

Daewoong Pharmaceutical
2026 SUSTAINABILITY REPORT

CARE for People and Planet



About This Report



Cover Story

Daewoong Pharmaceutical's sustainability management begins with the fundamental value of a pharmaceutical company: protecting human health. The cover symbolically depicts a future where people, the environment, and innovation coexist in harmony, centered around a sculptural form set within a natural landscape.

The glass-like transparent texture represents transparent management grounded in ethics and trust, while its harmony with nature reflects Daewoong Pharmaceutical's ESG management philosophy of considering the sustainability of both the environment and society.

Interactive Guide

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

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Report Overview

Daewoong Pharmaceutical published its 2026 Sustainability Report to disclose and communicate its activities and plans for sustainable management to stakeholders. This report includes Daewoong Pharmaceutical's ongoing sustainability management activities, achievements, and action plans. Going forward, Daewoong Pharmaceutical will continue to transparently share its efforts and progress in sustainability management through its annual Sustainability Report and actively incorporate stakeholder feedback.

Reporting Period and Scope

The reporting period of this report is from January 1, 2025 to December 31, 2025, and covers the sustainability management activities and achievements of Daewoong Pharmaceutical's domestic business sites. (Where the scope differs, this is indicated in a separate note, and some key achievements include events that occurred through the publication date in 2026.) Financial information was prepared on a consolidated basis in accordance with the Korean International Financial Reporting Standards (K-IFRS), while non-financial information includes the status and performance of Daewoong, Daewoong Pharmaceutical, and Daewoong Bio across the E (Environmental), S (Social), and G (Governance) areas.

Reporting Standards

This report was prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021, an international sustainability reporting guideline. It was also prepared with consideration of the disclosure standards of the ISSB (International Sustainability Standards Board), the global ESG disclosure standards of the SASB (Sustainability Accounting Standards Board), and the recommendations of the TCFD (Task Force on Climate-related Financial Disclosures). In addition, the report reflects the Ten Principles of the UNGC (United Nations Global Compact) and the UN SDGs (UN Sustainable Development Goals).

Third-Party Verification

To ensure the objectivity, fairness, and reliability of the reported content, this report underwent third-party assurance by the Korean Foundation for Quality, an independent assurance provider with no conflicts of interest with Daewoong Pharmaceutical, in accordance with the international assurance standard AA1000AS v3. The financial information contained herein is based on data audited by an independent accounting firm.

This report is published in Korean and English to help stakeholders access information easily and is also available on Daewoong Pharmaceutical's website. For inquiries regarding this report, please contact the address on the left.

Report Inquiries

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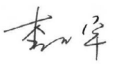
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CEO Message

CEO **Chang-jae Lee** 



“

Through relentless research and innovation, we will advance **‘beyond treatment, toward care’** and become **a global healthcare group** that helps create **a healthier and more sustainable future for humanity.**

”

We extend our deepest gratitude to all stakeholders for your unwavering interest and support for Daewoong Pharmaceutical as we work to create healthier lives for humanity.

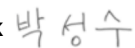
Since its founding in 1945, Daewoong Pharmaceutical has faithfully upheld its founding philosophy of “patriotism through medicine” by making quality medicines that protect people's health and help build a healthier society. As a result of relentless challenge and innovation, Daewoong Pharmaceutical recorded KRW 1,570.9 billion in consolidated revenue and KRW 196.8 billion in operating profit in 2025, achieving growth in revenue, operating profit, and operating margin for the second consecutive year and demonstrating its solid business competitiveness. Our innovative new drugs Fexuclue and Envlo are expanding their potential in global markets, while our botulinum toxin Nabota continues to demonstrate the competitiveness of K-bio in the global market. These achievements are all the more meaningful because they reflect Daewoong Pharmaceutical's innovation as a commitment that goes beyond business growth to provide better treatment opportunities to more patients.

Last year, Daewoong Pharmaceutical sought to expand the role of healthcare based on its new vision, “beyond treatment, toward care.” We aim to become a full life-cycle healthcare company that goes beyond treating disease to encompass prevention and management, recovery, and the maintenance of a healthy life. Through AI-based digital healthcare platforms, we are connecting hospitals, local communities, and homes, and creating a health management environment that enables closer attention to each individual's health status.

In an era when the importance of climate action, resource circulation, and responsible supply chain management continues to grow, sustainability management has become an essential corporate responsibility, not a choice. Daewoong Pharmaceutical is closely examining the impact of climate change on its business and society, strengthening the foundation for implementation toward carbon neutrality, and expanding efforts to reduce environmental impact across its business operations. Centered on the “CARE for people and planet” ESG strategy, we are embedding sustainability management that cares for both people and the environment throughout our corporate operations, while making progress such as obtaining Healthy Company Certification, being selected as a leading family-friendly company, and establishing an energy management system (ISO 50001). We also continue to fulfill our corporate social responsibility through social contribution activities that address unmet medical needs, improve access to treatment for rare and intractable diseases, and promote the health of vulnerable groups.

We believe that an important corporate mission is to go beyond treating disease through pharmaceuticals and healthcare services and contribute to building a healthier society. The sustainability management pursued by Daewoong Pharmaceutical is a long-term commitment to our stakeholders for the health of humanity and a better future. We ask for your continued interest and support.

Thank you.

CEO **Seongsoo Park** 



Company Profile

Global Healthcare Group

General Overview

Since being established through the spin-off of Daewoong Co., Ltd.'s pharmaceutical business division, Daewoong Pharmaceutical has led the development of Korea's pharmaceutical industry for more than 20 years based on its management philosophy of "patriotism through medicine." To strengthen its competitiveness as a global pharmaceutical company, Daewoong Pharmaceutical has continued to expand its R&D capabilities and upgrade its production infrastructure. As a result, the company successfully developed Fexuclue in 2021 and Envlo in 2022, achieving the development of domestically developed new drugs for two consecutive years. In addition, the company operates pharmaceutical manufacturing facilities that meet KGMP standards in the Hyangnam Industrial Complex in Hwaseong and the Osong Bio-Health Science Technopolis in Cheongju. Its Hyangnam Nabota plant has established a global-level production system that meets the U.S. FDA's cGMP standards, as well as GMP standards in Canada and the EU.

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	Headquarters12, Bongeunsa-ro 114-gil, Gangnam-gu, Seoul, Republic of Korea Factories35-14, Jeyakongdan 4-gil, Hyangnam-eup, Hwaseong-si, Gyeonggi-do, Republic of Korea, Osongsaengmyeong 2-ro, Osong-eup, Heungdeok-gu, Cheongju-si, Chungcheongbuk-do, Republic of Korea Research Center72, 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

Overview of Key Affiliates



* As of the end of 2025, Daewoong Pharmaceutical operates 20 consolidated subsidiaries.

Continuous Management Innovation

Daewoong Pharmaceutical takes the lead in advancing human health

beyond the Republic of Korea

Patriotism through Medicine

Daewoong Pharmaceutical was founded in 1945 with the belief of "patriotism through medicine," which means "making good medicine to protect the health of the people and create a healthy society."

Success in New Drug Development for Two Consecutive Years

With the success of new drug development for two consecutive years, we have proven our R&D capabilities and lead the development of the pharmaceutical industry domestically and internationally as a leader in the healthcare industry.

2030 KRW 1 Trillion Sales in New Drugs (KRW 1 Trillion per Product)

By achieving KRW 1 trillion in global sales of self-developed new drugs, we strengthen our global status and aim to become a global big pharma that contributes to a healthy and happy life for humanity through the development of future innovative new drugs and the provision of total healthcare solutions.



Company Profile

Daewoong Pharmaceutical's Management Philosophy

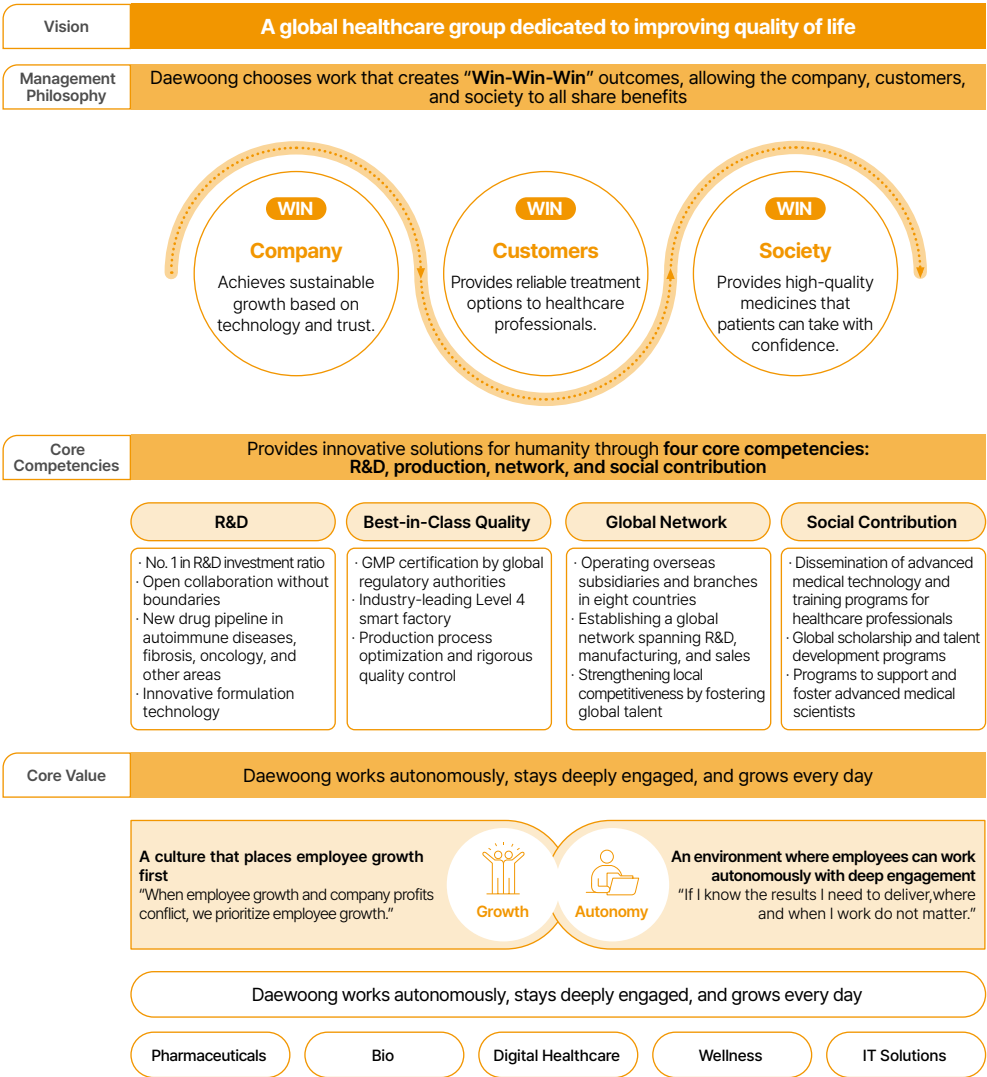
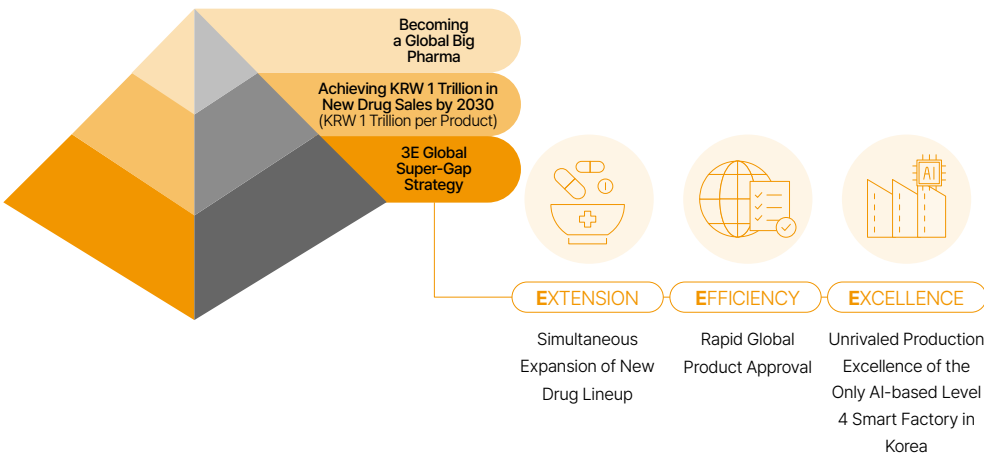
Value System

Under its vision of becoming a “global healthcare group that leads improvements in quality of life,” Daewoong Pharmaceutical pursues sustainable growth by providing total healthcare solutions across the full cycle of prevention, early diagnosis, treatment, and care. Based on the core values of growth and autonomy, all employees provide innovative solutions for humanity through four core competencies: R&D, production, network, and social contribution, while practicing responsible management. Guided by its corporate philosophy of serving the nation through pharmaceuticals, Daewoong Pharmaceutical fulfills its social responsibilities and seeks to create sustainable future value based on its “Win-Win-Win” management philosophy, through which the company, customers, and society all share benefits.

