax		KRW Billion	38	122	56
Income Tax Expense		KRW Billion	0.8	2	33
Net Income		KRW Billion	39	120	23

Category		Unit	2022	2023	2024	
<b>Tax Indicators</b>						
Pre-Tax Profit		KRW Billion	38	122	56	
Nominal Tax Amount		KRW Billion	12	29	18	
Nominal Tax Rate		%	32	24	32	
Actual Tax Amount		KRW Billion	-1	20	33	
Actual Tax Rate		%	NA	16	59	
Difference Between Nominal and Actual Tax Amount		KRW Billion	13	9	-15	
Non-Deductible Expenses		KRW Billion	2	3	7	
Tax Credits		KRW Billion	-16	-23	-26	
Deferred Tax Effect of Carryforward Tax Credits		KRW Billion	-3	-5	11	
Change in Unrecognized Deferred Tax Effects		KRW Billion	-0.04	-0.01	11	
Others		KRW Billion	4	-2	-4	
<b>Creation and Distribution of Economic Value</b>						
Distribution of Economic Value (Consolidated Basis)	Revenue	KRW Billion	1,280	1,375	1,423	
	Operating Expenses	KRW Billion	641	687	689	
	Employee Salaries and Benefits	KRW Billion	196	211	233	
	Payments to Shareholders and Investors	Total Dividends	KRW Billion	6	6	6
		Interest Expenses	KRW Billion	8	14	21
	Corporate Tax (Government)	KRW Billion	-1	2	33	
	Raw Material Costs (Partners)	KRW Billion	166	177	185	
	Donations (Community)	KRW Billion	2	3	3	
	Total	KRW Billion	2,298	2,475	2,593	
	Distribution of Economic Value (Separate Basis)	Revenue	KRW Billion	1,161	1,222	1,265
Operating Expenses		KRW Billion	594	614	614	
Employee Salaries and Benefits		KRW Billion	153	160	165	
Payments to Shareholders and Investors		Total Dividends	KRW Billion	6	6	6
		Interest Expenses	KRW Billion	8	13	22
Corporate Tax (Government)		KRW Billion	-4	0	324	
Raw Material Costs (Partners)		KRW Billion	154	163	171	
Donations (Community)		KRW Billion	2	2	2	
Total		KRW Billion	2,074	2,180	2,569	
Government Subsidies		KRW Billion	1	1	1	

# ESG Data Economic Performance

## Research and Development

Category		Unit	2022	2023	2024
<b>Enhancement of R&amp;D Capabilities</b>					
Status of R&D Personnel	Ph.D.	명	99	76	69
	Master's	명	220	124	122
	Others	명	60	48	33
	Total	명	379	248	224
Status of R&D Investment	R&D Expenditure	억 원	2,014	2,066	2,346
	R&D Intensity (R&D Investment as a Percentage of Revenue)	%	17.3	16.9	18.5
Government-Supported R&D Project Expenses	Government Subsidies	억 원	8	35	21

Category		Unit	2022	2023	2024	2024
<b>R&amp;D Achievements</b>						
Pharmaceuticals in Portfolio			Number	89	105	189
Pharmaceuticals Under Development (Phase 1-3)			Number	25	29	72
<b>Status of Intellectual Property Rights</b>						
Domestic	Patents	Applications	Number	33	28	30
		Registrations	Number	13	12	10
Overseas	Patents	Applications	Number	145	236	248
		Registrations	Number	99	101	97

# ESG Data Environmental Performance

## Greenhouse Gas Emissions

Category			Unit	2022	2023	2024
<b>Greenhouse Gas Emissions</b>						
Daewoong Pharmaceutical	Direct Emissions (Scope 1)	LNG, etc.	tCO <sub>2</sub> eq	10,131	10,184	11,534
	Indirect Emissions (Scope 2)	Electricity	tCO <sub>2</sub> eq	24,510	24,522	30,903
	Total Emissions (Scope 1+2)		tCO <sub>2</sub> eq	34,641	34,706	42,437 <sup>1)</sup>
	GHG Emission Intensity (Based on Revenue)		tCO <sub>2</sub> eq /KRW 100	2.98	2.84	3.35
Affiliates Daewoong Bio	Direct Emissions (Scope 1)	LNG, etc.	Million	3,881	3,966	3,923
	Indirect Emissions (Scope 2)	Electricity	tCO <sub>2</sub> eq	12,127	11,799	12,009
	Total Emissions (Scope 1+2)		tCO <sub>2</sub> eq	16,008	15,765	15,932
	GHG Emission Intensity (Based on Revenue)		tCO <sub>2</sub> eq	3.42	3.08	2.75
Daewoong Group (Total)	Direct Emissions (Scope 1)	LNG, etc.	tCO <sub>2</sub> eq/KRW 100	14,012	14,150	15,457
	Indirect Emissions (Scope 2)	Electricity	Million	36,637	36,321	42,912
	Total Emissions (Scope 1+2)		tCO <sub>2</sub> eq	50,649	50,472	58,369
	GHG Emission Intensity (Based on Revenue)		tCO <sub>2</sub> eq	3.11	2.91	3.16
<b>Violations of Environmental Regulations</b>						
Daewoong Pharmaceutical	Number of Legal/Regulatory Violations		Cases	1 <sup>2)</sup>	1 <sup>3)</sup>	1 <sup>3)</sup>
	Amount of Fines Related to Above		KRW Million	0.5 <sup>2)</sup>	3	3
	Number of Lawsuits Filed		Cases	-	-	-
	Number of Non-Monetary Sanctions		Cases	-	-	-

1) Increase due to the expansion and trial operation of the new Nabota plant  
 2) Penalty surcharge imposed for exceeding permissible discharge limits of water pollutants at Daewoong Pharmaceutical's Life Science Research Center  
 3) Fines imposed under the Clean Air Conservation Act for failure to repair or maintain air pollution control equipment at Daewoong Pharmaceutical's Osong Plant (2023) and Hyangnam Plant (2024)

## Energy Usage

Category			Unit	2022	2023	2024				
<b>Energy Usage</b>										
Daewoong Pharmaceutical	Non-renewable Energy	Direct Energy Usage	LNG	TJ	200.25	201.8	227.9			
			Gasoline	TJ	-	-	-			
			Diesel	TJ	0.365	0.280	0.450			
	Indirect Energy Usage	Electricity	TJ	549.5	559.8	635.0				
			Total Energy Usage	TJ	750.1	761.9	863.4			
			Energy Intensity (Based on Revenue)	TJ/KRW 100 Million	0.065	0.062	0.068			
	Renewable Energy	Solar Power Generation <sup>2)</sup>	TJ	0.199	0.494	1.002				
			Affiliates Daewoong Bio	Non-renewable Energy	Direct Energy Usage	LNG	TJ	76.8	79.3	77.7
						Gasoline	TJ	-	-	-
Diesel	TJ	0.197				0.173	0.176			
Indirect Energy Usage	Electricity	TJ	245.3	238.4	242.9					
		Total Energy Usage	TJ	322.3	317.9	320.8				
		Energy Intensity (Based on Revenue)	TJ/KRW 100 Million	0.069	0.062	0.055				
Renewable Energy	Solar Power Generation <sup>2)</sup>	TJ	0.091	0.436	0.469					
		Daewoong Group (Total)	Non-renewable Energy	Direct Energy Usage	LNG	TJ	277.1	281.2	305.6	
					Gasoline	TJ	-	-	-	
Diesel	TJ				0.553	0.453	0.626			
Indirect Energy Usage	Electricity	TJ	794.7	798.2	877.9					
		Total Energy Usage	TJ	1,072.4	1,079.8	1,184.1 <sup>1)</sup>				
		Energy Intensity (Based on Revenue)	TJ/KRW 100 Million	0.066	0.062	0.064				
Renewable Energy	Solar Power Generation <sup>2)</sup>	TJ	0.290	0.930	1.471					

1) Increase due to the expansion and trial operation of the new Nabota plant  
 2) Re-disclosure due to changes in conversion factor standards

# ESG Data Environmental Performance

## Energy Usage

Category		Unit	2022	2023	2024
<b>Energy Savings<sup>1)</sup></b>					
Daewoong Pharmaceutical	Energy Savings Amount	KRW Million	216	369	555
	Energy Savings Volume	TJ	11.1	12.7	22.9
	Carbon Emission Reduction	tCO <sub>2</sub> eq	725	626	1,146
Affiliates Daewoong Bio	Energy Savings Amount	KRW Million	44	501	214
	Energy Savings Volume	TJ	3.5	19.1	11.9
	Carbon Emission Reduction	tCO <sub>2</sub> eq	174	953	331
Total	Energy Savings Amount	KRW Million	260	870	769
	Energy Savings Volume	TJ	15	32	35
	Carbon Emission Reduction	tCO <sub>2</sub> eq	899	1,579	1,477