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 Level 4 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

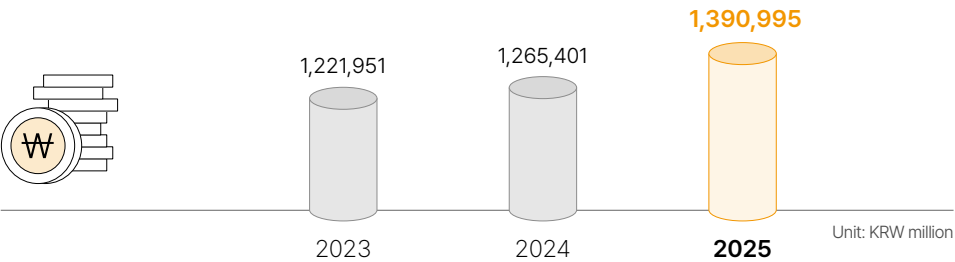
Category	2023	2024	2025
Summary Separate Statement of Comprehensive Income			
Revenue	1,221,951	1,265,401	1,390,995
Operating Profit	133,407	163,755	203,563
Profit Before Tax	111,631	75,516	166,339
Net Income	111,502	43,160	166,256
Total Comprehensive Income	110,098	48,284	184,992
Summary Consolidated Statement of Comprehensive Income			
Revenue	1,375,329	1,422,683	1,570,891
Operating Profit	122,592	147,942	196,782
Profit Before Tax	121,999	56,550	191,833
Net Income	120,003	23,347	192,909
Total Comprehensive Income	129,759	20,468	206,264

Daewoong Co., Ltd

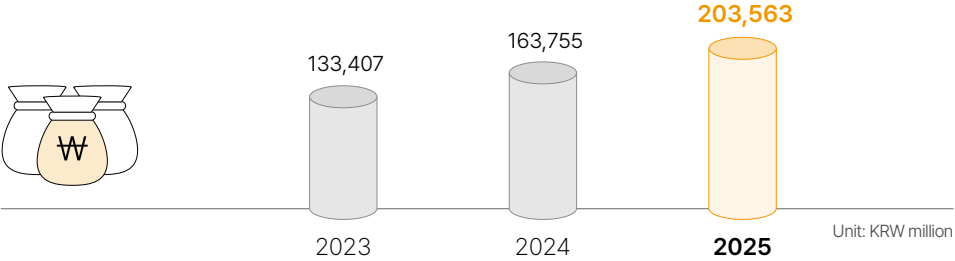
Unit: KRW million

Category	2023	2024	2025
Summary Separate Statement of Comprehensive Income			
Operating Revenue	116,635	97,961	73,982
Operating Profit	65,427	48,401	20,513
Profit Before Tax	79,584	7,324	16,536
Net Income	74,404	7,429	13,011
Total Comprehensive Income	58,203	8,557	13,558
Summary Consolidated Statement of Comprehensive Income			
Operating Revenue	1,813,841	1,936,917	2,068,370
Operating Profit	195,606	281,913	261,794
Profit Before Tax	202,522	115,775	243,618
Net Income	191,439	68,861	227,907
Total Comprehensive Income	185,544	69,208	241,703

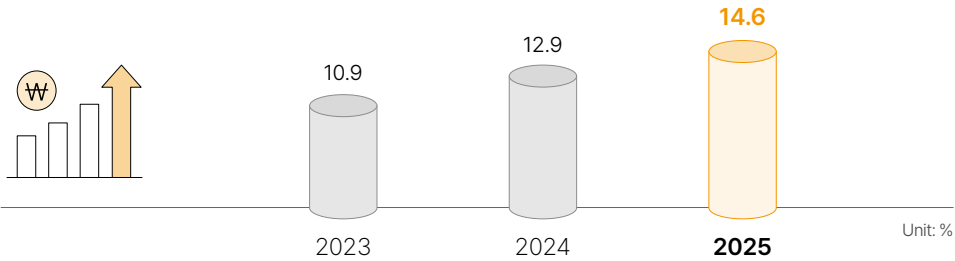
Revenue



Operating Profit



Operating Profit Margin



* Based on Daewoong Pharmaceutical standalone criteria

Business Performance

Key R&D Achievements

2023

- 'Bersiporocin' research selected as an outstanding project in the High-Performance category of the 2023 National New Drug Development Project
- Signed an export agreement for the diabetes drug 'Envlo' covering Russia and the CIS region
- Signed a comprehensive MOU with China's leading pharmaceutical trade company, Meheco International
- The Osong plant passed Brazil ANVISA inspection with no defects
- Launched gastroesophageal reflux disease treatment 'Fexuclue' in the Philippines
- Selected as one of the 2023 Best Companies to Work for in Asia
- Botulinum toxin 'Nabota' obtained a patent in the U.S. for migraine treatment
- Botulinum toxin 'Nabota' obtained product approval in Malaysia
- Botulinum toxin 'Nabota' became the world's first to obtain approval for square jaw treatment
- New gastroesophageal reflux disease treatment 'Fexuclue' obtained product approval in Mexico
- 'Impactamin' ranked No.1 for customer trust in the vitamin category
- Botulinum toxin 'Nuceiva' (Korean brand name: Nabota) launched in Italy
- Issued its first sustainable management report
- Executed an agreement for 'Fexuclue' with 'Cooper Pharma,' a Moroccan pharmaceuticals company
- Exported 'Fexuclue' technology to India
- Obtained product approval in Korea for 'Envlomet,' a diabetes combination drug
- Launched a new drug 'Envlo Tab,' the first made-in-Korea SGLT-2 inhibitor for diabetes treatment in Korea
- Won the Grand Prize in the field of botulinum toxin for the 2023 Korea Representative Brand with 'Nabota' for two consecutive years
- Won the 'Customers' Most Recommended Brand' with 'Ursa' for two consecutive years
- Signed a joint research contract with Oncorus in the U.S. for new mRNA anticancer drugs
- Botulinum toxin 'Nuceiva' (Korean brand name: Nabota) obtained product approval in Australia
- New gastroesophageal reflux disease treatment 'Fexuclue' obtained its first Latin American approval in Ecuador
- Botulinum toxin 'Nabota' obtained product approval in Singapore
- New diabetes drug Envlo received the Grand Prize at the Korea New Drug Development Awards
- Selected as 'South Korea's 100 Best Companies to Work For'
- Signed an export agreement with M8 Pharmaceuticals to supply the new diabetes drug 'Envlo' to Brazil and Mexico
- Botulinum toxin 'Nuceiva' (Korean brand name: Nabota) launched in Germany and Austria
- New gastroesophageal reflux disease treatment 'Fexuclue' obtained product approval in Chile

2024

- Received the Minister of Health and Welfare Award as an Excellent Innovative Pharmaceutical Company
- 'Nabota,' 'Fexuclue,' and 'Envlo' selected as World-Class Products (Ministry of Trade, Industry and Energy / KOTRA)
- 'Envlo' obtained product approval in Ecuador
- Launched botulinum toxin 'Nabota' in Malaysia
- Launched botulinum toxin 'Nuceiva' (Korean product name: Nabota) in Australia
- Liaoning Daewoong Pharmaceutical in China collaborates with Shenyang Dasan Research Institute for chronic constipation drug development
- Launched 'Fexuclue' simultaneously in Mexico, Chile, and Ecuador in Latin America
- 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 Korean Ministry of Health and Welfare
- Signed a research collaboration MOU with IPB in Indonesia for primate studies
- Launched botulinum toxin 'Nuceiva' (Korean product name: Nabota) in Spain
- 'Fexuclue,' the 34th domestically developed new drug, achieved KRW 100 billion in sales
- Nabota received the 2024 Korea Representative Brand Award in the botulinum toxin category
- Held the 10th-anniversary symposium for the domestic launch of botulinum toxin 'Nabota'
- Received the '2024 Global ESG Human Rights Management Certification' award
- Won the award for the '2024 Best Company for Parents to Work' in Korea
- Built its proprietary AI-based drug development system 'DAISY'
- New pulmonary fibrosis drug 'Bersiporocin' designated as an orphan drug by 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.

2025

- Launched osteoporosis treatment 'Stovoclo' in Korea
- Launched gastroesophageal reflux disease treatment 'Fexuclue' in India
- Botulinum toxin 'Nabota' launched in Saudi Arabia, Ecuador, and Qatar
- CEO Chang-jae Lee received the UN PEACEKOR SDGs Award
- Recertified as a family-friendly company and selected as a Leading Family-Friendly Company in 2025
- Received Healthy Company Certification for the first time in 2025
- 'Fexuclue' obtained product approval in China
- Botulinum toxin 'Nabota' entered 10 countries in the Middle East
- Daewoong Pharmaceutical selected as a research institute for the K-AI national project
- Launched JAK inhibitor autoimmune disease treatment Jeltopa Tab.
- Launched 'Fexuclue' 20 mg
- Type 2 diabetes drug 'Envlo' obtained product approval in Indonesia



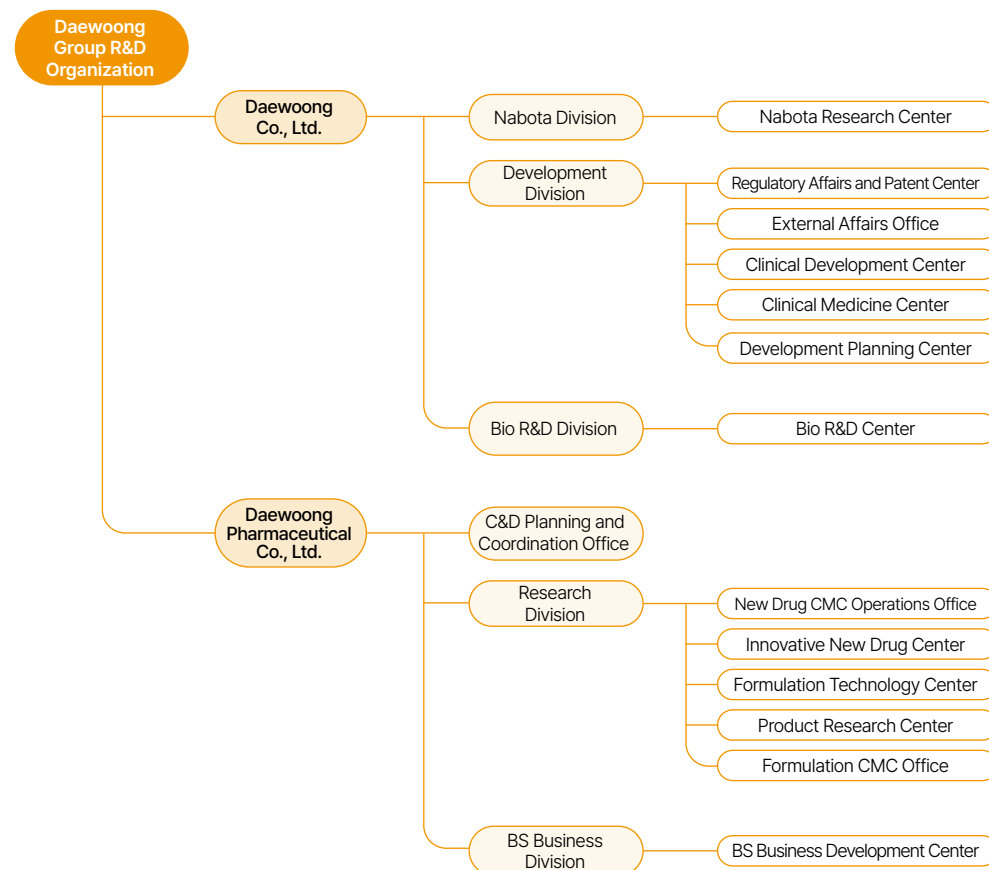
Participated in 2025 CPHI Worldwide, the world's largest pharmaceutical and biotechnology exhibition held in Frankfurt, Germany; Promoted global partnering and market expansion through its innovative formulation platform and biosimilar technologies.

Business Performance

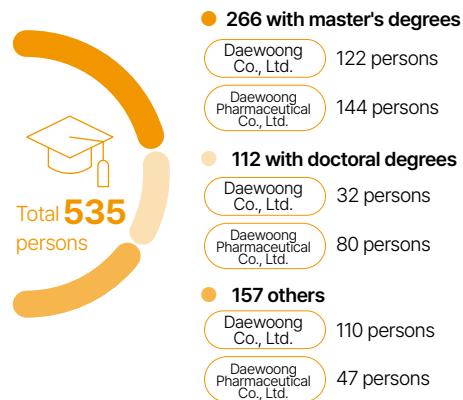
R&D Investment and Responsible Organizations

Daewoong Pharmaceutical conducts research on innovative new drugs for autoimmune diseases, cancer, metabolic diseases, and fibrosis, as well as a platform-based pipeline of improved new drugs, including oral sustained-release formulations, multi-ingredient combination drugs, long-acting injectables, microneedle patches, and formulations with modified routes of administration. Through the C&D Planning and Coordination Office, the company is strengthening Connected Collaboration & Development to explore entry into new future businesses. It has invested more than KRW 200 billion in R&D for four consecutive years to drive continuous innovation, accelerate the development of next-generation therapeutics, and expand its global market share. Daewoong and Daewoong Pharmaceutical are continuously securing specialized research personnel to strengthen their R&D competitiveness. As of 2025, the two companies operated with a combined total of 535 R&D personnel, strengthening their capabilities in innovative new drug and platform technology development, centered on the Development Division, Nabota Research Center, Research Division, BS Business Division, and C&D Planning and Coordination Office.

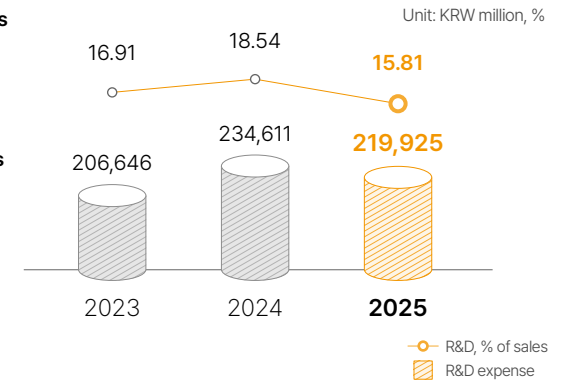
R&D Organization



Status of R&D Personnel



R&D Investment and Ratio to Sales



R&D Expense Status

Unit: KRW 1,000

Category	2023	2024	2025
Raw Material Costs	29,163,937	31,773,323	34,192,230
Commissioned Service Costs	75,498,857	85,792,944	71,513,928
Labor Costs	34,727,895	36,964,508	36,371,684
Depreciation Expenses	12,889,143	13,011,758	14,876,644
Others	54,366,584	67,068,811	62,970,933
Total R&D Expenses	206,646,416	234,611,344	219,925,419
R&D-to-Sales Ratio (Total R&D Expenses ÷ Revenue × 100)	16.91%	18.54%	15.81%

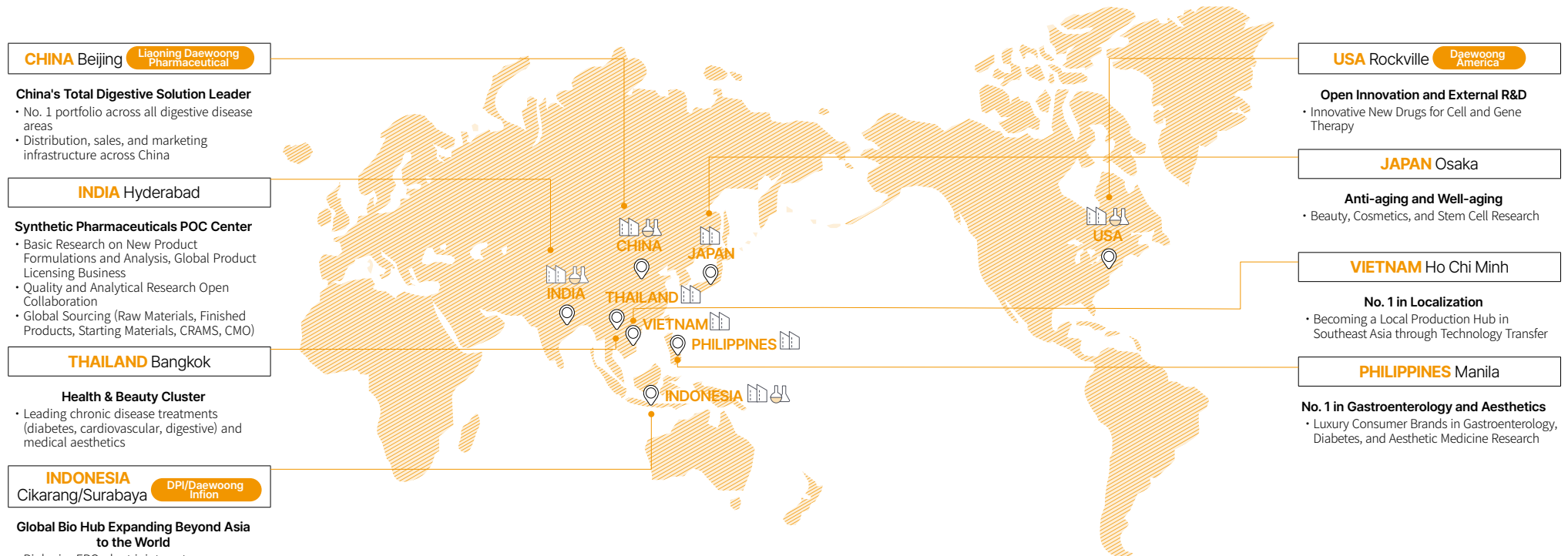
*The R&D-to-Sales ratio is calculated on a separate basis, including government subsidies

Global Network

Accelerating Global Market Expansion Through a Global Network

Global Network Overview

Based on strategic partnerships with global healthcare companies, Daewoong Pharmaceutical is expanding the overseas market presence of its major innovative new drugs, including Fexuclue, Envlo, and Nabota. By leveraging collaboration with global partners and local infrastructure, the company is strengthening its capabilities in innovative new drug development, global clinical development, and regulatory approvals, while continuing to expand its global business foundation through overseas branches and subsidiaries in eight countries and R&D centers in five countries. Daewoong Pharmaceutical is also focusing on enhancing its global competitiveness by building a diversified pipeline and strengthening its ability to respond to overseas markets.



Global Business Overview

Global Business Revenue

KRW **228.7** billion

Revenue Share 16.4%

Average Annual Growth Rate

19 %

Average Annual Growth Rate (Past 3 Years)

Production Bases in Asia and the U.S.

8

Global R&D Centers

5

Global Partners

100+

Global Network

Global Open Innovation and Research Collaboration System

Global R&D Centers

Based on differentiated research capabilities in areas such as biotechnology, cell therapies, DDS technology, and high-difficulty API synthesis, as well as external collaboration networks, Daewoong Pharmaceutical is strengthening its global open innovation system. Centered on the Yongin Life Science Research Institute, the company has built a global R&D network across key locations, including the U.S., China, India, and Indonesia, to expand its drug discovery and R&D competitiveness, and regularly operates an R&D Committee to discuss pipeline strategies and directions for global market entry.

Yongin Life Science Research Institute, Korea	Magok C&D Center, Korea	Hyderabad Research Center, India	Bio Research Center, Indonesia	Liaoning Daewoong Research Institute, China	Daewoong Innovation Holdings (DIH), U.S.
					
New Drugs, Improved Drugs, Biopharmaceuticals, Biosimilars, Cell and Gene Therapies		Global Innovative Products, Overseas Approvals for New Products, Support for Raw Materials/ Research/Production/ Clinical/Approval Stages	Biologics	Oral liquid formulations	Oral liquid formulations

Daewoong Pharmaceutical identifies research projects that reflect global research trends and establishes R&D strategies, centered on its Magok and Yongin research institutes. In the field of new drug research, Daewoong Pharmaceutical demonstrated its R&D competitiveness by developing Korea's 34th new drug, Fexuclue, and 36th new drug, Envlo, and obtaining new drug approvals for two consecutive years in 2021 and 2022. The company also operates the Daewoong Discovery Portal, an advanced digital platform for new drug discovery, and is working to establish a data-driven research environment to identify new drug candidates and improve R&D efficiency. In line with its "2030 Global Formulation No. 1" vision and roadmap, the company aims to secure a revenue base in the short term through technologies for combination, sustained-release, solubilization, and modified routes of administration, while investing in promising future technologies such as LNP technology, nasal spray formulations, and microneedle technology over the long term to advance its global formulation achievements. Daewoong Pharmaceutical is also improving existing products and identifying new projects in areas such as biologics, biobetters, biosimilars, bio-medical device convergence products, and cell and gene therapies.

Daewoong Pharmaceutical's India Research Institute is located in Hyderabad, a hub for pharmaceutical research in India, and conducts research projects, develops first generics of blockbuster new drugs, and conducts research on antipsychotic treatments and formulations. Based on outstanding local talent and an efficient research environment, the institute is pursuing entry into global markets with the aim of obtaining U.S. FDA and Europe EMA approvals. In addition, the institute is expanding new pipeline discovery and joint research through open collaboration with pharmaceutical companies in India, China, Indonesia, and Vietnam. It also provides QbD-based formulation development, analytical quality improvement, and documentation services for clinical trials and overseas regulatory approvals, while continuing collaboration with domestic and overseas venture companies to develop global new products.

Daewoong Infion is a joint venture with Indonesia's Infion and serves as Daewoong's base for biologics research, development, and production. Through local open collaboration, Daewoong Infion conducts exploratory research on new biologics and upgraded the formulation of Easyef, a treatment for diabetic foot ulcers, obtaining Indonesian approval and halal certification in 2020. It also obtained approval for a stem cell processing facility and GMP certification in 2024. Daewoong Pharmaceutical Indonesia (DPI) is promoting the development of the regenerative medicine industry based on its cell therapy and cosmetics production facilities and research infrastructure. In addition, Daewoong Pharmaceutical continues active technology and talent exchanges through its local subsidiaries in Indonesia in connection with national universities in the Depok and Bandung regions.

Liaoning Daewoong Research Institute is responsible for research on new oral liquid formulations, differentiated formulations, and health functional foods. By collaborating with leading local research institutions such as Shenyang Pharmaceutical University, the institute develops products tailored to the Chinese market, fosters outstanding talent, and supports global-level technologies and products in entering the local market. In particular, through an MOU with Shenyang Dasan Research Institute of Dasan Pharmaceutical for product research and production, the institute is working to diversify its liquid formulation business. In addition, in 2024, Liaoning Daewoong Pharmaceutical passed GMP certifications in Korea and China, and is using Liaoning Daewoong Research Institute as a hub for joint development and open collaboration to strengthen localized R&D capabilities and expand its supply chain for entry into the Chinese market.

Daewoong Innovation Holdings (DIH), established in May 2021, is Daewoong Pharmaceutical's dedicated U.S. subsidiary in Boston. It leads open collaboration with global academic and research institutions, including Harvard University, MIT, and Cornell University, and engages in networking with various Korean pharmaceutical and bio companies within the Boston bio ecosystem. Through open collaboration, DIH works with global partners and investors to pursue strategic technology introduction and co-development, minimizing development risks while accelerating the innovative new drug pipeline. In particular, DIH operates mutual benchmarking and experience-sharing sessions with five Korean pharmaceutical and bio companies in Boston, successfully expanding the open innovation model both domestically and globally and supporting Daewoong Pharmaceutical's leap toward becoming a global big pharma company.

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 2025, Ursa surpassed KRW 100.4 billion in sales and became 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.

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 69 countries and established partnerships in over 80 countries, expanding its presence in the global market. In particular, Nabota became the first 'Asian botulinum toxin' to receive U.S. FDA approval in 2019 and entered the world's largest market, the United States. Since its launch, it has achieved a market share of approximately 14% in the U.S., ranking second and delivering remarkable results.

More than 80% of total sales are generated from overseas exports. Nabota has recorded global sales of over KRW 100 billion for four consecutive years, and in 2025, achieved annual sales of KRW 200 billion and cumulative sales of KRW 930 billion. It targets to continue growing at an average annual rate of 30% through 2030, and surpassing KRW 600 billion in global sales is now within reach.

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, its differentiated manufacturing process prevents the degradation of vitamin B, which is sensitive to light and moisture, thereby enhancing stability. As a premium vitamin supplement with high content, high activity, and high quality, Impactamin is recommended by experts and trusted by consumers. Through continuous research and quality improvements, renewed products are steadily being launched, further strengthening the brand's differentiation.

Envlo Tab. / Envlomet SR Tab. Antidiabetic medication



Daewoong Pharmaceutical's SGLT-2 inhibitor diabetes treatment Envlo Tab., Korea's 36th new drug, was launched in Korea in May 2023. Envlo Tab., the first drug in its class developed entirely with Korean technology, demonstrated strong blood glucose-lowering efficacy and safety in clinical trials involving patients with type 2 diabetes. In particular, Envlo Tab. demonstrated equivalent efficacy with only 0.3 mg, less than one-thirtieth the dose of existing SGLT-2 inhibitors. With expectations that it will offer a new treatment option for patients with insufficient glycemic control, the Envlo product group has grown rapidly since launch, recording an average monthly growth rate of 14%.

EZN6



Launched in 2005, EZN6 Any attracted market attention upon its release. The product name EZN6 is coined from the combination of the English words "Easy" and "End," conveying the meaning of "managing pain easily and quickly." The six keywords beginning with the letter S—Ⓢ Simple (convenient pain relief), Ⓢ Solution (rapid onset of action), Ⓢ Soft (soft capsule for easy swallowing), Ⓢ Speed (quick pain relief), Ⓢ Strong (excellent analgesic effect), and Ⓢ Special Color (blue color that provides a sense of stability)—symbolize the product's key features. With the launch of EZN6 Night in 2023, the EZN6 series has steadily strengthened its lineup and established a portfolio that delivers personalized total care.