1) Annualized reduction amounts based on the projects implemented in each year

## Water Usage

Category		Unit	2022	2023	2024		
<b>Water Withdrawal Volume</b>							
Daewoong Pharmaceutical	Daewoong Pharmaceutical (Total)	Industrial Water	ton	170,107	188,459	220,567	
		Domestic Water	ton	120,407	134,831	138,771	
		Groundwater	ton	-	-	-	
		Recycled Wastewater	ton	20,082	19,793	40,960	
		Total Water Withdrawal	ton	310,596	343,083	400,298	
		Water Usage Intensity (Based on Revenue)	ton/KRW 100 Million	26.746	28.078	31.634	
		Water Recycling Rate <sup>1)</sup>	%	6.47%	5.77%	10.23%	
		Hyangnam Plant	Industrial Water	ton	127,747	138,230	170,832
			Domestic Water	ton	-	-	-
			Groundwater	ton	-	-	-
Recycled Wastewater	ton		19,181	18,892	40,060		
Osong Plant	Industrial Water	ton	42,360	50,229	49,735		
	Domestic Water	ton	60,316	70,533	70,952		
	Groundwater	ton	-	-	-		
	Recycled Wastewater	ton	901	901	900		
Research Center	Domestic Water	ton	19,205	21,524	23,177		
	Groundwater	ton	-	-	-		
Daewoong Management Development Institute	Domestic Water	ton	15,547	19,277	18,865		
	Groundwater	ton	-	-	-		
Headquarters (Seoul)	Domestic Water	ton	25,339	23,497	25,777		
Affiliates	Daewoong Bio (Total)	Industrial Water	ton	184,374	182,320	170,360	
		Domestic Water	ton	29,166	25,538	24,519	
		Groundwater	ton	-	-	-	
		Recycled Wastewater	ton	2,703	3,366	2,863	
		Total Water Withdrawal	ton	216,243	211,224	197,742	
		Water Usage Intensity (Based on Revenue)	ton/KRW 100 Million	46.2	41.3	34	
		Water Recycling Rate	%	1.2%	1.56%	1.4%	
		Hyangnam Plant	Industrial Water	ton	165,025	163,214	149,056
			Domestic Water	ton	-	-	-
			Groundwater	ton	-	-	-
Recycled Wastewater	ton		2,703	3,366	2,863		

1) (Recycled Water / Total water intake) × 100

# ESG Data Environmental Performance

## Water Usage

Category		Unit	2022	2023	2024
<b>Water Withdrawal Volume</b>					
Seongnam Plant	Industrial Water	ton	-	-	-
	Domestic Water	ton	29,166	25,538	24,519
	Groundwater	ton	-	-	-
	Recycled Wastewater	ton	-	-	-
Anseong Plant	Industrial Water	ton	19,349	19,106	21,304
	Domestic Water	ton	-	-	-
	Groundwater	ton	-	-	-
	Recycled Wastewater	ton	-	-	-
Daewoong Group (Total)	Industrial Water	ton	354,481	370,779	390,927
	Domestic Water	ton	149,573	160,369	163,290
	Groundwater	ton	-	-	-
	Recycled Wastewater	ton	22,785	23,159	43,823
	Total Water Withdrawal	ton	526,839	554,307	598,040
	Water Usage Intensity (Based on Revenue)	ton/KRW 100 Million	32.3	32.0	32.4
	Water Recycling Rate	%	4.32%	4.18%	7.3%

## Waste Discharge

Category		Unit	2022	2023	2024	
<b>Waste Emissions</b>						
Daewoong Pharmaceutical	General Waste	Incineration	ton	488	637	304
		Landfill	ton	-	-	9
		Recycling	ton	430	388	470
	Hazardous (Designated) Waste	Disposal	ton	211	127	171
		Recycling	ton	-	7	31
	Total Waste Generation	ton	1,129	1,159	985	
	Waste Recycling Rate	%	38.1%	34.1%	50.9%	
Affiliates Daewoong Bio	General Waste	Incineration	ton	140	100	57
		Landfill	ton	-	-	-
		Recycling	ton	392	441	395
	Hazardous (Designated) Waste	Disposal	ton	306	286	572
		Recycling	ton	8,113	8,260	8,299
	Total Waste Generation	ton	8,951	9,087	9,323	
	Waste Recycling Rate	%	95.0%	95.8%	93.3%	
Daewoong Group (Total)	General Waste	Incineration	ton	628	737	361
		Landfill	ton	0	0	9
		Recycling	ton	822	829	866
	Hazardous (Designated) Waste	Disposal	ton	517	413	743
		Recycling	ton	8,113	8,267	8,330
	Total Waste Generation	ton	10,081	10,246	10,308	
	Waste Recycling Rate	%	88.6	88.8	89.2	

# ESG Data Environmental Performance

## Hazardous Substances · Air Quality · Water Quality

Category			Unit	2022	2023	2024
<b>Hazardous Chemicals</b>						
Daewoong Pharmaceutical	Hyangnam	Emissions	ton	2.95	5.48	5.59
Affiliates	Daewoong Bio-Hyangnam	Emissions	ton	2.72	3.00	2.87
Daewoong Group (Total)		Total Emissions	ton	5.67	8.48	8.46
<b>Air Pollutant Emissions<sup>1)</sup></b>						
Daewoong Pharmaceutical	Dust	Emissions	ton	0.423	0.453	0.272
	SOx	Emissions	ton	0.005	0.266	0.171
	NOx	Emissions	ton	5.065	5.386	6.534
Affiliates	Daewoong Bio	Dust	Emissions	ton	0.065	0.108
		SOx	Emissions	ton	0.003	0.005
		NOx	Emissions	ton	0.353	0.316
Daewoong Group (Total)		Dust	Emissions	ton	0.488	0.561
		SOx	Emissions	ton	0.008	0.272
		NOx	Emissions	ton	5.418	5.702

1) Dust, SOx, and NOx are subject to reporting at domestic business sites

Category		Unit	2022	2023	2024
<b>Water Pollutants <sup>1)</sup></b>					
Daewoong Pharmaceutical	TOC	ton	4.496	4.706	3.355
	SS	ton	1.260	1.219	2.359
	BOD	ton	0.604	1.405	0.906
	T-N	ton	2.164	4.685	2.418
	T-P	ton	0.069	0.353	0.047
Affiliates (Daewoong Bio)	TOC	ton	0.282 <sup>2)</sup>	0.385	2.353
	SS	ton	3.128	1.920	2.432
	BOD	ton	6.674	4.367	4.076
	T-N	ton	1.018	1.251	0.456
	T-P	ton	0.078	0.054	0.071
Daewoong Group (Total)	TOC	ton	4.778	5.091	5.707
	SS	ton	4.388	3.139	4.791
	BOD	ton	7.278	5.771	4.982
	T-N	ton	3.182	5.936	2.874
	T-P	ton	0.146	0.407	0.118

<b>Chemical Substance Manager Training</b>						
Daewoong Pharmaceutical	Number of Employees Who Completed Environmental and Chemical Safety Training		Persons	676	691	615
	Number of Employees Who Completed Hazardous Chemical Handlers Training		Persons	171	186	157
	Number of Employees Who Completed Hazardous Chemical Workers Training		Persons	505	505	457
Affiliates Daewoong Bio	Number of Employees Who Completed Environmental and Chemical Safety Training		Persons	-	217	211
	Number of Employees Who Completed Hazardous Chemical Handlers Training		Persons	-	49	50
	Number of Employees Who Completed Hazardous Chemical Workers Training		Persons	-	168	161
Daewoong Group (Total)	Number of Employees Who Completed Environmental and Chemical Safety Training		Persons	676	908	826
	Number of Employees Who Completed Hazardous Chemical Handlers Training		Persons	171	235	207
	Number of Employees Who Completed Hazardous Chemical Workers Training		Persons	505	673	618

1) COD is not calculated, as TOC is used as the measurement indicator.  
 2) In 2022, COD was reported (refer to the previous year's Sustainability Report).

# ESG Data Social Performance

## Employee Status at Daewoong Co., Ltd.<sup>1)</sup>

Category		Unit	2022	2023	2024	
<b>Employees</b>						
By Employment Type	Regular Employees	Male	Persons	130	145	130
		Female	Persons	188	227	213
		Subtotal	Persons	318	372	343
	Contract Employees	Male	Persons	1	1	1
		Female	Persons	4	3	5
		Subtotal	Persons	5	4	6
	Total		Persons	323	376	349
	External Workers	Male	Persons	3	3	5
		Female	Persons	4	4	4
Subtotal		Persons	7	7	9	
By Gender	Male		Persons	131	146	131
	Female		Persons	192	230	218
	Total		Persons	323	376	349
	Average Length of Service		Years	4.7	4.7	4.7
Average Length of Service	Male		Years	4.7	4.7	4.7
	Female		Years	3.9	4.0	4.6
	Total		Years	4.0	4.2	4.7
Executives	Male		Persons	7	8	8
	Female		Persons	1	-	-
	Total		Persons	8	8	8
By Age Group <sup>2)</sup>	Under 30		Persons	-	-	52
	30-50		Persons	-	-	289
			Persons	-	-	14
			Persons	-	-	14
<b>Compensation and Reward System</b>						
Average Annual Salary per Employee	Female (A)		KRW Million	57	57	69
	Male (B)		KRW Million	78	74	85
	Female to Male Ratio (A/B)		%	73	77	75

1) Beginning in 2024, the employee calculation standard has been aligned with the disclosure standard used in the business report.

2) Disclosure has been decided from 2024 due to changes in internal calculation standards.

Category		Unit	2022	2023	2024		
<b>Employee Diversity</b>							
Status of Female Employees by Rank	Female Employees		Persons	192	230	218	
	Female Executives		Persons	1	-	-	
	Female Executive Ratio		%	12.5	-	-	
	Female Managers		Persons	-	20	19	
	Female Manager Ratio		%	-	44	40	
	Female Employee Ratio in Total Workforce		%	59.4	61.1	62.5	
Employees with Disabilities <sup>2)</sup>	Number of Employees with Disabilities		Persons	6	6	5	
	Ratio of Employees with Disabilities		%	1.9	1.6	1.4	
<b>Recruitment Status</b>							
By Gender	Male		Persons	-	56	37	
	Female		Persons	-	84	66	
By Age Group	In Their 20s		Persons	-	42	43	
	In Their 30s		Persons	-	74	45	
	In Their 40s		Persons	-	20	12	
	In Their 50s		Persons	-	4	3	
<b>Turnover Status</b>							
Total Turnover		명	-	88	64		
Voluntary Turnover	Turnover by Rank	Executives		명	-	-	-
		Middle Managers		명	-	9	5
		Professionals		명	-	1	13
	Turnover by Age	Others		명	-	78	46
		Under 30		명	-	13	8
		30-50		명	-	74	55
		Over 50		명	-	1	1
By Gender	Male		명	-	37	29	
	Female		명	-	51	35	
Voluntary Turnover Rate		%	-	23.4	18.3		

2) Re-disclosure due to changes in the ratio of employees with disabilities (number of employees with disabilities / total number of employees).

# ESG Data Social Performance

## Employee Status at Daewoong Pharmaceutical Co., Ltd.<sup>1)</sup>

Category			Unit	2022	2023	2024
<b>Employees</b>						
By Employment Type	Regular Employees	Male	Persons	1,111	1,121	1,105
		Female	Persons	513	553	564
		Subtotal	Persons	1,624	1,674	1,669
	Contract Employees	Male	Persons	4	15	20
		Female	Persons	16	43	68
		Subtotal	Persons	20	58	88
Total			Persons	1,644	1,732	1,757
External Workers	Male	Persons	181	177	195	
	Female	Persons	161	165	137	
	Subtotal	Persons	342	342	332	
By Gender	Male		Persons	1,115	1,136	1,125
	Female		Persons	529	596	632
	Total		Persons	1,644	1,732	1,757
	Average Length of Service		Years	7.4	6.9	7.4
Average Length of Service	Male		Years	7.4	6.9	7.4
	Female		Years	6.0	4.9	5.4
	Total		Years	6.6	6.2	6.7
Executives	Male		Persons	6	12	15
	Female		Persons	-	1	1
	Total		Persons	6	13	16
By Age Group <sup>2)</sup>	Under 30		Persons	-	-	435
	30-50		Persons	-	-	1,251
	Over 50		Persons	-	-	71
<b>Compensation and Reward System</b>						
Average Annual Salary per Employee	Female (A)		KRW Million	58	59	62
	Male (B)		KRW Million	79	81	85
	Female to Male Ratio (A/B)		%	73.4	72.8	76.4

1) Starting in 2024, the employee calculation standard has been aligned with the disclosure standard used in the business report.  
 2) Disclosure has been decided from 2024 due to changes in internal calculation standards.

Category			Unit	2022	2023	2024	
<b>Employee Diversity</b>							
Status of Female Employees by Rank	Female Employees		Persons	529	596	632	
	Female Executives		Persons	-	1	1	
	Female Executive Ratio		%	-	7.7	6.3	
	Female Managers		Persons	15	16	18	
	Female Manager Ratio		%	10	9	10	
	Female Employee Ratio in Total Workforce		%	32.1	34.4	36.0	
Employees with Disabilities <sup>2)</sup>	Number of Employees with Disabilities		Persons	32	29	28	
	Ratio of Employees with Disabilities		%	1.9	1.4	1.6	
<b>Recruitment Status</b>							
By Gender	Male		Persons	-	279	207	
	Female		Persons	-	210	189	
By Age Group	In Their 20s		Persons	-	225	258	
	In Their 30s		Persons	-	235	114	
	In Their 40s		Persons	-	24	17	
	In Their 50s		Persons	-	5	7	
<b>Turnover Status</b>							
Total Turnover			Persons	-	255	229	
Voluntary Turnover	Turnover by Rank	Executives		Persons	-	1	3
		Middle Managers		Persons	-	15	24
		Professionals		Persons	-	-	14
	Turnover by Age	Others		Persons	-	239	188
		Under 30		Persons	-	50	67
		30-50		Persons	-	203	156
By Gender	Over 50		Persons	-	2	6	
	Male		Persons	-	172	159	
			Persons	-	83	70	
Female			Persons	-	83	70	
Voluntary Turnover Rate			%	-	14.7	13.0	

2) Re-disclosure due to changes in the ratio of employees with disabilities (number of employees with disabilities / total number of employees).

# ESG Data Social Performance

## Employee Status at Daewoong Bio Co., Ltd.

Category			Unit	2022	2023	2024
<b>Employees</b>						
By Employment Type	Regular Employees	Male	Persons	233	237	285
		Female	Persons	100	100	123
		Subtotal	Persons	333	337	408
	Contract Employees	Male	Persons	2	5	3
		Female	Persons	2	3	6
		Subtotal	Persons	4	8	9
	Total		Persons	337	345	417
	External Workers	Male	Persons	-	-	22
		Female	Persons	-	-	20
Subtotal		Persons	-	-	42	
By Gender	Male		Persons	235	242	288
	Female		Persons	102	103	129
	Total		Persons	337	345	417

# ESG Data Social Performance

## Labor Practices (Aggregated Data for Daewoong and Daewoong Pharmaceutical)

Category		Unit	2022	2023	2024
<b>Labor Union</b>					
Ratio of Employees Covered by Collective Bargaining	Union Members	Persons	30	29	36
	Employees Eligible for Union Membership	Persons	1,913	2,022	2,106
	Union Membership Rate	%	1.6	1.4	1.7
	Notice Period for Operational Changes	Weeks	4	4	4
<b>Labor-Management Council</b>					
Labor-Management Council Operation Performance	Number of Meetings Held	Times	-	12	10
	Issue Resolution Rate	%	-	75	83
<b>Employee Satisfaction<sup>1)</sup></b>					
Satisfaction Survey	Participation Rate	%	40.1		53.2
	Number of Participants	Persons	784		1,120
	Total Score (All Employees)	Points	73		73
Certification as a Good Workplace by External Agencies	Number of Certifications		2	2	2
<b>Employee Training</b>					
Number of Employees Participating in Cyber Training Center Online/Offline Training (Cumulative)	Persons		3,529	3,094	4,441
Hours of Cyber Training Center Online-Offline Training	Total Training Hours	Hours	26,298	33,820	31,315
	Average Training Hours per Employee <sup>2)</sup>	Hours	7	10	7
Cyber Training Center Online-Offline Training Expenses	Total Training Cost	KRW Million	288	569	587
	Average Training Expenses per Employee <sup>3)</sup>	KRW Million	0.08	0.16	0.13
Pharmacovigilance Training	Number of Target Employees	Persons	2,008	2,502	2,330
	Number of Participants	Persons	2,008	2,502	2,330
Average Job Training Hours	Job Training Hours per Employee	Hours	-	8	9
Job Training Cost per Employee		KRW	-	120,000	165,091
Sexual Harassment Prevention Training	Number of Trainees	Persons	-	2,456	2,063
	Training Hours per Employee	Hours	-	4	4

1) Employee satisfaction survey was not conducted in 2023 due to the change in survey cycle (conducted biennially)

2) Total Training Hours / Cumulative Number of Participants

3) Total Training Expenses / Cumulative Number of Participants

Category		Unit	2022	2023	2024	
<b>Employee Welfare Expenses</b>						
Total Welfare Expenses		KRW Million	7,661	8,643	9,767	
Welfare Expenses per Employee		KRW Million	3.8	4.1	4.6	
<b>Human Rights Management</b>						
Mandatory Legal Training	Training Hours	Hours	10,008	9,824	8,344	
	Number of Employees Participating in Training	Persons	2,005	3,588	2,086	
<b>Parental Leave</b>						
Parental Leave Workers	Eligible for Parental Leave	Male	Persons	539	499	501
		Female	Persons	151	161	172
	Subtotal	Persons	690	660	673	
	Parental Leave Users	Male	Persons	10	13	16
		Female	Persons	41	33	44
	Subtotal	Persons	51	46	60	
Return to Work after Parental Leave		Male	Persons	8	11	12
		Female	Persons	40	43	34
		Subtotal	Persons	48	54	46
Continued Employment for Over One Year after Returning from Parental Leave	Number of Employees	Male	Persons	8	7	4
		Female	Persons	39	28	11
	Subtotal	Persons	47	35	103	
Average Number of Days Used for Parental Leave		Days	218	263	242	

# ESG Data Social Performance

## Occupational Safety of Daewoong Co., Ltd.

Category		Unit	2022	2023	2024	
<b>Safety Training</b>						
Safety and Health Training	Total Training Hours (Regular + New + Job Training)	Hours	4,020	7,302	7,340	
	Number of Employees Completing Training	Persons	335	588	601	
	Total Training Hours per Employee	Hours	12.0	12.4	12.2	
<b>Accident Rate</b>						
Work-related Fatalities	Employees	Persons	0	0	0	
Industrial Accidents	Employees	Number of Injured Employees	Persons	0	0	0
		Occurrence Rate	%	0	0	0
	Employees	Occupational Disease	Persons	0	0	0
		Occurrence Rate	%	0	0	0
Frequency Rate of Injury	Employees	Number of Accidents	Number of Cases	0	0	0
		Occurrence Rate	%	0	0	0
Severity Rate	Employees	Lost Workdays	Number of Cases	0	0	0
		Occurrence Rate	Number of Cases	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	Employees		0	1	0	
	Partner Company Employees		0	0	0	