Fexucelue Tab.



Launched in Korea in July 2022, Fexucelue Tab. (ingredient: fexuprazan hydrochloride) is Korea's 34th novel drug and a gastroesophageal reflux disease treatment in the P-CAB (Potassium-Competitive Acid Blocker) class, which works by reversibly blocking the proton pump that secretes gastric acid in the gastric wall. As a best-in-class drug, Fexucelue has dramatically improved upon the limitations of existing treatments and achieved KRW 100 billion in sales within just two years of launch, driven by its strength in rapidly and reliably suppressing gastric acid secretion. Fexucelue is growing rapidly not only in Korea but also overseas, having completed market entry in 30 countries, including Korea, through marketing authorization applications and other procedures. The anti-ulcer drug markets in these countries are worth approximately KRW 8.4 trillion, accounting for about 40% of the global market. Backed by excellent efficacy and solid clinical evidence, Fexucelue is continuing its rapid growth and is expected to achieve KRW 300 billion in domestic sales by 2030.

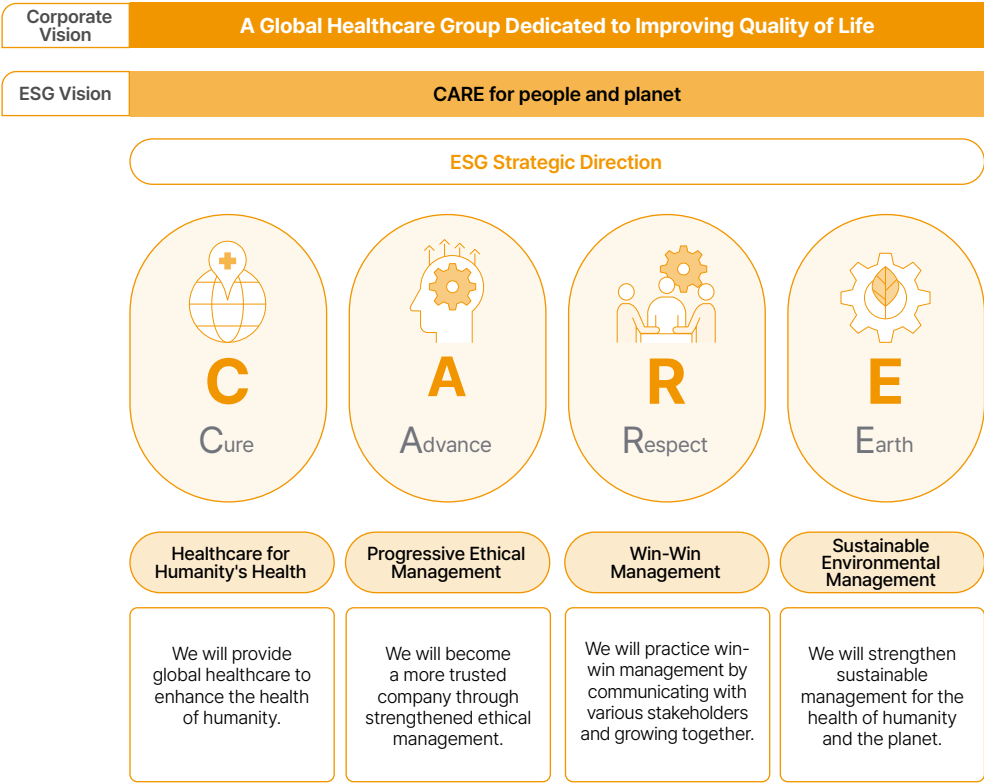
ESG MANAGEMENT FRAMEWORK

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ESG Management Implementation System

ESG Vision and Strategy

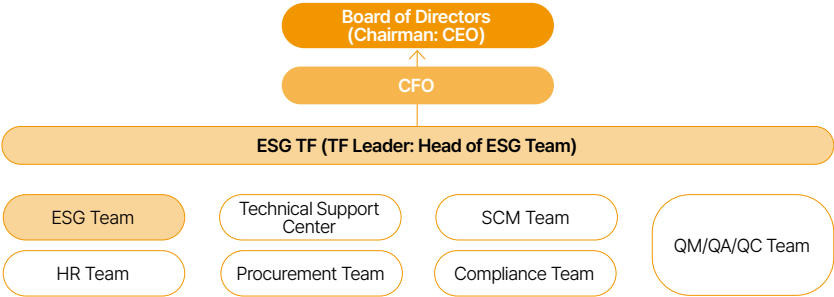
Under its ESG vision of becoming a “company that protects the health of humanity and the planet,” Daewoong Pharmaceutical pursues ESG management that balances economic, social, and environmental sustainability. Based on the “CARE for people and planet” strategy, the company has established key tasks and detailed action plans for each area, centered on the four strategic directions of Cure, Advance, Respect, and Earth, and continues to strengthen its ESG framework and practice responsible management.



ESG Governance

In July 2023, Daewoong Pharmaceutical established the Group ESG Committee under the Board of Directors to strengthen its ESG-related decision-making system. The ESG Team supports the operation of the committee and the review of ESG agenda items as an organization supporting independent directors, while the ESG TF works with relevant departments in each area to carry out key tasks and ensure that ESG management is embedded throughout the organization.

ESG Management Implementation Structure



ESG Initiatives

Daewoong Pharmaceutical supports the principles and values of the Pharmaceutical Supply Chain Initiative (PSCI) to promote supply chain sustainability and responsible management practices in the pharmaceutical industry. The company systematically manages key ESG issues across the supply chain, including occupational health and safety, environment, industrial hygiene, human rights and labor, and ethical management, while working with its suppliers to build a sustainable supply chain. In February 2024, Daewoong Pharmaceutical provided PSCI training for the ESG TF to enhance understanding of responsible supply chain management standards in the global pharmaceutical industry and build consensus on the importance of supply chain ESG management.



ESG TF

Stakeholder Engagement

Stakeholder Scope and Communication

Key Stakeholder Communication and Management System

Daewoong Pharmaceutical categorizes its stakeholders into employees, shareholders and investors, customers, suppliers, local communities, government and local authorities, and NGOs, and actively communicates with each group through specialized communication channels. Through these efforts, Daewoong Pharmaceutical seeks to collect stakeholder feedback and reflect it in its management strategies, respond to the needs and expectations of diverse stakeholder groups, and faithfully fulfill its social responsibilities.

Management Approach	Details
Transparent and Responsible Communication	Daewoong Pharmaceutical operates communication channels with diverse stakeholders and transparently discloses key ESG activities and achievements through its Sustainability Report, website, and other channels.
Strengthening Stakeholder-tailored Communication	Daewoong Pharmaceutical promotes tailored communication that reflects the key interests of each stakeholder group, including customers, employees, shareholders and investors, suppliers, and local communities.
Identifying Key Issues and Reflecting Them in Management	Daewoong Pharmaceutical comprehensively reviews stakeholder feedback and changes in the industry and market environment to identify material issues and reflect them in its ESG strategy and management activities.
Building Trust-based Partnerships	Daewoong Pharmaceutical strengthens trust-based relationships with stakeholders through ethical management, compliance management, fair trade, and responsible supply chain management.
Advancing the Sustainability Management System	Daewoong Pharmaceutical continuously improves its ESG management system by reflecting global disclosure standards and stakeholder requirements, while promoting the internalization of sustainability management.

Stakeholder Communication Channels and Key Issues

Stakeholders	Stakeholder Definition	Communication Channels	Key Issues
 Employees	Employees who create Daewoong Pharmaceutical's products and services	- Internal Webzine - Bulletin Boards - Surveys - Employee Council - Industrial Safety and Health Committee - Grievance Reporting Channels - Cyber Whistleblowing System	- Welfare and Benefits - A Good Organizational Culture to Work In - Safety and Health - Performance Compensation - Capability Development - Human Rights Management
 Shareholders and Investors	Stakeholders providing financial capital to Daewoong Pharmaceutical	- General Shareholders' Meeting - IR Team - Management Disclosures	- Management Performance - Sound Governance - Risk Management - Transparent Disclosure
 Customers	Stakeholders receiving Daewoong Pharmaceutical's products and services	- Website - Customer Service Hotline - Main Email - Surveys	- Product Safety - Product Quality - Customer Satisfaction
 Partners	Stakeholders who supply products and services necessary for Daewoong Pharmaceutical's business activities	- Partner Meetings - Subcontractor Councils - Regular On-Site Inspections - Ethical Management Reporting Channels	- Safety and Health - Fair Trade - Inclusive Growth
 Local Community	Local residents and stakeholders affected by business activities	- Social Contribution Activities - Recruitment Programs	- Job Creation - Contribution to the Local Economy - Local Environmental Conservation - Social Contribution
 Government, Local Authorities, NGOs	Stakeholders influencing business activities through the enactment of industry-related laws and regulations, setting regulatory standards and requirements, etc.	- Public Hearings - Consultative Meetings - Newsletters	- Regulatory and Policy Response - Industry Trends

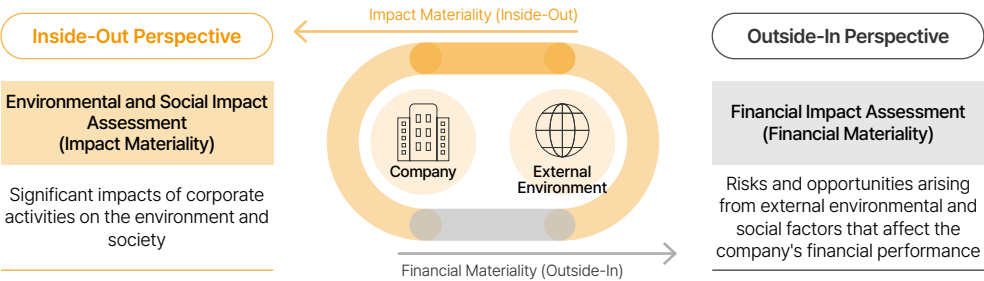
Double Materiality Assessment

Double Materiality Assessment Framework

Double Materiality Assessment Overview

Daewoong Pharmaceutical conducts a Double Materiality Assessment to comprehensively analyze the impact of its sustainability management activities on corporate value and stakeholders. This assessment identifies material issues by considering both ESG impact materiality and financial materiality in an integrated manner. For the FY2026 report, the assessment was conducted based on the previous year's material issues to maintain continuity and comparability with the prior assessment results, manage the progress and performance of sustainability management tasks based on consistent criteria, and systematically monitor trends in key ESG issues from a mid- to long-term perspective. The company also reviewed its business strategy, changes in internal and external environments, and regulatory trends to reconfirm the validity of existing material issues, while reflecting the financial materiality perspective in consideration of ISSB disclosure requirements. As a result, R&D and innovation, advancement of EHS management, strengthening drug safety and quality, and work-life balance and a flexible organizational culture were maintained as key material issues.

Concept of Double Materiality



Double Materiality Assessment Process

STEP 1 Deriving Issue Candidates	Starting with the 10 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.
STEP 2 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.
STEP 3 Financial Materiality Assessment	Each ESG issue was analyzed in terms of its impact on Daewoong Pharmaceutical's financial condition, performance, cash flow, and corporate value.
STEP 4 Selection of Key Issues	Key issues were selected based on the results of the impact materiality and financial materiality assessments.