## (주)대웅제약 산업안전

Category		Unit	2022	2023	2024	
<b>Compliance</b>						
Violation Status	Violations of Safety and Health Regulations		Cases	1	0	0
	Others		Cases	-	0	0
	Total		Cases	1	0	0
Fines	Total Amount		KRW Million	5	-	-
<b>Safety Training</b>						
Safety and Health Training	Total Training Hours (Regular + New + Job Training)		Hours	41,422	49,291	48,226
	Number of Employees Completing Training		Persons	2,059	2,547	2,598
	Total Training Hours per Employee		Hours	20	20	18.6
<b>Accident Rate</b>						
Work-related Fatalities	Employees	Persons	0	0	0	
Industrial Accidents	Employees	Number of Injured Employees	Persons	0	0	2
		Occurrence Rate	%	0	0	0.07
	Employees	Occupational Disease	Persons	0	1	0
		Occurrence Rate	%	0	0.03	0.00
Frequency Rate of Injury	Employees	Number of Accidents	Number of Cases	0	0.0	2.0
		Occurrence Rate	%	0	0.0	0.47
Severity Rate	Employees	Lost Workdays	Number of Cases	0	0.0	74.8
		Occurrence Rate	Number of Cases	0	0.0	0.02
Lost Time Injury Frequency Rate (LTIFR)	Employees		0	0	0	
	Partner Company Employees		0	0	0	

# ESG Data Social Performance

## Occupational Safety of Daewoong Bio Co., Ltd.

Category		Unit	2022	2023	2024	
<b>Compliance</b>						
Violation Status	Violations of Safety and Health Regulations	Cases	3	0	-	
Fines	Total Amount	KRW Million	1.2	0	-	
<b>Accident Rate</b>						
Work-related Fatalities	Employees	Persons	0	0	0	
	Partners	Persons	0	0	0	
Basic Information	Average Annual Number of Employees	Persons	573	728	465	
	Average Annual Number of Partner Company Employees	Persons	66	66	62	
	Total Working Hours of Employees	Hours	1,375,360	1,747,200	1,116,000	
	Total Working Hours of Partner Company Employees	Hours	157,952	158,400	148,800	
Industrial Accidents	Employees	Number of Injured Employees	Persons	0	1	0
		Occurrence Rate	%	0	0.24	0
	Partners	Number of Injured Employees	Persons	0	0	0
		Occurrence Rate	%	0	0	0
Frequency Rate of Injury	Employees	Number of Accidents	Number of Cases	0	1	0
		Occurrence Rate	%	0	1.01	0
	Partners	Number of Accidents	Number of Cases	0	0	0
		Occurrence Rate	%	0	0	0
Severity Rate	Employees	Lost Workdays	Days	0	70.8	0
		Occurrence Rate	%	0	0.07	0
	Partners	Lost Workdays	Days	0	0	0
		Occurrence Rate	%	0	0	0

## Information Security & Supply Chain (Aggregated Data for Daewoong and Daewoong Pharmaceutical)

Category		Unit	2022	2023	2024	
<b>Information Security/Cybersecurity</b>						
Information Security Violations or Cybersecurity Incidents		Cases	0	0	0	
Information Security Violations/Incidents Related to Customer Personal Information		Cases	0	0	0	
Customers Affected by Company Data Breaches		Persons	0	0	0	
Total Fines or Penalties Paid for Information Security Violations or Cybersecurity Incidents		KRW Million	0	0	0	
Complaints Related to Customer Privacy or Personal Information Breach	Number of Complaints Received from External Parties and Substantiated by the Organization	Cases	0	0	0	
	Number of Complaints by Regulatory Agencies	Cases	0	0	0	
Information Security Investment Status (B/A)		%	13.1	6.6	7.2	
Investment in Information Technology (A)		KRW Million	10,613	10,054	12,909	
Investment in Information Security (B)		KRW Million	1,391	661	927	
Information Security Training	Personal Information Protection Training		Persons	2,337	2,207	2,086
	Employee Security Training	Departmental Training	Persons	101	50	428
		National Core Technology Security Training	Persons	431	550	287
		Other Training	Persons	-	-	52

## Social Contribution

Category		Unit	2022	2023	2024
<b>Social Contribution Investment and Participation</b>					
Social Contribution Investment Ratio to Sales		%	0.19	0.20	0.03
Social Contribution Participation	Annual Number of Participants	Persons	43	19	67
	Total Participation Hours	Hours	246	38	134
	Participation Hours per Person	Hours	6	2	2
Social Contribution Expenses	Cash Donations	KRW Million	1,914.9	1,941.2	2,340.2
	In-kind Donations	KRW Million	241	473	592
Social Contribution Investment and Participation		KRW Million	2,155.9	2,434.2	2,932.0
Contributions to Participating Associations and Organizations		KRW Million	729.0	228.8	242.7

# ESG Data Social Performance

## Status of the Occupational Safety and Health Committee of Daewoong Pharmaceutical Co., Ltd.

Category	2022 Data	2023 Data	2024 Data
<b>Headquarters</b>			
Number of Representatives from the Employer Side	5 persons	5 persons	5 persons
Number of Representatives from the Employee Side	5 persons	5 persons	5 persons
Number of Resolutions Implemented	18 cases	25 cases	27 cases
Key Agenda Items			
Q1	Resolution on Occupational Health and Safety (OHS) Management Regulations and establishment of the OHS management system	Establishment of OHS systems at regional offices	Report on installation status of Daewoong Safety Kits at headquarters
Q2	Report on results of joint safety inspections and discussion on improvement directions for identified risks	Installation of gas concentration detectors in carbon dioxide fire suppression zones	Implementation of CPR and fire safety group training at headquarters
Q3	Report on confined space rescue training and CPR education	Report on cardiovascular disease prevention program and safety management measures for rental warehouses at headquarters	Implementation of employee health programs and muscle mass improvement program
Q4	Report on results of employee health checkups	Report on 2023 operations and 2024 plans; completion of health care room setup	Fall prevention measures for high-place work and report on risk assessment results
<b>Hyangnam Plant</b>			
Number of Representatives from the Employer Side	9 persons	8 persons	8 persons
Number of Representatives from the Employee Side	9 persons	8 persons	8 persons
Number of Resolutions Implemented	23 cases	20 cases	7 cases
Key Agenda Items			
Q1	2022 Occupational Health and Safety goals, key points of the Serious Accidents Punishment Act, and SMP operation	Revision of performance evaluation for supervisors and enhancement of OHS on-site patrols	Revision of performance evaluation for supervisors and implementation of CPR practical training
Q2	Supervisor training, change of designated medical institution for special health checkups, and health promotion activities	Promotion of cerebrovascular and cardiovascular disease prevention programs and expanded operation of SMP	Statutory job training for supervisors and implementation of safety protective equipment guidelines
Q3	Summer construction safety management and awards for best practices in risk assessment	Revision of Occupational Health and Safety management regulations	-
Q4	Awards for outstanding supervisors and post-audit of ISO 14001 & ISO 45001	Report on compliance audit results for the Serious Accidents Punishment Act and results of internal/post-audits for ISO	Report on risk assessment results, review of best practices, and introduction of SMART safety equipment

Category	2022 Data	2023 Data	2024 Data
<b>Osong Plant</b>			
Number of Representatives from the Employer Side	5 persons	5 persons	5 persons
Number of Representatives from the Employee Side	5 persons	5 persons	5 persons
Number of Resolutions Implemented	18 cases	25 cases	27 cases
Key Agenda Items			
Q1	Report on results of occupational health and safety training	Revision of COVID-19 prevention guidelines and changes to health check-up intervals	Revision of supervisor performance evaluations and expansion of internal work permit system for safe operations
Q2	Report on work environment measurement results	Report on first-half employee health checkups and work environment measurements	Implementation of statutory job training for supervisors
Q3	Addition of items to health checkups	English translation of OHS materials, introduction of smoking cessation program, and implementation of first aid training	-
Q4	Supervisor performance evaluations	Report on risk assessment results, revision of OHS management regulations, and post-audit of ISO 14001 & 45001	Review of risk assessment results and best practices
<b>Life Science Research Center</b>			
Number of Representatives from the Employer Side	5 persons	5 persons	5 persons
Number of Representatives from the Employee Side	5 persons	5 persons	5 persons
Number of Resolutions Implemented	19 cases	17 cases	17 cases
Key Agenda Items			
Q1	Investigation of causes of industrial accidents and establishment of recurrence prevention measures	Implementation of work environment measurements	Systematization of laboratory safety inspections and enhancement of inspection effectiveness
Q2	Matters related to regular occupational health and safety training for employees	Implementation of the 2023 ergonomic risk factor survey for physically demanding tasks	Discussion on the need for a laboratory safety management system
Q3	Installation of automated external defibrillators (AEDs) at the Changjo Hall and Bio Center	Matters related to the 2023 on-site inspection for laboratory safety management by the Ministry of Science and ICT	Matters related to the 2024 on-site inspection for laboratory safety management by the Ministry of Science and ICT
Q4	Implementation of the 2022 precision safety diagnosis and management plan for specific hazardous substances	Revision of the Industrial Health and Safety Management Regulations (Laboratory Safety Management Regulations)	Development of a plan for the 2025 musculoskeletal improvement activities for employees

# ESG Data Social Performance

## Status of the Occupational Safety and Health Committee of Daewoong Bio Co., Ltd.

Category		2022 Data	2023 Data	2024 Data
<b>Daewoong Bio</b>				
Number of Representatives from the Employer Side		8 persons	8 persons	9 persons
Number of Representatives from the Employee Side		8 persons	8 persons	9 persons
Number of Resolutions Implemented		27 cases	21 cases	21 cases
Key Agenda Items	Q1	Implementation of internal PSM audit and preparation for rating evaluation	Submission of Process Safety Report for enavogliflozin	Submission of Process Safety Report for ARE1313
	Q2	Supervisor training and summer construction safety management	Improvement of vertical nozzle-type sealing machine	Implementation of emergency response training
	Q3	Partial revision of internal safety regulations and report on work environment measurement results	Training and education due to process changes	Improvement of Industrial Safety and Health Committee operations
	Q4	Key items of the Serious Accidents Punishment Act and revision of protective equipment replacement cycles	Improvement of request procedures for facility management system changes	Control measures for vehicle entry at raw material loading bays

# ESG Governance Performance

## Daewoong Co., Ltd. Corporate Governance

Category		Unit	2022	2023	2024	
<b>Board Structure</b>						
Unitary Board System	Executive Directors	Persons	2	2	2	
	Independent Directors	Persons	2	3	3	
	Total	Persons	4	5	5	
Board Gender Diversity	Male	Persons	4	5	5	
	Female	Persons	-	-	-	
Board Age Distribution	Executives Aged 30-50	Persons	1	-	-	
	Executives Aged 50+	Persons	3	5	5	
Board Efficiency	Number of Board Meetings Held	Times	5	7	5	
	Average Attendance Rate	%	86	100	100	
	Minimum Attendance Rate	%	67	100	100	
	Average Attendance Rate of Independent Directors	%	84	100	100	
Board Expertise	Number of Independent/Non-Executive Directors with Industry Experience	Persons	-	-	-	
	Number of Audit Committee Members with Accounting/Financial Expertise (CFA, CPA, related experience)	Persons	1	1	1	
<b>Employee Compensation</b>						
Employee Compensation	Average Compensation for All Employees Excluding CEO (or Equivalent Position)	Average Amount	KRW Million	65	64	75
		Annual Change Rate	%	8.3	-1.5	17.2%
	Ratio of Compensation for Average Employee Salary Excluding CEO (or Equivalent Position)	%				

Category		Unit	2022	2023	2024
<b>Board Members and Compensation</b>					
Number of Members	Executive Directors	Persons	2	2	2
	Non-Executive Directors	Persons	-	-	-
	Independent Director	Persons	2	3	3
	Total	Persons	4	5	5
Total Compensation Paid	Executive Directors	KRW Million	642	838	902
	Non-Executive Directors	KRW Million	-	-	-
	Independent Director	KRW Million	86	196	220
	Total	KRW Million	728	1,034	1,122
Average Compensation per Person	Executive Directors	KRW Million	321	419	451
	Non-Executive Directors	KRW Million	-	-	-
	Independent Director	KRW Million	43	65	73
<b>Shareholders</b>					
Shareholder Return Policy	Dividend Payout Ratio (Consolidated)	%	4.1	2.7	14.1
	Dividend Yield (Common Stock)	%	0.5	0.5	1.0
General Shareholders' Meeting	Notice Period for Location and Agenda of Regular General Meeting of Shareholders	Weeks Before	2	4 <sup>1)</sup>	4

1) Corrected in accordance with the 2023 General Shareholders' Meeting resolution

# ESG Governance Performance

## Daewoong Pharmaceutical Co., Ltd. Corporate Governance

Category		Unit	2022	2023	2024	
<b>Board Structure</b>						
Unitary Board System	Executive Directors	Persons	3	3	3	
	Independent Director	Persons	3	3	3	
	Total	Persons	6	6	6	
Board Gender Diversity	Male	Persons	6	6	5	
	Female	Persons	-	-	1	
Board Age Distribution	Executives Aged 30-50	Persons	2	3	3	
	Executives Aged 50+	Persons	4	3	3	
Board Efficiency	Number of Board Meetings Held	Times	6	5	9	
	Average Attendance Rate	%	82	88	96	
	Minimum Attendance Rate	%	50	50	78	
	Average Attendance Rate of Independent Directors	%	80	77	93	
Board Expertise	Number of Independent/Non-Executive Directors with Industry Experience	Persons	1	1	1	
	Number of Audit Committee Members with Accounting/Financial Expertise (CFA, CPA, related experience)	Persons	1	1	1	
<b>Employee Compensation</b>						
CEO Compensation	Total Annual Compensation <sup>1)</sup>	KRW Million	709	580	650	
	Year-over-Year Change Rate	%	18.6	18.2	-	
	Total Annual Compensation Ratio	%	0.10	0.12	0.12	
	Total Annual Compensation Increase Rate	%	0.15	0.22	0.11	
Employee Compensation	Average Compensation for All Employees Excluding CEO (or Equivalent Position)	Average Amount KRW Million	72	73	85	
		Annual Change Rate	%	7.5	1	16%
	Ratio of Compensation for Average Employee Salary Excluding CEO (or Equivalent Position)	%				

1) 대표이사가 2인 이상일 경우 급여가 가장 높은 대표이사 1인 기준

Category		Unit	2022	2023	2024
<b>Board Members and Compensation</b>					
Number of Members	Executive Directors	Persons	3	3	3
	Non-Executive Directors	Persons	-	-	-
	Independent Director	Persons	3	3	3
	Total	Persons	6	6	6
Total Compensation Paid	Executive Directors	KRW Million	1,459	1,463	1,408
	Non-Executive Directors	KRW Million	-	-	-
	Independent Director	KRW Million	99	108	99
	Total	KRW Million	1,558	1,571	1,507
Average Compensation per Person	Executive Directors	KRW Million	486	488	469
	Non-Executive Directors	KRW Million	-	-	-
	Independent Director	KRW Million	33	36	60
<b>Shareholders</b>					
Shareholder Return Policy	Dividend Payout Ratio (Consolidated)	%	15.7	5.7	27.9
	Dividend Yield (Common Stock)	%	0.4	0.5	0.5
General Shareholders' Meeting	Notice Period for Location and Agenda of Regular General Meeting of Shareholders	Weeks Before	2	4	4

# ESG Governance Performance

## Ethical and Compliance Management (Aggregated Data for Daewoong and Daewoong Pharmaceutical)

Category		Unit	2022	2023	2024
<b>Corporate Code of Conduct and Ethics/Compliance Training</b>					
Code of Conduct Application Rate	Board Members	%	100	100	100
	Employees	%	100	100	100
Ethics/Compliance Management Training Provision Rate	Anti-Corruption Policy/Procedure Training Completion Rate by Region	Board Members	%	0	0
		Employees	%	90	100
	Partners	%	0	0	
Ethics/Compliance Management Training Hours	Total Training Hours	Hours	1,849	2,940	2,375
	Number of Participants	Persons	1,849	2,940	2,375
	Training Hours per Employee	Hours	1	1	1
<b>Ethics Management Violations</b>					
By Handling Method	Disciplinary Actions	Cases	1	8	11
	Follow-up Actions	Cases	0	0	0
	Dismissed Cases	Cases	0	0	0
	Total	Cases	1	8	11
Disciplinary Actions	Sexual Harassment	Cases	1	0	0
	Workplace Harassment	Cases	1	0	0
	Misuse of Corporate Card	Cases	0	1	1
	Gaining Unjust Benefits from Work	Cases	0	2	1
	Negligence in Supervision	Cases	0	5	2
	Professional Negligence	Cases	0	0	7
	Total	Cases	1	8	11
Follow-up Actions	Sexual Harassment	Cases	0	0	0
	Workplace Harassment	Cases	0	0	0
	Misuse of Corporate Card	Cases	0	0	0
	Total	Cases	0	0	0
Dismissed Cases	Sexual Harassment	Cases	0	0	0
	Workplace Harassment	Cases	0	0	0
	Misuse of Corporate Card	Cases	0	0	0
	Total	Cases	0	0	0

Category		Unit	2022	2023	2024
<b>Corruption Risk Assessment (Internal : Workplaces, Reports, and Disciplinary Actions)</b>					
Workplaces Assessed for Corruption Risk	Number of Workplaces	%	4	4	4
	Proportion of Workplaces	%	100	100	100
<b>Legal and Regulatory Violations (External/Administrative Actions)</b>					
Cases of Fines or Penalties		Cases	2	2	0
Fines and Incidents by Case	Unfair Trade Practices Including Anti-Competitive Conduct	Number of Violations	KRW 100 Million	0	0
		Fines	Cases	0	0
	Violations Related to Domestic Marketing Activities (Advertising Violations)	Number of Violations	KRW 100 Million	2 <sup>1)</sup>	1 <sup>2)</sup>
		Fines	Cases	0	0
Customer Information Protection Violations		Number of Violations	KRW 100 Million	0	0
		Fines	Cases	0	0
Product Information Provision Violations		Number of Violations	KRW 100 Million	0	0
		Fines	Cases	0	0
Counterfeit Product Regulations Violations		Number of Violations	KRW 100 Million	0	0
		Fines	Cases	0	0
Corruption and Bribery		Number of Violations	KRW 100 Million	0	0
		Fines	Cases	0	0
Other Regulations Violations		Number of Violations	KRW 100 Million	1	1 <sup>3)</sup>
		Fines	Cases	0	0

1) Administrative suspension of advertising imposed by the Ministry of Food and Drug Safety due to violations related to responsible marketing  
 2) Administrative suspension of Urushot advertising for 1 month  
 3) Suspension of Penostop manufacturing for 3 months  
 4) Product Recall Measures

# GRI Standards Index

- [Statement of use] Daewoong Pharmaceutical has reported ESG performance information in accordance with the GRI Standards from January 1 to December 31, 2024.
- [GRI 1 used] GRI 1 : Foundation 2021
- [Applicable GRI Sector Standard(s)]: Not applicable