Double Materiality Assessment Methodology

Management Approach	Assessment of Environmental/ Social Impact Materiality	Assessment of Financial Materiality
Assessment Perspective	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	The extent of the actual or potential positive or negative impact that a specific ESG issue has on Daewoong Pharmaceutical's corporate value
Assessment Criteria	- Severity of impact: The scale, scope, and irreversibility of the impact (e.g., Serious environmental pollution, major industrial accidents, human rights violations) - Likelihood of impact: The probability of the impact occurring - Scope of impact: The range of stakeholder groups or geographic areas affected by the impact	- Impact on Corporate Value - Impact on Revenue: Opportunities for new drug development, changes in market share, fluctuations in sales volume, fines/penalties, damage to brand image, etc. - Impact on Costs: Raw material costs, operational costs, regulatory compliance costs, accident handling costs, financing costs, etc. - Impact on Assets/Liabilities: Asset impairment, need for new asset investments, potential for contingent liabilities, etc. - Availability and Cost of Financing: Difficulty in raising funds or application of higher interest rates due to lower ESG ratings - Likelihood: Probability of the financial impact occurring - Urgency: Likely timeframe for the financial impact to materialize (short-term, medium-term, or long-term)
Evaluation Method	- The degree of each issue's impact is assessed both qualitatively and quantitatively through internal employee workshops and discussions. - The results of stakeholder feedback on each issue are reflected. - 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."	- Internal Stakeholder FGI: Discussed the potential financial impact of key ESG issues on revenue, expenses, assets, and other aspects of corporate finance, and reviewed financial impact scenarios in the event of risks and opportunities - External Stakeholder FGI: Identified ESG issues recognized as important by stakeholders and disclosure requirements, and reflected them in the assessment

Double Materiality Assessment

Double Materiality Assessment Results

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	• Improved Quality of Life and Increased Access to Healthcare for Patients - Addressing unmet medical needs and contributing to patient health through the development of innovative new drugs - Potential to alleviate the social burden by developing treatments for rare and intractable diseases • Advancement of Medical Technology and Enhancement of National Competitiveness - Contributing to the improvement of medical technology both domestically and globally and strengthening the competitiveness of the pharmaceutical and biotech industries through advanced research • Contribution to Public Health - Playing a role in responding to public health crises through the development of preventive and therapeutic treatments for infectious diseases	• Promotion of Employee Safety and Health - Improving employee health and quality of life by creating a safe working environment and preventing industrial accidents • Minimization of Environmental Pollution and Enhanced Resource Efficiency - Contributing to a circular economy and reducing environmental impact through prevention of hazardous chemical leaks, waste reduction, and recycling • Environmental Protection and Trust Building in Local Communities - Preventing environmental pollution around business sites and protecting the health of local residents to promote mutual growth	• Ensuring Patient Safety and Trust - Protecting patient health and lives and enhancing product reliability through the supply of high-quality and safe pharmaceuticals • Stabilization of the Healthcare System - Reducing medical errors and improving treatment success rates through the provision of safe and effective pharmaceuticals • Fulfillment of Social Responsibility - Fulfilling the social responsibility of prioritizing patient safety and health	• Improved Employee Satisfaction and Quality of Life - Supporting work-life balance and promoting employee health through flexible work systems and family-friendly policies • Promotion of Diversity and Inclusion - Fostering an environment where diverse talents can thrive through a flexible organizational culture and contributing to a more inclusive society • Enhanced Productivity and Creativity - Boosting engagement and creativity through an autonomy- and accountability-based organizational culture
 Negative Impact	• Waste of Research Resources and Environmental Burden - Potential waste of resources and generation of hazardous substances during failed or discontinued R&D projects • Drug Pricing Controversy and Accessibility Issues - Potential drug pricing controversy and hindered access to treatment for certain groups due to the high cost of new drugs	• Environmental Accidents and Industrial Disasters - Potential damage to human life, the environment, and local communities due to environmental pollution or serious industrial accidents caused by inadequate EHS management	• Adverse Drug Reactions and Product Recalls - Serious harm to patient health and public anxiety in the event of safety or quality issues • Social Harm from Distribution of Counterfeit Drugs - Threats to patient health and public disorder caused by the circulation of counterfeit pharmaceuticals	• Complexity in System Operations - Increased management complexity and limited applicability to certain roles in operating flexible work systems • Fairness Concerns - Potential fairness issues among employees depending on eligibility and the manner of applying flexible work-related benefits

Double Materiality Assessment

Double Materiality Assessment Results

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	• Expansion of Future Revenue and Market Share - Long-term revenue growth and strengthened market dominance through successful development of innovative new drugs - 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 • Technology Export and Royalty Income - Generation of stable royalty income through overseas out-licensing of proprietary technologies and pipelines • Enhancement of Corporate and Brand Value - Positive image building and favorable impact on investment attraction	• Reduction of Operating Costs and Enhancement of Production Efficiency - Reduction of operating costs and improvement in productivity through waste reduction, energy efficiency improvements, and optimized management of hazardous substances • Reduced Regulatory Compliance Risks and Avoidance of Fines/Penalties - Minimization of legal violation risks through strict compliance with EHS standards • Lower Insurance Premiums and Improved Investment Attraction - Positive impact on attracting ESG investors and reducing insurance premiums through strong EHS performance	• Enhanced Market Competitiveness and Increased Sales - Securing product competitiveness and boosting long-term customer loyalty and sales through stringent quality control and high safety standards • Regulatory Compliance and Licensing Facilitation - Smoother new product approvals and expanded opportunities for overseas market entry through meeting regulatory authority requirements	• Attraction and Retention of Key Talent - Attracting outstanding talent and reducing turnover through an attractive corporate culture, thereby reducing recruitment and retraining costs • Enhanced Productivity and Innovation Capabilities - Improving employee engagement through greater employee satisfaction and enhancing productivity and creativity • Improved Employer Brand Value - Enhancing employer brand value and improving labor cost efficiency by building an image as a company where employees grow through their work
 Negative Impact	• High R&D Costs and Investment Risks - 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 • Regulatory Risks and Drug Price Pressure - Potential reduction in expected revenue due to delays in drug approvals and strengthening of drug price regulations	• Significant Financial Losses in the Event of Accidents - Major industrial accidents or environmental pollution incidents may result in substantial financial losses due to recovery costs, fines, compensation payments, and production halts • Decline in Brand Image and Reputation - EHS-related incidents can severely undermine corporate credibility, lead to a drop in sales, and dampen investor sentiment	• Product Recalls and Recovery Costs - Significant costs incurred from recalls due to quality or safety issues • Legal Claims and Compensation Liabilities - Substantial compensation payments and legal expenses in the event of lawsuits related to adverse effects or quality issues • Damage to Corporate Image and Reputation - Decline in trust and brand image, decrease in sales, and weakened investor sentiment • Risk of Production Suspension and License Revocation - Business continuity challenges due to serious quality control failures	• Increased HR Management Costs - Potential system, training, and administrative costs associated with the introduction and operation of new HR systems or policies • Decrease in Productivity (Potential) - Temporary drop in productivity during the early phase of policy implementation due to confusion or misuse

Double Materiality Assessment

Double Materiality Assessment Results

Management Strategies by Key Issue

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	- The New Drug Center and the C&D Strategy Office within the R&D Division conduct a primary competitiveness review from research and investment perspectives - A secondary technical value evaluation is conducted by renowned domestic and international new drug researchers - A tertiary review is performed by assessing global market competitiveness from an investor's perspective - Regular project evaluations during the research phase through the Science Advisory Board (SAB), composed of leading domestic and international experts - Prompt decision-making for clinical development projects through the Development Committee, composed of clinical experts, key executives, and researchers	- 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 - EHS Working-Level Council: Comprised of environment, safety, and health managers from affiliates; reflects executive strategies on-site and manages relevant indicators - 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 - Plan to Establish a Dedicated Organization for Serious Accidents: Established an organization overseeing occupational health and safety management at Daewoong Pharmaceutical in 2022, with plans to expand it to affiliates in phases	- Advancement of Pharmacovigilance Organization and Manual: Operating an independent pharmacovigilance organization (restructured in January 2023) with enhanced autonomy - 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 - 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)	- HR Compensation Committee: Established to ensure a transparent and fair evaluation and compensation system, and to identify and foster future leadership - Stakeholder Communication Channels: Operates various channels including the Employee Council, Industrial Safety and Health Committee, grievance reporting system, and Happiness Festival - 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
Strategy	- Set goals for the development of First-in-Class (FIC) and Best-in-Class (BIC) pharmaceuticals - Continued efforts to alleviate the suffering of medically underserved populations - Management of research projects based on objective evaluation and thorough validation through an Open Evaluation process - Expansion and strengthening of R&D through Open Innovation and collaboration (e.g., establishment of joint venture "AffyXell Therapeutics" with UK-based Avacta; spin-off of iN Therapeutics) - Expansion of new modalities (e.g., mRNA therapeutics, Targeted Protein Degradation (TPD)) to secure future growth engines	- Energy conservation and transition through the adoption of high-efficiency equipment, new technologies, and optimization of production processes - Expansion of renewable energy adoption (PPA, REC, solar power generation) - Strengthening efforts to reduce greenhouse gas emissions - Efforts to minimize waste generation and maximize recycling - Creation of a safe environment through strict management of chemical and hazardous substances - Minimizing environmental impact through systematic management of air and water pollutants	- Recognition of pharmacovigilance activities as essential to prevent adverse events and safety issues related to pharmaceuticals - Ensuring customer safety and product quality as top priorities, and striving for continuous supply of high-quality pharmaceuticals - Systematic monitoring of product safety throughout the entire process from drug development to commercialization - Establishment of a system to provide products with appropriate quality attributes that meet the needs of patients, regulatory authorities, and other internal/external stakeholders	- based on the belief that corporate culture is a core competitive advantage - Creation of a happy work environment through institutional support to improve employee engagement - Establishment of a work environment that enables work-family balance, supported by various maternity protection and family-friendly policies - Allowing flexible working hours and workspace choices to empower employees to achieve performance autonomously
Policy	- Research Project Management through the 'Open Evaluation' Process: Prevents inefficient R&D investment through a rigorous validation process, while reviewing market potential and technical value to minimize risk - 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 - 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	- 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 - Operating environmental, energy, and occupational health and safety management systems based on international certifications, including ISO 14001, ISO 50001, and ISO 45001 - Annual energy reduction target set at 5% - Development and operation of an in-house chemical substance integrated management system (ACEL) to manage regulated chemicals in accordance with safety and legal standards - Established environmental accident response scenarios, including hazardous substance leaks, and conducts regular drills - Systematization of the waste management process: Separate management of general and hazardous (designated) waste and prioritization of recyclable waste handlers	- Compliance with domestic and international regulatory requirements for pharmacovigilance reporting - 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 - Execution of benefit-risk evaluations of pharmaceuticals through regular safety reports (PBRER, PSUR, DSUR) and submission to regulatory authorities (achieved 100% compliance) - Establishment of a Data Integrity System: Implementation of closed and automated systems to fundamentally prevent human error in each manufacturing process - Supply Chain Traceability Management: Mandatory management of API and raw material manufacturers in accordance with applicable laws, execution of quality agreements	- Establishment and Implementation of Human Rights Management Policy: Practicing respect for the human rights of employees and stakeholders - Human Rights Training for All Employees: Sexual harassment prevention, workplace bullying prevention, disability awareness, and personal data protection training - Operation of Grievance Handling System: Operation of an anonymous Sinmungo board; strict confidentiality and follow-up measures for reported cases - Providing Stable Employment for Individuals with Developmental Disabilities
Performance	- Approval of Korea's 34th new drug "Fexucelue" (treatment for gastroesophageal reflux disease) by the Ministry of Food and Drug Safety in 2021, and approval of Korea's 36th new drug "Envlo" (SGLT-2 inhibitor for diabetes) in 2022, Two consecutive years of successful new drug development - Fexucelue surpassed KRW 100 billion in cumulative prescription sales since launch - Invested more than KRW 200 billion in R&D for four consecutive years	- Operated the EHS Management Committee twice and reported to the Board of Directors in 2025 - Total GHG emissions (Scope 1+2) of 44,144 tCO₂e in 2025 - Environmental investment of KRW 957 million in 2025, up 59% year on year - Achieved a waste recycling rate of 76.6% in 2025, exceeding the target by 3.2%p - Introduced the integrated chemical management system "ACEL" at the Osong plant in 2023 and expanded it company-wide in 2024	- Conducted pharmacovigilance training (completed by all 2,546 employees in 2025, with Advanced PV training for relevant departments) - Operates an adverse event reporting system on the Daewoong website, with actions completed within the required timelines - Regulatory actions due to FDA cGMP violations: Zero cases over the past three years	- Certified as a "Leading Family-Friendly Company" by the Ministry of Gender Equality and Family in 2025 - Certified as a "Healthy Company" by the Ministry of Health and Welfare in 2025 - Ranked No. 1 in parental leave uptake rate among Korea's five major pharmaceutical companies - Continued increase in the percentage of female employees and managers over the past three years - A total of 1,477 leaders participated in training in 2025 at the Daewoong Management Development Institute - Employee exercise program satisfaction received the highest rating for the second consecutive year (S, 2025)

ESG Highlight

Environmental

Established Environmental Management System



Environmental and Energy Management System

- 1 Site environmental management based on ISO 14001 environmental management system
- 2 Obtained new ISO 50001 certification for the Hyangnam Plant in 2025



Climate Risk and Opportunity Analysis

- 1 TCFD-based transition and physical risk scenario analysis
- 2 Assessment of short-term (2028), mid-term (2035), and long-term (2050) financial impacts

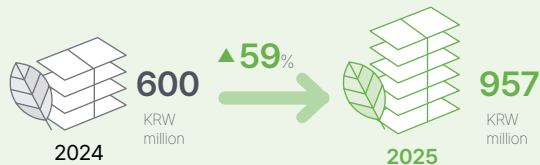


EHS Governance

- 1 Phased operation of the Board of Directors, ESG Committee, and EHS Management Committee
- 2 Reports environmental performance to the Board of Directors at least twice a year

Expanded Environmental Investment and Resource Circulation Performance

Environmental Investment Performance (3-year CAGR 38%)



Waste Generated

2,026 ton
(11.61% reduction against target)



Waste Recycling Rate

76.6%
(+3.2%p against target)