## General Disclosure(GRI 2)

Topic	Indicator	Disclosure Item	Reporting Pages
Organizational and Reporting Practices	2-1	Organizational details	6
	2-2	Entities included in the organization's sustainability reporting	2
	2-3	Reporting period, frequency, and contact point	2
	2-4	Restatements of information	88-103
	2-5	External assurance	111-112
Activities and Workers	2-6	Activities, value chain, and other business relationships	6, 13
	2-7	Employees	95-97
	2-8	Workers who are not employees	95-97
Governance	2-9	Governance structure and composition	15, 75
	2-10	Nomination and selection of the highest governance body	73, 75
	2-11	Chair of the highest governance body	73, 75
	2-12	Role of the highest governance body in overseeing the management of impacts	15, 76
	2-13	Delegation of responsibility for managing impacts	15, 28, 58, 63
	2-14	Role of the highest governance body in sustainability reporting	15, 32
	2-15	Conflicts of interest	73, 75
	2-16	Communication of critical concerns	74, 76
	2-17	Collective knowledge of the highest governance body	76, 77
	2-18	Evaluation of the performance of the highest governance body	74, 77
	2-19	Remuneration policies	74
	2-20	Process for determining remuneration	74, 77
	2-21	Total annual compensation ratio	102
	2-22	Statement on sustainable development strategy	5
	2-23	Policy commitments	29, 39, 40, 52, 58, 62, 70, 83
2-24	Embedding policy commitments	29	
2-25	Processes to remediate negative impacts	53	
2-26	Mechanisms for seeking advice and raising concerns	66, 82	
2-27	Compliance with laws and regulations	99-100, 103	
2-28	Membership associations	100	
2-29	Approach to stakeholder engagement	16	
2-30	Collective bargaining agreements	98	

\* Preparing to join the Pharmaceutical Supply Chain Initiative (PSCI) as a future supply chain initiative

## Material Topic(GRI 3)

Topic	Indicator	Disclosure Item	Reporting Pages
GRI 3 : Material Issues	3-1	Process for determining material topics	17
	3-2	List of material topics	20
	3-3	Management of material topics	20

## Economic Performance(GRI 200)

Topic	Indicator	Disclosure Item	Reporting Pages
GRI 201 : Economic Performance	201-1	Direct economic value generated and distributed (EVG&D)	88-89
	201-2	Financial implications and other risks and opportunities due to climate change	32-33
GRI 205 : Anti-Corruption	205-1	Operations assessed for risks related to corruption	83, 103
	205-2	Communication and training about anti-corruption policies and procedures	103
	205-3	Confirmed incidents of corruption and actions taken	103
GRI 207 : Tax	207-1	Approach to tax	86
	207-2	Tax governance, control, and risk management	86

# GRI Standards Index

## Environmental Performance(GRI 300)

Topic	Indicator	Disclosure Item	Reporting Pages	
GRI 302 : Energy	302-1	Energy consumption within the organization	34, 91-92	
	302-3	Energy intensity	34, 91-92	
	302-4	Reduction of energy consumption	34, 91-92	
GRI 303 : Water	303-1	Interactions with water as a shared resource	37, 92-93	
	303-2	Management of water discharge-related impacts	37-38, 92-93	
	303-3	Water withdrawal	37-38, 92-93	
	303-5	Water consumption	38, 92-93	
GRI 304 : Biodiversity	304-4	List of IUCN Red List species and national conservation list species with habitats in areas affected by operations	39	
GRI 305 : Emissions	305-1	Direct (Scope 1) GHG emissions	34, 91	
	305-2	Indirect (Scope 1) GHG emissions	34, 91	
	305-4	GHG emissions intensity	34, 91	
	305-5	Reduction of GHG emissions	34, 91	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	37, 94	
GRI 306 : Waste	306-1	Waste generation and significant waste-related impacts	35, 93	
	306-2	Management of significant waste-related impacts	35, 93	
	Material Issue 2	306-3	Waste generated	35, 93
	306-4	Waste diverted from disposal	35, 93	
	306-5	Waste directed to disposal	35, 93	

## Social Performance(GRI 400)

Topic	Indicator	Disclosure Item	Reporting Pages	
GRI 401 : Employment	401-1	New employee hires and employee turnover	95-96	
	Material Issue 4	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	53, 57
	401-3	Parental Leave	53, 98	
GRI 402 : Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	98	
GRI 403 : Occupational Health and Safety	403-1	Occupational health and safety management system	58-61	
	403-2	Hazard identification, risk assessment, and incident investigation	61	
	Material Issue 2	403-3	Occupational health services	57
	Material Issue 4	403-4	Worker participation, consultation, and communication on occupational health and safety	58-61
	403-5	Worker training on occupational health and safety	99	
	403-6	Promotion of worker health	57	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	58-61	
	403-8	Workers covered by an occupational health and safety management system	58	
	403-9	Work-related injuries	99-100	
	403-10	Work-related ill health	99-100	
GRI 404 : Training and Education	404-1	Average hours of training per year per employee	98	
	404-2	Job Training and Career Transition Support Programs for Employees	56	
GRI 405 : Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	73, 75, 95-96	
GRI 413: Local Community	413-1	Operations with local community engagement, impact assessments, and development programs	67-69	
GRI 414: Social Impact of Suppliers Assessment	414-1	New suppliers that were screened using social criteria	70-71	
	414-2	Negative social impacts in the supply chain and actions taken	70-71	
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	47, 50	
	Material Issue 3	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	99
GRI 418: Customer Privacy	418-1	Complaints regarding breaches of customer privacy and losses of customer data	100	

# SASB Biotechnology & Pharmaceuticals

## Accounting Metrics

### Clinical Trial Participant Safety

#### HC-BP-270a.1 Discussion of regional management processes to ensure clinical trial quality and patient safety

Daewoong Pharmaceutical strictly complies with domestic and international ethical standards in all clinical trials, prioritizing the safety of participants. We submit all documentation required for clinical trial approvals to regulatory authorities such as the Ministry of Food and Drug Safety and the FDA. In the event of a serious adverse event, we promptly report it to ensure transparency. Additionally, we actively conduct multinational clinical trials to collect data representing various races, ages, and genders worldwide. We maintain procedural integrity through clinical monitoring, data management, and quality assurance activities.

#### HC-BP-210a.2 Number of FDA inspections related to clinical trial and pharmacovigilance compliance that resulted in Voluntary Action Indicated (VAI) or Official Action Indicated (OAI)

No VAI or OAI cases occurred in the past three years.

#### HC-BP-210a.3 Monetary losses as a result of legal proceedings associated with clinical trials conducted in developing countries

No monetary losses related to legal proceedings associated with clinical trials conducted in developing countries have occurred in the past three years.

### Access to Medicines

#### HC-BP-240a.1 Description of actions and initiatives to promote access to medicines for priority diseases and countries according to the Access to Medicine Index (ATMI)

Daewoong Pharmaceutical takes various measures to improve access to medicines for priority diseases and countries identified by the Access to Medicine Index (ATMI). Fexuclue, a treatment for gastroesophageal reflux disease, and Envlo, a treatment for type 2 diabetes, a non-communicable disease, are key products in these efforts. We have signed licensing agreements for Fexuclue with 23 countries, including ATMI-designated developing countries in Latin America, and have launched the product in five countries: Mexico, Chile, Ecuador, the Philippines, and India. Envlo received its first overseas approval in Ecuador in 2024, and we have completed registration applications in seven additional countries across Latin America and Russia. We plan to launch Envlo in an Asian country in the second half of 2025. As a pharmaceutical company, we remain committed to expanding equitable access to medicines globally and fulfilling our social responsibilities.

#### HC-BP-240a.2 List of products listed in the WHO Prequalification of Medicines Programme (PQP)

No products have been listed in the past three years.

# SASB Biotechnology & Pharmaceuticals

## Accounting Metrics

### Drug Safety

#### HC-BP-250a.1 List of products listed in the FDA's MedWatch\* safety information reporting program database

Daewoong Pharmaceutical reports all adverse event information related to its products listed in MedWatch. As of June 18, 2024, there are no products registered in MedWatch.

\*The FDA's safety information and adverse event reporting program, which serves as a pharmacovigilance system for reporting drug-related adverse events or incidents.

#### HC-BP-250a.2 Number of deaths associated with products reported in the FDA's Adverse Event Reporting System

In the past three years, there have been no deaths associated with products reported in the FDA's Adverse Event Reporting System.

#### HC-BP-250a.3 Number of recalls and total number of units recalled

There have been three recalls issued and a total of three product units recalled over the past three years.

#### HC-BP-250a.4 Total amount of products approved for take-back, reuse, or disposal

In the past three years, no products have been approved for take-back, reuse, or disposal.

#### HC-BP-250a.5 Number and description of FDA enforcement actions taken in relation to violations of cGMP (Current Good Manufacturing Practices)

In the past three years, there have been no enforcement actions taken due to violations.

### Counterfeit Drugs

#### HC-BP-260a.1 Description of methods and technologies used to track products and prevent counterfeiting across the supply chain

Daewoong Pharmaceutical prioritizes the quality, safety, and reliability of its products. To this end, Daewoong Pharmaceutical complies with cGMP and the Pharmaceutical Affairs Act of the MFDS, and thoroughly reviews supply chain traceability for substances used in the manufacturing of finished pharmaceutical products in accordance with the Regulations on Manufacturing and Quality Control of Drugs. A record system based on the batch number of each item is also in place for tracking. From packaging and shipment to market distribution, all products are managed by assigning a serialization code using 2D barcodes. This system enables the tracking of products manufactured by Daewoong Pharmaceutical based on the manufacturing number of each packaging unit within the distribution network. These methods and technologies are used to track products and prevent counterfeiting.

#### HC-BP-260a.2 Discussion of process for alerting customers and business partners to potential or known counterfeit drug risk

Daewoong Pharmaceutical operates the following procedures to alert customers and business partners to potential or confirmed risks related to counterfeit medicines. When a consumer requests verification of the authenticity of a product purchased online, we check the manufacturing and serial numbers and inform the consumer of the product's authenticity. If the product is confirmed to be counterfeit, we immediately share this information with relevant departments, including the marketing team, and request a comprehensive inspection of all distributor-held inventory. We then implement additional response measures as needed. Furthermore, through our online Sinmungo System, we receive reports via email or phone and promptly address individual cases. These efforts help prevent the distribution of counterfeit medicines and ensure the safety of our customers.

#### HC-BP-260a.3 Number of actions taken resulting in raids, seizures, arrests, or criminal prosecutions related to counterfeit drugs

In the past three years, there have been no incidents related to counterfeit drugs that led to raids, seizures, arrests, or criminal charges.

# SASB Biotechnology & Pharmaceuticals

## Ethical Marketing

### HC-BP-270a.1 Monetary losses as a result of legal proceedings associated with false marketing and explanation thereof

Classification	Unit	2022	2023	2024
Monetary Losses	KRW Million	0	29 <sup>1)</sup>	0

1) Suspension of advertising activities for Urshot for 1 month and an administrative fine of KRW 29 million, finalized in March 2025 with fine paid.

### HC-BP-270a.2 Ethical Guidelines for Restricting Off-Label Drug Promotion

The CP regulations specify provisions related to 'exaggerated advertisement,' and all materials used by employees are systemically controlled to ensure that only approved materials\* are used.

\*Materials reviewed by the marketing activity monitoring team

## Talent Attraction, Development, and Retention

### HC-BP-330a.1 Description of efforts to hire and retain scientific and R&D talent

Daewoong Pharmaceutical employs various strategies to recruit and retain excellent R&D talent. To this end, we actively engage with major universities and graduate school laboratories to attract specialized talent. In 2024, Daewoong Pharmaceutical hired 106 global talents and aims to recruit more than 112 additional global talents in 2025. Daewoong Pharmaceutical hosts the DEEP Symposium to share its R&D status and innovation achievements, attracting outstanding scientists and research professionals. The symposium offers participants a tour of research facilities, recruitment briefings, and networking sessions, providing opportunities to experience the organizational culture and career development. Through these efforts, we are expanding our industry-academia-research network and continuously strengthening our talent pool to secure long-term R&D capabilities.

### HC-BP-330a.2 Voluntary and involuntary turnover rates for executives/senior managers, mid-level managers, professionals, and all other employees

Classification	Unit	2022	2023	2024
Voluntary Turnover Rate (Total)	%	100	100	100
(a) Executives and Senior Management	%	6	0.4	1.3
(b) Mid-level Managers	%	11	5.9	10.5
(c) Professionals	%	2	-	6.1
(d) All Other Employees	%	81	93.7	82.1
Involuntary Turnover* Rate (Total)	%	100	100	100
(a) Executives and Senior Management	%	-	-	-
(b) Mid-level Managers	%	-	-	-
(c) Professionals	%	-	-	-
(d) All Other Employees	%	100	100	100

\* Mandatory Retirement, Contract Expiration

## Supply Chain Management

### HC-BP-430a.1 Percentage of Facilities and Tier 1 Supplier Facilities Participating in the Rx-360 International Pharmaceutical Supply Chain Consortium Audit Program or an Equivalent Third-Party Audit Program for Drug Ingredients and Supply Chain Security

In the past three years, there have been no facilities participating in the Rx-360\* International Pharmaceutical Supply Chain Consortium Audit Program or an equivalent third-party audit program for drug ingredients and supply chain security.

\* A nonprofit international consortium addressing pharmaceutical and medical device supply chain security related to public health issues and patient safety.

## Corporate Ethics

### HC-BP-510a.1 Monetary losses as a result of legal proceedings associated with corruption and bribery and explanation thereof

Classification	Unit	2022	2023	2024
Monetary Losses	KRW Million	0	0	0

### C-BP-510a.2 Description of Code of Ethics Governing Interactions with Healthcare Professionals

Daewoong Pharmaceutical has established and operates the Fair Competition Code and the detailed standards under the CP SOP for transactions involving pharmaceuticals and medical devices.

# UN SDGs

Daewoong Pharmaceutical participates in the UN Sustainable Development Goals (SDGs) and fulfills its social and environmental responsibilities as a global company by carrying out activities aligned with 14 of the goals to actively contribute to their achievement.

Goal	Direction	Key Activities	Reference Page
	Contribution to Coexistence and Development of Local Communities, and Local Job Creation	<ul style="list-style-type: none"> <li>Promotion of community engagement based on business operations and employee participation (donation of company products, environmental cleanup activities)</li> </ul>	39, 67-69
	Provision of Pharmaceuticals that Contribute to Human Health, Prevention of Drug Misuse, and Implementation of Health and Disease-Related Social Contribution Activities	<ul style="list-style-type: none"> <li>Development of new drugs for the treatment of intractable diseases such as autoimmune disorders and Parkinson's disease</li> <li>Development of pharmaceuticals through purely domestic R&amp;D for the treatment of gastroesophageal reflux disease, which is becoming a chronic condition</li> <li>Free Donation of Pharmaceuticals</li> </ul>	10, 68
	Expansion of Job Training and ESG-Related Education for Employees, and Implementation of Education-Related Social Contribution Activities	<ul style="list-style-type: none"> <li>Operation of General Education Programs (CDP, Developmental Feedback, Gohyeonryang System, DABA Training)</li> <li>Operation of Specialized Training Programs (Customer Satisfaction, Safety and Health, Information Security, etc.)</li> </ul>	56, 60, 64, 69
	Expansion of the Proportion of Female Executives and Development of Female Talent, Implementation of Anti-Gender Discrimination Training	<ul style="list-style-type: none"> <li>Implementation of a Job-Based Pay System for Fair and Unbiased Performance Evaluation</li> </ul>	53
	Water Resource Management and Control of Water Pollutants	<ul style="list-style-type: none"> <li>Establishment of a Water Resource Management System</li> <li>Installation of Water-Saving Devices Within the Company</li> <li>R/O system</li> </ul>	38
	Improvement of Energy Efficiency and Transition to Renewable Energy	<ul style="list-style-type: none"> <li>Average annual growth rate of environmental investment from 2022 to 2024: 38% (KRW 600 million in 2024)</li> <li>Energy usage reduction target (5% annually)</li> <li>Expansion of solar power installation (solar power systems, solar panels, etc.)</li> </ul>	29,34
	Expansion of Full-Time Employment Ratio, Strengthening of Workplace Safety and Health Management, Work-Life Balance, and Reduction of Gender Pay Gap	<ul style="list-style-type: none"> <li>Employee health checkups, job stress management, and operation of the Healice Fitness Center with professional support</li> <li>Establishment of a vacation culture that allows leave without requiring a reason</li> <li>Operation of a job-based pay system that rewards employees based on capabilities and performance after joining the company</li> <li>Promotion of safety and health management through ISO 45001 certification and maintenance</li> </ul>	52-53, 57-61
	Expansion of New Drug Development and R&D Investment, Establishment of a Sustainability Management Foundation, and Improvement of Resource Efficiency	<ul style="list-style-type: none"> <li>Strengthening R&amp;D capabilities through open innovation and enhanced collaboration</li> <li>Increasing R&amp;D focus intensity</li> <li>Enhancing new drug competitiveness through open evaluation</li> </ul>	44

Goal	Direction	Key Activities	Reference Page
	Expansion of Employment for Persons with Disabilities and Minorities, Prohibition of Employee Discrimination, and Protection of Women's Rights	<ul style="list-style-type: none"> <li>Conducting equal and fair performance evaluations regardless of age, race, or gender</li> <li>Operation of an in-house daycare center and Bear Mart to promote employment of persons with disabilities</li> <li>Certified as a Great Place to Work and a Family-Friendly Company</li> </ul>	52-53, 56
	Reduction of Air Pollutants and Establishment of Disaster Response System	<ul style="list-style-type: none"> <li>Management of air pollutants within permitted standards</li> <li>Establishment of an emergency response system and implementation of response training</li> </ul>	37, 60
	Minimization of Hazardous and Pollutant Emissions, Waste Reduction through Recycling and Reuse, and Promotion of Eco-Friendly Packaging	<ul style="list-style-type: none"> <li>Operation of an integrated chemical management system</li> <li>Implementation of safety training on hazardous chemicals</li> <li>Establishment of plans to develop and procure eco-friendly materials in collaboration with partners (annual development plans)</li> <li>Promotion of eco-friendly packaging</li> </ul>	36, 40-41
	Identification of Climate Change Risks/Opportunities and Establishment of Response Strategies, Greenhouse Gas Management and Reduction	<ul style="list-style-type: none"> <li>Identification of climate change risks/opportunities and establishment of response strategies</li> <li>Promotion of eco-friendly management through ISO 14001 certification and maintenance</li> <li>Calculation of Scope 1 and 2 emissions for domestic operations and sites, and establishment and management of annual targets</li> </ul>	28-33
	Ecosystem Conservation Activities and Biodiversity Protection	<ul style="list-style-type: none"> <li>Cleanup activities in nearby rivers</li> <li>Promotion of awareness of endangered wildlife and cooperation for biodiversity conservation</li> </ul>	39
	Human Rights Management, Anti-Corruption and Ethical Management, and Establishment of Systems for Non-Discrimination and Diversity	<ul style="list-style-type: none"> <li>Establishment of human rights management policies and human rights charter, and implementation of human rights training</li> <li>Operation of a grievance process that ensures anonymity</li> <li>Promotion of anti-corruption management through ISO 37001 certification and maintenance</li> <li>Operation of an Ethical Management Reporting Center</li> <li>System improvement and training implementation to establish a culture of CP compliance</li> <li>Conducting equal and fair performance evaluations regardless of age, race, or gender</li> <li>Promotion of information and personal data protection through simultaneous certification of ISO 27001 and ISO 27701</li> </ul>	22-25, 52-53, 81-82