Social

Established Global-level Information Security Management System

First in the pharmaceutical industry to obtain simultaneous ISO 27001 and ISO 27701 certification

Obtained simultaneous certification in 2022

Passed renewal audit in 2025



ISO 27001

Information Security Management System



ISO 27701

Privacy Information Management System

1 Policy
3 Regulations
12 Guidelines

Enhanced Information Security System

Operates dedicated CISO and CPO information security organizations under the CEO and expands security governance to overseas subsidiaries

Creating Social Value Based on Healthcare Expertise



KRW 3.35 billion
Total Cash Donations for Social Contribution



Approx. 4,570 people
Direct Beneficiaries

Summary of 2025 Social Contribution Activities

Period	Activity - Program	Key Stakeholders	Key Achievements
Jan. 2025	Digital Healthcare-based Screening Collaboration	Customers, patients, and partner companies	Established a digital-based health check-up collaboration system through agreements with specialized screening institutions and links with medical institutions
Feb. 2025	Health Support for High-risk Occupational Groups (SAVE THE HERO)	Government and related organizations	provided health support, including free electrocardiogram testing for public safety workers
Apr.-Aug. 2025	Health Support for Medically Underserved Groups - Three Major Campaigns Good Afternoon - Sudden Death Prevention - Caring for Wellness	Local communities Government and related organizations	Provided screenings for 87 residents of island areas (Yukdo and Daebudo) Early screening identified suspected vision-threatening diseases in approx. 40% Operated the Busan Blindness Prevention Campaign
Jun. 2025	Health Promotion Campaign (People with type 1 diabetes and their families; North Korean defectors)	Local communities Government and related organizations	Approx. 130 people participated in family camp, and 73 North Korean defectors received digital health check-ups and tailored counseling
Aug. 2025	Digital Healthcare Medical Volunteer Service	Local communities Government and related organizations	Screened approx. 80 residents in rural areas, with early screening for arrhythmia in 38% and vision-threatening diseases in 46%, followed by referral to medical care
Mar.-Dec. 2025	Emergency Medicine Support for Wildfire Damage	Local communities Government and related organizations	Provided emergency relief to approx. 4,200 displaced residents in five cities and counties in Gyeongbuk

Governance

Established ESG Governance System



Established ESG Committee under the Board of Directors (July 2023)

- ESG Team: Supports independent directors, operates committees, and reviews agenda items
- ESG TF: Promotes tasks in connection with working-level departments by area to embed ESG management

Operates ESG Policies and Regulations by Area

E

Environmental

Environmental Policy and Environmental Guidelines

S

Social

Human Rights Management, Occupational Health and Safety, Information Security, and Supply Chain Policies

G

Governance

Ethical Management Principles and Compliance Regulations

Strengthened Board Independence and Ethical and Compliance Management



Ratio of Independent Directors

57.1% (4 out of 7 directors)



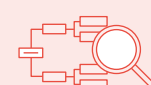
Appointment of Female Directors

Securing Board Diversity



ISO 37001

Operation of Anti-Bribery Management System, Corruption Risk Assessment, and Internal Audits



Operates Dedicated CP Organization with 10 Members

Strengthens Fair Trade Compliance through CP Committee, Training, and Monitoring

SUSTAINABILITY PERFORMANCE

Environmental	23
Social	52
Governance	89



ENVIRONMENTAL

Response to Climate Change	24
Environmental Management Practices	33
Environmental Impact Reduction Activities	36
Natural Capital Management	41
Eco-friendly Products	50

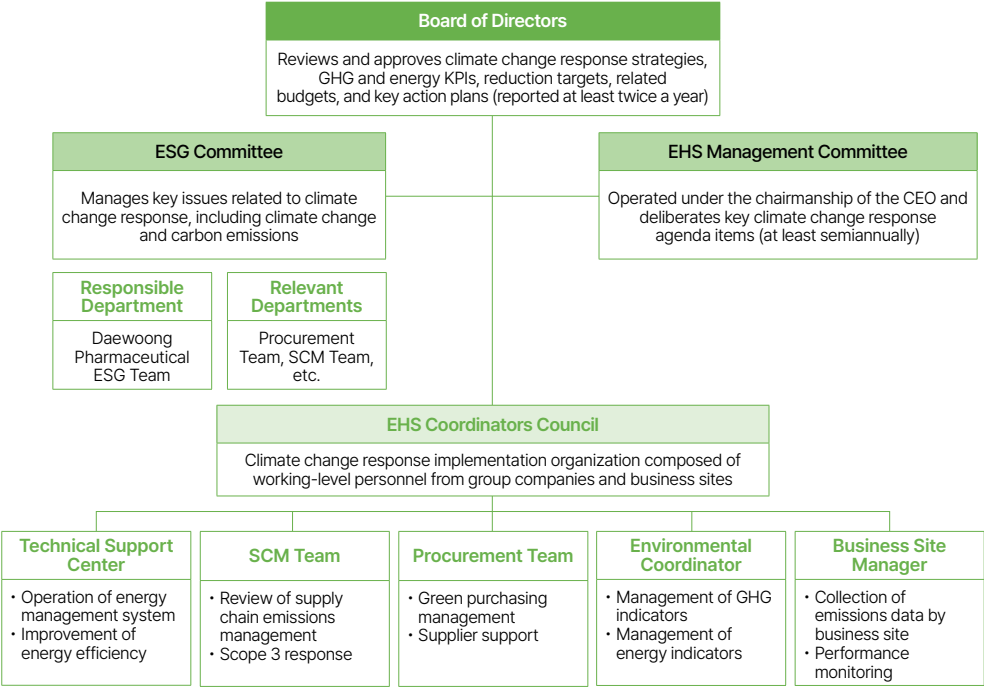
Response to Climate Change

Climate Change Response Governance

Climate Change Response Organizational Structure

Daewoong Pharmaceutical operates an environmental management governance system consisting of the Board of Directors, ESG Committee, Daewoong Group EHS Management Committee, and EHS Coordinators Council to respond to climate change and minimize environmental impact. The ESG Committee reviews and deliberates company-wide ESG strategies and key sustainability management issues, while the Daewoong Group EHS Management Committee establishes policies, targets, and action plans in the environment, health, and safety (EHS) areas and monitors their implementation. The Board of Directors receives reports on key ESG and environmental management issues and reviews strategic directions, while the EHS Coordinators Council manages environmental management activities and performance at each business site and supports interdepartmental collaboration. Based on this governance system, Daewoong Pharmaceutical systematically promotes the establishment of environmental guidelines and policies, setting of mid- to long-term targets and performance monitoring, responses to environmental laws and regulations, and environmental training for employees, while striving to create sustainable value and practice responsible environmental management.

Climate Change Response Organizational Chart



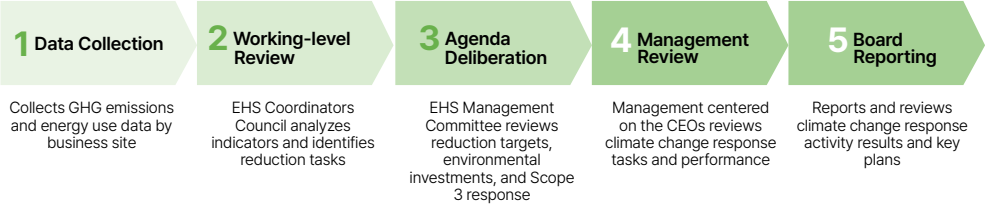
Board Oversight

The Board of Directors of Daewoong Pharmaceutical consists of seven directors, including the CEOs, and serves as the highest decision-making body that reviews and approves the group companies' environmental and safety management policies, organizational status, activity performance, KPIs, budgets, and environment, health, and safety business plans. The Board reviews environmental and safety management performance and plans at least twice a year and oversees the establishment and implementation of sustainable environmental management strategies.

Date	Agenda and Report Details (Environmental Area)
Feb. 25, 2025	• Report on 2024 environment, health, and safety management performance
Apr. 28, 2025	• Approval of 2025 environment, health, and safety plan

Climate Change Response Reporting Process

Daewoong Pharmaceutical begins its climate change response reporting process by collecting key data, including GHG emissions and energy use, by business site. The EHS Coordinators Council analyzes these indicators and identifies reduction tasks and areas for improvement, and key matters are reviewed by the EHS Management Committee together with reduction targets, environmental investments, and Scope 3 response directions. Thereafter, management centered on the CEOs reviews progress and performance, and key agenda items and activity results are reported to the Board of Directors for review of the adequacy of climate change response strategies and action plans.



Investment Decision-making

Daewoong Pharmaceutical recognizes climate change response as a key investment decision-making factor that affects mid- to long-term growth and business operational stability. Accordingly, the company reviews action tasks such as GHG reduction, energy efficiency improvement, environmental facility investment, renewable energy adoption, and supply chain emissions management based on emissions by business site, energy use, environmental investment performance, and the status of reduction target implementation. In addition, Daewoong Pharmaceutical will link working-level analysis by the EHS Coordinators Council and agenda deliberation by the EHS Management Committee to the Board reporting system, and establish investment priorities and implementation directions by considering reduction performance, operational efficiency, regulatory response capabilities, supply chain management, and disclosure reliability.

Response to Climate Change

Climate Change Response Strategy

Identification of Climate Risks and Opportunities

Daewoong Pharmaceutical categorized risk and opportunity factors based on the TCFD framework into physical risks (acute and chronic), transition risks (policy and legal, technology, market, and reputation), and opportunities (resource efficiency, energy sources, products and services, market, and resilience). The company established a pool of risk and opportunity factors across the value chain by referring to SASB biotechnology and pharmaceuticals disclosure topics and key issues for the pharmaceutical industry identified by MSCI.

No.	Category	Type	Time Horizon*	Risk and Opportunity Factors	Description	Impact Scope		
						Upstream	Direct Operation	Downstream
T1	Transition Risk	Policy and Legal	Short-term	Strengthened Environmental Regulations	Stricter environmental laws and emission and pollutant management standards require higher levels of environmental management at manufacturing facilities	○	●	-
T2	Transition Risk	Policy and Legal	Short-term	Increased Burden from Carbon Pricing	Introduction of carbon taxes, rising emissions allowance prices, and higher electricity and fuel costs increase the carbon cost burden of manufacturing processes	○	●	-
T3	Transition Risk	Policy and Legal	Short-term	Strengthened Emissions Management Regulations	Increased requirements for Scope 1 and 2 emissions calculation, reduction plans, and response to emissions trading and target management systems	○	●	○
T4	Transition Risk	Policy and Legal	Mid-term	Increased Requirements to Reduce Hazardous Emissions	Stricter requirements to manage and reduce emissions from manufacturing processes, including NOx, SOx, VOCs, and hazardous waste	-	●	-
T5	Transition Risk	Policy and Legal	Mid-term	Strengthened Regulations on Take-back of Waste Pharmaceuticals	Increased management requirements related to take-back, reuse, disposal, and prevention of environmental release of unused and waste pharmaceuticals	-	○	●
T6	Transition Risk	Technology	Mid-term	Transition to Low-carbon Production Technologies	Growing need to introduce high-efficiency equipment, low-carbon processes, and eco-friendly manufacturing technologies	-	●	-
T7	Transition Risk	Technology	Mid-term	Transition of Refrigerants and Refrigeration Equipment	Increased requirements to transition to high-efficiency and low-GWP refrigerants for cold chains, storage warehouses, and manufacturing facility cooling systems	-	●	○
T8	Transition Risk	Technology	Long-term	Competition to Develop Eco-friendly Pharmaceutical Materials	Increased demand for the development of eco-friendly materials, low-carbon formulations, and pharmaceuticals with reduced environmental impact	●	●	○
T9	Transition Risk	Technology	Mid-term	Advancement of Climate Data Management System	Growing need for a digital system to integrate and manage emissions, energy, water, waste, and supply chain data	○	●	○
T10	Transition Risk	Market	Mid-term	Increased Environmental Requirements for Products and Packaging Materials	Increased environmental requirements related to waste pharmaceuticals, product take-back, and packaging waste	●	●	●
T11	Transition Risk	Market	Mid-term	Increased Demand for Low-carbon Procurement	Hospitals, public institutions, and global customers demand low-carbon manufacturing, eco-friendly packaging, and supply chain emissions management	○	○	●
T12	Transition Risk	Reputation	Short-term	Increased Climate Disclosure Requirements	Increased requirements for disclosure and verification of emissions, reduction targets, transition plans, and implementation performance	○	●	○
T13	Transition Risk	Reputation	Mid-term	Decline in Credibility of Reduction Target Implementation	Credibility may decline if reduction targets are set but short-term targets, external verification, and implementation performance are insufficient	○	●	○
P1	Physical Risk	Acute	Short-term	Increased Damage from Extreme Weather	Extreme weather events in areas where business sites are located may damage production facilities and utility infrastructure and disrupt production	-	●	-
P2	Physical Risk	Acute	Short-term	Deterioration of Working Environment Due to Heatwaves	Heatwaves may deteriorate workplace conditions, worker safety, and manufacturing process stability at business sites	-	●	-
P3	Physical Risk	Acute	Short-term	Disruption of Logistics and Raw Material Supply Due to Climate Disasters	Heavy rainfall, floods, regional disasters, and port and logistics disruptions may delay the transport of raw materials and products	●	○	●
P4	Physical Risk	Chronic	Mid-term	Increased Cooling Load Due to Rising Average Temperatures	Rising average temperatures increase cooling demand for manufacturing environments, storage temperature control, and cold chains	-	●	○
P5	Physical Risk	Chronic	Mid-term	Decline in Water Resource Stability	Droughts, changes in precipitation patterns, and water quality deterioration increase the burden of securing water required for manufacturing and business site operations	○	●	-
O1	Opportunity	Resource Efficiency	Mid-term	Energy Efficiency	Reduced energy use in manufacturing processes through high-efficiency equipment, process optimization, and improvements to the energy management system	-	●	-
O2	Opportunity	Energy Source	Mid-term	Transition to Renewable Energy	Reduced emissions from electricity use through the introduction of low-carbon energy sources, including solar power, PPAs, RECs, and green pricing programs	-	●	-
O3	Opportunity	Products and Services	Long-term	Development of Low-carbon and Eco-friendly Pharmaceuticals	Strengthened product environmental sustainability through products applying eco-friendly pharmaceutical materials, low-carbon formulations, and eco-friendly packaging materials	●	●	●
O4	Opportunity	Market	Long-term	Expansion of Low-carbon Pharmaceutical Market	Increased customer and public procurement demand for eco-friendly packaging, low-carbon manufacturing, and products with reduced environmental impact	○	●	●
O5	Opportunity	Resilience	Mid-term	Supply Chain Diversification	Responding to climate- and geopolitical-related supply disruptions through dual sourcing, backup manufacturing facilities, and diversification of raw material suppliers	●	○	○