# ESG-Related Policies

Major Policies		Link
Environment	Environmental Safety and Health Policy	Daewoong Pharmaceutical > ESG > EHS Management ( <a href="https://www.daewoong.co.kr/kr/csr/ehs">https://www.daewoong.co.kr/kr/csr/ehs</a> )
	Purchasing Ethics Charter	Daewoong Pharmaceutical > ESG > Win-Win Management > Compliance Program ( <a href="https://www.daewoong.co.kr/kr/csr/ethics/overview">https://www.daewoong.co.kr/kr/csr/ethics/overview</a> )
	Four Major Guidelines for Win-Win Cooperation	Daewoong Pharmaceutical > ESG > Win-Win Management > Compliance Program ( <a href="https://www.daewoong.co.kr/kr/csr/ethics/overview">https://www.daewoong.co.kr/kr/csr/ethics/overview</a> )
Social	Principles of Human Rights Management	Daewoong Pharmaceutical > ESG > Talent Management > Human Rights Management ( <a href="https://www.daewoong.co.kr/kr/csr/human">https://www.daewoong.co.kr/kr/csr/human</a> )
	Charter of Human Rights Management	Daewoong Pharmaceutical > ESG > Talent Management > Human Rights Management ( <a href="https://www.daewoong.co.kr/kr/csr/human">https://www.daewoong.co.kr/kr/csr/human</a> )
	CP Operation Guidelines	Daewoong Pharmaceutical > ESG > Win-Win Management > Compliance Program ( <a href="https://www.daewoong.co.kr/kr/csr/ethics/overview">https://www.daewoong.co.kr/kr/csr/ethics/overview</a> )
	Ethical Standards	Daewoong Pharmaceutical > ESG > Ethical Management > Daewoong Pharmaceutical Ethical Standards > Ethical Standards ( <a href="https://www.daewoong.co.kr/kr/csr/ethics/3/1/view">https://www.daewoong.co.kr/kr/csr/ethics/3/1/view</a> )
	Code of Conduct	Daewoong Pharmaceutical > ESG > Ethical Management > Daewoong Pharmaceutical Ethical Standards > Code of Conduct ( <a href="https://www.daewoong.co.kr/kr/csr/ethics/3/2/view">https://www.daewoong.co.kr/kr/csr/ethics/3/2/view</a> )
	Code of Practice	Daewoong Pharmaceutical > ESG > Ethical Management > Daewoong Pharmaceutical Ethical Standards > Implementation Results ( <a href="https://www.daewoong.co.kr/kr/csr/ethics/3/3/view">https://www.daewoong.co.kr/kr/csr/ethics/3/3/view</a> )
Governance	Anti-Corruption Guidelines	Daewoong Pharmaceutical > ESG > Ethical Management > Anti-Corruption Management System > Anti-Corruption Policy ( <a href="https://www.daewoong.co.kr/kr/csr/ethics/2/2/view">https://www.daewoong.co.kr/kr/csr/ethics/2/2/view</a> )
	Articles of Incorporation	Daewoong Pharmaceutical > ESG > Articles of Incorporation ( <a href="https://www.daewoong.co.kr/kr/csr/rule/articles">https://www.daewoong.co.kr/kr/csr/rule/articles</a> )
	Board of Directors Operation Regulations	Daewoong Pharmaceutical > ESG > Board of Directors > Board of Directors Operation ( <a href="https://www.daewoong.co.kr/kr/csr/rule/operation">https://www.daewoong.co.kr/kr/csr/rule/operation</a> )
	Regulations of the Affiliate Transaction Committee	Daewoong Pharmaceutical > ESG > Board of Directors > Board of Directors Operation ( <a href="https://www.daewoong.co.kr/kr/csr/rule/operation">https://www.daewoong.co.kr/kr/csr/rule/operation</a> )
	Regulations of the Personnel and Compensation Committee	Daewoong Pharmaceutical > ESG > Board of Directors > Board of Directors Operation ( <a href="https://www.daewoong.co.kr/kr/csr/rule/operation">https://www.daewoong.co.kr/kr/csr/rule/operation</a> )

# Awards

Awarding Institutions	Award Details	Award Date
GPTW	2024 Best Companies for Parents to Work For	2024.02.
GPTW	2024 Global ESG Human Rights Management Certification	2024.03.
Ministry of Health and Welfare	Minister of Health and Welfare Commendation (Outstanding Innovative Pharmaceutical Company)	2024.11.
Ministry of Employment and Labor, KOSHA	Hyangnam Plant Selected as an Excellent Workplace for Employee Health Promotion Activities	2024.12.

# Third-Party Verification Statement (1/2)

## To the Readers of the 2025 Daewoong Pharmaceutical Sustainability Report

The Korean Foundation for Quality (hereinafter referred to as the "Foundation") has conducted an independent assurance of the 2024 Sustainability Report (hereinafter referred to as the "Report") of Daewoong Pharmaceutical Co., Ltd.<sup>1</sup> (hereinafter referred to as the "Company")<sup>2</sup>. The Foundation is responsible for providing an independent third-party assurance opinion on the Report in accordance with the assurance criteria and scope specified below, while the responsibility for the preparation of the Report lies with the Company's management.

### Purpose of Assurance

The purpose of this assurance is to ensure the reliability of the data and information disclosed in the Company's Report.

#### Universal Standards

- 2-1 to 2-5 (The organization and its reporting practices)
- 2-6 to 2-8 (Activities and workers)
- 2-22 to 2-28 (Strategy, policies, and practices)
- 3-1 to 3-3 (Material Topics Disclosures)
- 2-6 to 2-8 (Activities and workers)
- 2-9 to 2-21 (Governance)
- 2-29 to 2-30 (Stakeholder engagement)

#### Topic Standards

- 306 Waste
- 401 Employment
- 403 Occupational Health and Safety
- 418 Customer Privacy

### Exclusions from Assurance

The following items were not included within the scope of assurance.

- 1 Performance and reporting practices of entities other than subsidiaries, including affiliates, partners, and third parties
- 2 Items related to other sustainability initiatives aside from the GRI Standards 2021 presented in the Report
- 3 Other related information such as periodic disclosure reports and financial statements

### Assurance Criteria

This assurance was conducted in accordance with [AA1000AS (v3)], [AA1000AP (2018)], and [Type 2 – Moderate] standards.

### Assurance Method

The assurance team applied the above-mentioned criteria to verify the reliability of the Report's content by reviewing relevant procedures, systems, and controls, as well as the available performance data. The documents reviewed during the assurance process are as follows.

- Non-financial Information: Data provided by the Company, integrated periodic disclosure reports, and information investigated through media and internet sources
- Financial Information: The Company's financial statements disclosed on the Financial Supervisory Service's electronic disclosure system (dart.fss.or.kr), as well as materials published on the Company's website

This assurance was conducted through document reviews, on-site visits, and interviews with relevant personnel. The effectiveness of the procedures related to the materiality assessment, issue selection considering stakeholders, data collection, data management, and report preparation, as well as the validity of the report's narrative content, were evaluated through interviews with responsible personnel. Interviews with external stakeholders were not conducted. It was confirmed that any errors, inappropriate information, or unclear expressions identified during the above steps were appropriately corrected prior to the publication of the Report.

# Third-Party Verification Statement (1/2)

## Limitations of Assurance

This assurance inherently includes limitations that may arise during the application of the assurance criteria and methodology. The assurance team conducted comparative reviews based on the information and evidence provided under the terms of the agreement, but did not verify the reliability of the original source data underlying the materials.

## Eligibility and Independence

The assurance team for this verification was qualified in accordance with the internal regulations of the Foundation. The Foundation has no interests that could compromise the independence or impartiality of the assurance, other than providing third-party verification services related to this Report.

## Assurance Opinion

The Foundation presents the following opinion on the Company's Report.

1. It has been confirmed that the Report was prepared in accordance with the four principles of AA1000AP (2018).

### • Inclusivity

Daewoong Pharmaceutical has appropriately defined its stakeholder groups and communicates with them through channels that reflect the characteristics of each group, gathering their feedback. The assurance team found no missing key stakeholders in this process and confirmed that the Company makes efforts to incorporate stakeholder feedback into its management strategy.

### • Materiality

Daewoong Pharmaceutical identified material issues through an appropriate process and ensured justification for their selection by thoroughly reviewing the related impacts. The assurance team confirmed that the identified material issues were given appropriate emphasis in the Report and that none of the material issues identified through the assessment process were omitted from the disclosure.

### • Responsiveness

Daewoong Pharmaceutical strives to respond in a timely manner to stakeholder needs and key concerns. The assurance team found no evidence that the Company's response activities and performance related to material issues were inappropriately reported.

### • Impact

Daewoong Pharmaceutical identifies and monitors the impacts of stakeholder-related material issues across its overall business operations and reports these impacts to the extent possible. The assurance team found no evidence that the impacts related to material issues were inappropriately measured or reported.

2. The Report has been appropriately prepared in accordance with the reporting standards (GRI Standards (2021) – Accordance).
3. The data and information used for assurance, based on the materials provided, were appropriate, and no material errors or omissions that could affect the assurance opinion were identified.
4. Therefore, the Foundation provides a "Limited Assurance" opinion on the Company's 2024 Sustainability Report.

June 2025  
Seoul, Republic of Korea

President, Korean Foundation for Quality