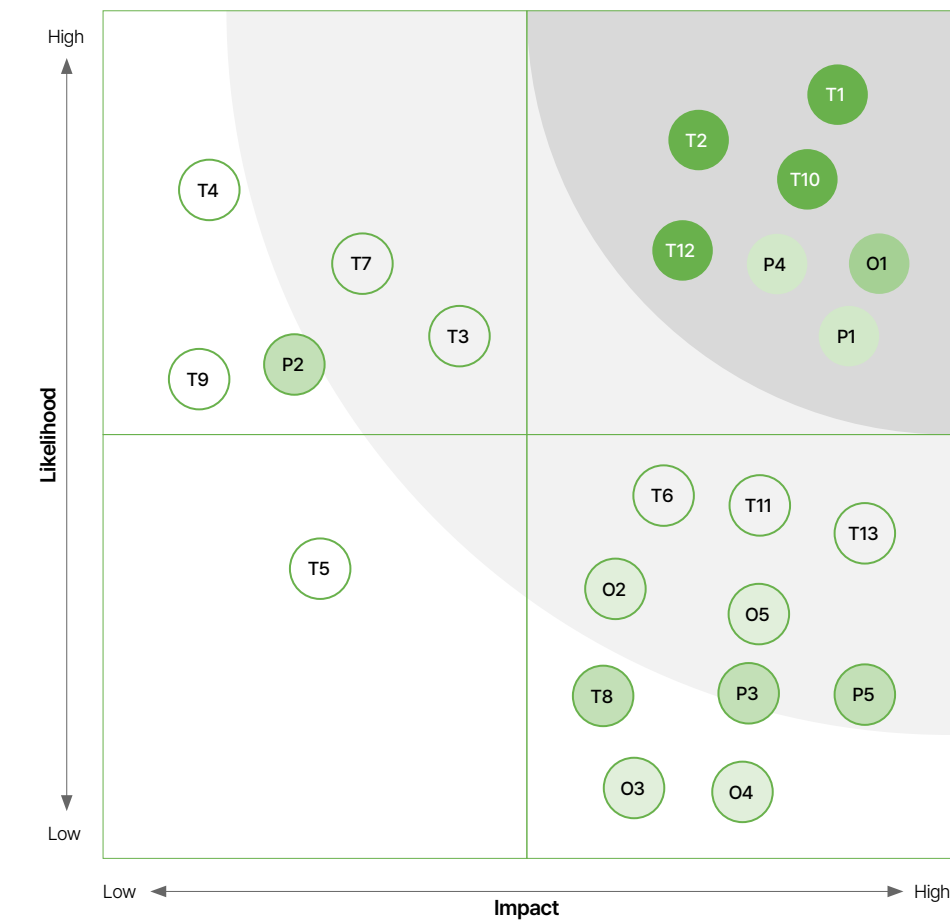
* Time horizon (short-term: 0-3 years, mid-term: 3-10 years, long-term: 10 years or more) ● : Major impact scope, ○ : Indirect impact scope, - : Low impact

Response to Climate Change

Climate Change Response Strategy

Climate Risk and Opportunity Factor Assessment

Based on the TCFD recommendations, Daewoong Pharmaceutical identified transition risks, physical risks, and opportunity factors, and reviewed the impact of each factor on its business operations and value chain. To assess the materiality of the 23 identified climate risk and opportunity factors, the company applied likelihood and impact as assessment criteria. Likelihood refers to the possibility that each factor will actually occur or materialize over the short, medium, or long term, while impact refers to the magnitude of the effect that the factor may have on the value chain and financial performance. Based on the assessment results under these criteria, the top seven factors with high materiality were selected as key climate change response issues.



Category	No	Risk and opportunity factors	Rationale
Transition Risk	T1	Strengthened Environmental Regulations	Manufacturing sites are directly subject to obligations related to emissions, waste, and environmental facility management. This was selected as a material factor because stricter environmental laws and pollutant management standards would increase the burden of facility investment, operating costs, and permitting responses.
	T2	Increased Burden from Carbon Pricing	Carbon taxes, emissions allowance prices, and rising electricity and fuel costs are directly reflected in manufacturing costs. This was identified as a factor with high financial impact, as the burden of managing energy use and Scope 1 and 2 emissions in pharmaceutical manufacturing processes may increase.
	T10	Increased Environmental Requirements for Products and Packaging Materials	Environmental requirements for pharmaceutical packaging materials, product take-back, and waste pharmaceutical treatment are expanding. This was selected as a material factor with broad value chain implications, as it affects the entire process from packaging material procurement, product design, and production to post-use take-back and disposal.
	T12	Increased Climate Disclosure and Performance Requirements	Requirements for disclosure of emissions, reduction targets, transition plans, and implementation performance are expanding in response to TCFD, ISSB, and ESG assessments. In addition, requirements are increasing not only for establishing climate change response strategies, but also for achieving tangible performance, including the implementation of reduction targets and transition plans. This was selected as a material factor because disclosure quality and implementation performance directly affect investor confidence and ESG ratings.
Physical Risk	P1	Increased Damage from Extreme Weather	Acute physical risks such as typhoons and heavy rainfall may directly damage production facilities, utilities, inventory, and logistics operations when they occur. This was selected as a material factor from a business continuity perspective because the scale of damage can be significant when such events occur, regardless of their frequency.
	P4	Increased Cooling Load Due to Rising Average Temperatures	Rising average temperatures continuously affect manufacturing environments, storage temperatures, cold chains, and cooling demand. This was identified as a material chronic physical risk factor because it may create cumulative burdens on pharmaceutical quality control and energy costs.
Opportunity	O1	Energy Efficiency	High-efficiency equipment, process optimization, and improvements to the energy management system are highly feasible opportunity factors that can achieve both cost savings and emissions reductions. This was selected as a material opportunity factor because it directly contributes to achieving reduction targets, lowering manufacturing costs, and responding to climate-related assessments.

Response to Climate Change

Climate Change Response Strategy

Financial Impact Analysis of Key Climate Risk and Opportunity Factors

For each identified climate risk and opportunity, Daewoong Pharmaceutical defined key financial impact pathways and calculated financial impacts by linking each pathway to operational indicators, financial drivers, and account items. Financial impacts were calculated as the incremental effect of climate-adjusted values against the baseline. Quantifiable items are presented as a single amount or range, while items that are difficult to quantify describe the affected account items, direction of impact, key assumptions, and additional data required.

Category	No.	Risk and opportunity factors	Key Financial Impact Pathway	Account Item	Financial Impact ¹⁾	Description
Transition Risk	T1	Strengthened Environmental Regulations	Increase in Environmental Investment Due to Stricter Environmental Management Standards for Manufacturing Facilities	Property, Plant and Equipment	- Current period: Environmental facility investment in 2025 - Potential financial impact: Based on regression analysis between environmental investment and air pollutant emissions Short-term 27.3 Mid-term 57.8 Long-term 123.3 Unit: KRW 100 million	Daewoong Pharmaceutical identified strengthened environmental regulations as a key transition risk, as stricter environmental management standards for manufacturing facilities may increase the burden of environmental investment, including improvements to air pollution prevention facilities, equipment efficiency upgrades, and the introduction of renewable energy facilities. The key financial impact pathway was defined as an increase in environmental facility investment due to stricter environmental management standards, and was linked to property, plant and equipment in consideration of its nature as capital expenditure. Potential financial impact was calculated based on regression analysis between total environmental investment and air pollutant emissions. However, the actual amount of future investment to respond to regulations may differ.
	T2	Increased Burden from Carbon Pricing	Increase in Potential Carbon Costs Due to Rising Carbon Prices	Cost of Sales	Potential financial impact: Carbon prices²⁾ applied by STEPS, APS, and NZE scenario Short-term STEPS 5.1 APS 17.1 NZE 17.9 Mid-term STEPS 17.7 APS 54.6 NZE 61.4 Long-term STEPS 83.3 APS 222.0 NZE 277.5 Unit: KRW 100 million	Daewoong Pharmaceutical identified rising carbon prices as a key transition risk, as they may increase cost burdens based on emissions from production and operations. As these costs are associated with manufacturing facility operations, energy use, and emissions, they were linked to cost of sales. The company also calculated potential financial exposure for 2028, 2035, and 2050 by applying the STEPS, APS, and NZE scenarios. However, actual financial impacts may vary depending on the future scope of the emissions trading scheme, the ratio of paid allocation, emissions allowance prices, and reduction performance. Review Transition Risk Scenario Analysis
	T10	Increased Environmental Requirements for Products and Packaging Materials	Increase in Material Costs Due to Transition to Eco-friendly Packaging Materials and Raw and Subsidiary Materials	Cost of Sales	- Current period: Eco-friendly packaging material costs in 2025 - Potential financial impact: Application of target value for eco-friendly packaging material transition rate Short-term 44.1 Mid-term 73.4 Long-term 117.5 Unit: KRW 100 million	Daewoong Pharmaceutical determined that increased environmental requirements for products and packaging materials may lead to a transition to eco-friendly packaging materials and higher costs for raw and subsidiary materials, and linked the financial impact to the use of raw materials and supplies. The company calculated potential financial exposure using the carrying amount of packaging materials identifiable in the Business Report as a variable. However, the carrying amount of packaging materials represents the ending inventory balance, and actual financial impacts may vary depending on the purchase price of eco-friendly packaging materials and the volume converted.

1) Short-term: 2028, Mid-term: 2035, Long-term: 2050
2) Carbon prices by NZE, APS, and STEPS scenario: Applied exchange rate of USD 1 = KRW 1,480

Response to Climate Change

Climate Change Response Strategy

Financial Impact Analysis of Key Climate Risk and Opportunity Factors

For each identified climate risk and opportunity, Daewoong Pharmaceutical defined key financial impact pathways and calculated financial impacts by linking each pathway to operational indicators, financial drivers, and account items. Financial impacts were calculated by reflecting changes caused by climate factors in revenue, costs, investments, asset value, and cash flows in scenario-based assumptions and business plans, and then converting those changes into impact amounts by financial item. Quantifiable items are presented as a single amount or range, while items that are difficult to quantify describe the affected account items, direction of impact, key assumptions, and additional data required.

Category	No.	Risk and opportunity factors	Key Financial Impact Pathway	Account Item	Financial Impact	Description
Transition Risk	T12	Increased Climate Disclosure and Performance Requirements	Required Environmental Facility CapEx Due to Increase in GHG Emissions	Property, Plant and Equipment	• Current period: Environmental facility investment in 2025 • Potential financial impact: Based on regression analysis between environmental investment and GHG emissions Short-term 37.5 Mid-term 86.0 Long-term 189.9 Unit: KRW 100 million	Daewoong Pharmaceutical identified increased climate disclosure and performance requirements as a key transition risk, as they may increase the investment burden for managing GHG emissions, achieving reduction performance, improving energy efficiency, and introducing renewable energy facilities. The financial impact pathway was defined as expanded environmental facility investment due to an increase in GHG emissions and linked to property, plant and equipment in consideration of its nature as capital expenditure. Financial impact was calculated based on regression analysis between total environmental investment and Scope 1 and 2 emissions. However, differences may arise between actual future GHG emissions and environmental facility investment amounts.
Physical Risk	P1	Increased Damage from Extreme Weather	Increase in Maintenance Costs Due to Damage to Business Sites and Facilities	Repairs and Maintenance	• Current period: KRW 0 • Potential financial impact: Not disclosed	Damage to business sites and facilities caused by extreme weather is irregular in terms of timing and scope, and sufficient historical data is not available to separately calculate restoration costs, repair costs, and operational disruption costs by risk factor. Accordingly, current-year financial impact was calculated as KRW 0, and potential financial impact was not disclosed.
	P4	Increased Cooling Load Due to Rising Average Temperatures	Increase in Utility Costs Due to Higher Cooling Electricity Use	Utilities Expenses	• Financial impact: Not disclosed	Increased cooling load due to rising average temperatures is affected not only by temperature, but also by production volume, facility utilization, space utilization, energy prices, and energy efficiency improvements. As sufficient criteria have not yet been established to separately calculate the increase in electricity costs attributable to rising temperatures, potential financial impact was not disclosed.
Opportunity	O1	Energy Efficiency	Reduction in Manufacturing and Operating Costs Through Energy-saving Activities	Cost of Sales	• Current period: KRW 957 million • Potential financial impact: Based on regression analysis of energy savings Short-term 18.0 Mid-term 38.6 Long-term 82.7 Unit: KRW 100 million	Daewoong Pharmaceutical identified energy efficiency as a key opportunity factor, as energy efficiency activities may reduce energy use and operating costs at manufacturing facilities. The key financial impact pathway was defined as a reduction in cost of sales through energy-saving activities, and the account item was linked to cost of sales. Potential financial impact was calculated based on regression analysis of energy savings. However, actual savings may differ depending on future energy prices, production volume, and facility investment plans.

Short-term: 2028, Mid-term: 2035, Long-term: 2050

Response to Climate Change

Climate Change
Scenario Analysis

Transition Risk Scenario Analysis

Daewoong Pharmaceutical calculated financial exposure to carbon pricing by reflecting the IEA STEPS, APS, and NZE scenarios and the trend of strengthening Korea's emissions trading scheme. The analysis found that financial exposure would increase toward 2050 under the existing regression analysis model, but that long-term financial impacts could be mitigated through emissions reductions if a transition-type net zero pathway is implemented in 2028.

Applied Risk Scenarios

Financial exposure from rising carbon prices was analyzed based on the IEA's NZE, APS, and STEPS scenarios.

Category	Scenario	Key Assumptions	Description	Applied Carbon Price ¹⁾
Transition Risk	STEPS	• Reflects policies currently in effect or officially announced. Based on WEO 2024, the current policy pathway leads to an estimated temperature rise of approximately 2.4°C by 2100	A pathway that assesses the direction of the energy system based on policies currently in effect or officially announced	• 2028) 42.5 USD/tCO ₂ eq • 2035 52.0 USD/tCO ₂ eq • 2050 75.0 USD/tCO ₂ eq
	APS	• Reflects major national targets announced by the end of August 2024 and assumes that each country's 2030 targets and long-term net zero and carbon neutrality commitments will be fully implemented within the stated timeframe	A pathway that assumes full and timely implementation of emissions reduction targets, NDCs, and carbon neutrality commitments announced by governments and industries* *As many countries have not announced new national targets (NDCs) for the 2031–2035 period, the APS definition is described based on WEO 2024	• 2028) 142.2 USD/tCO ₂ eq • 2035 160.0 USD/tCO ₂ eq • 2050 200.0 USD/tCO ₂ eq
	NZE	• Energy-related CO ₂ emissions decline by approximately 55%, from 38 Gt in 2024 to around 18 Gt in 2035. Temperature rise peaks at around 1.65°C near 2050 and returns to the 1.5°C level by 2100	A very strong transition pathway that achieves net zero CO ₂ emissions in the energy sector by 2050 and aligns with the 1.5°C target over the long term	• 2028) 148.2 USD/tCO ₂ eq • 2035 180.0 USD/tCO ₂ eq • 2050 250.0 USD/tCO ₂ eq

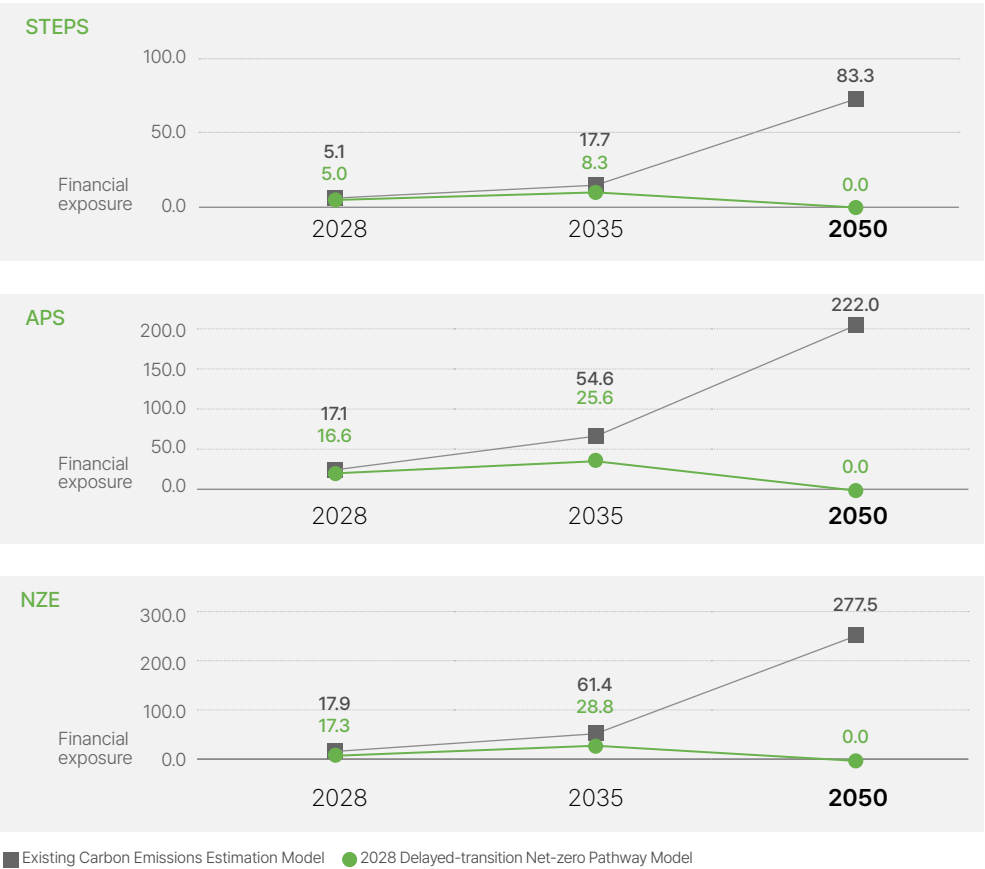
1) Carbon prices by NZE, APS, and STEPS scenario: Applied exchange rate of USD 1 = KRW 1,480
2) The 2028 price was derived through linear interpolation

Transition Risk Scenario and Resilience Analysis

Daewoong Pharmaceutical analyzed the increase in its carbon pricing burden on the assumption that Korea's greenhouse gas emissions trading scheme would be strengthened and the company would be designated as an entity subject to allocation. Based on Scope 1+2 emissions over the past three years, the company estimated emissions for the short-term (2028), mid-term (2035), and long-term (2050), and reflected the paid allocation ratio under the draft National Emissions Allowance Allocation Plan for the fourth planning period.

Change in Financial Impact When Implementing a Delayed-transition Net-zero Pathway in 2028 Compared with BAU

Financial Exposure Unit: KRW 100 million



Response to Climate Change

Climate Change Scenario Analysis

Physical Risk Scenario Analysis Overview

Daewoong Pharmaceutical conducted climate change scenario analysis in accordance with the TCFD recommendations and proactively identified the potential impact of physical risks on its major business sites. Using the IPCC SSP scenarios and the S&P Global Climonomics tool, the company analyzed the exposure levels of key business sites to extreme temperatures, typhoons, wildfires, droughts, water stress, river flooding, and surface water flooding, as well as the modeled average annual loss rate, in 10-year intervals. Based on this analysis, the company quantitatively assessed the potential for financial loss.

Scope Setting for Physical Risk Scenarios

Daewoong Pharmaceutical selected major business sites for physical risk analysis to review the potential impact of climate change related risks on business operations and financial performance. The analysis covered four major business sites, including Daewoong Pharmaceutical's headquarters, Hyangnam Plant, Osong Plant, and Yongin Research Institute. Considering the location and operational characteristics of each site, the company reviewed potential exposure to seven climate hazards: extreme temperatures, typhoons, wildfires, droughts, water stress, river flooding, and surface water flooding.

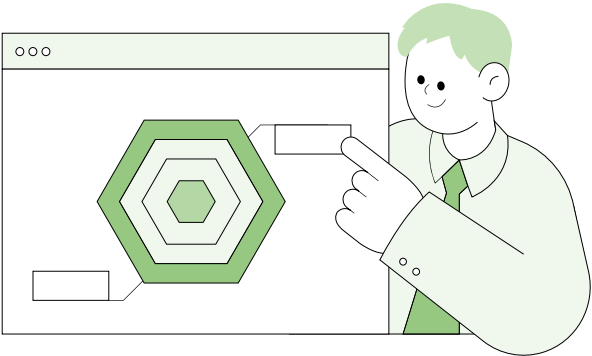
Applied Physical Risk Scenarios

Daewoong Pharmaceutical applied physical risk and transition risk scenarios separately in its climate change response risk analysis. For physical risks, the company applied SSP-based scenarios presented in the IPCC AR6. Using four pathways, SSP1-2.6, SSP2-4.5, SSP3-7.0, and SSP5-8.5, the company reviewed the potential exposure of each business site to climate hazards such as temperature, precipitation, heatwaves, and flooding. The analysis period was set in 10-year intervals to identify mid- to long-term changes in climate hazards.

Potential Financial Loss

Daewoong Pharmaceutical used the S&P Climonomics analysis tool to analyze the loss levels associated with climate hazard exposure at major business sites based on the modeled average annual loss (MAAL). MAAL represents the estimated average annual loss that may occur during each 10-year period under the four SSP climate scenarios.

Category	Scenario	Key Assumptions	Description
Physical Risk	SSP1-2.6	• Temperature rise from 2021 to 2040: 1.5°C • Temperature rise from 2041 to 2060: 1.7°C • Temperature rise from 2081 to 2100: 1.8°C	A pathway that emphasizes sustainability and relatively rapid GHG emissions reductions
	SSP2-4.5	• Temperature rise from 2021 to 2040: 1.5°C • Temperature rise from 2041 to 2060: 2.0°C • Temperature rise from 2081 to 2100: 2.7°C	A pathway in which socioeconomic development trends similar to the present continue and emissions reduction efforts proceed at a moderate level
	SSP3-7.0	• Temperature rise from 2021 to 2040: 1.5°C • Temperature rise from 2041 to 2060: 2.1°C • Temperature rise from 2081 to 2100: 3.6°C	A pathway in which regional conflicts and inequality expand, while international cooperation and emissions reduction efforts are limited
	SSP5-8.5	• Temperature rise from 2021 to 2040: 1.6°C • Temperature rise from 2041 to 2060: 2.4°C • Temperature rise from 2081 to 2100: 4.4°C	A pathway in which fossil fuel-based high growth continues and GHG emissions increase to very high levels



Response to Climate Change

Climate Change Scenario Analysis

Physical Risk Scenario Analysis

Daewoong Pharmaceutical analyzed physical risk exposure and modeled average annual loss trends at major business sites by applying the SSP1-2.6 and SSP5-8.5 scenarios from the perspectives of strategy and risk management under the TCFD recommendations. The analysis found that financial impacts centered on extreme temperatures would increase under the high-emissions pathway, and the company is advancing adaptation investments and enhancing emergency response systems, particularly at production facilities such as the Osong Plant and Hyangnam Plant.

Physical Risk Scenario Analysis Results

The physical risk scenario analysis found that, under the SSP scenario pathways analyzed for the 2050s, extreme temperatures represented the highest financial risk, followed by surface water flooding as the second major risk. By business site, the Osong Plant showed the highest overall risk, followed by the Hyangnam Plant, while headquarters showed the lowest level of risk. Water stress was analyzed as a risk with limited overall impact, indicating the need to manage physical risk responses with a focus on production facilities.

Results of Physical Risk Identification by Business Site – SSP1-2.6 (Low-emissions Scenario)

<0%

0~2%

2~4%

>4%

Business site	Extreme temperature			Typhoon			Wildfire			Drought			Water stress			River flooding			Surface water flooding		
	'30	'40	'50	'30	'40	'50	'30	'40	'50	'30	'40	'50	'30	'40	'50	'30	'40	'50	'30	'40	'50
HQ																					
Hyangnam Plant																					
Osong Plant																					
Yongin Research Institute																					

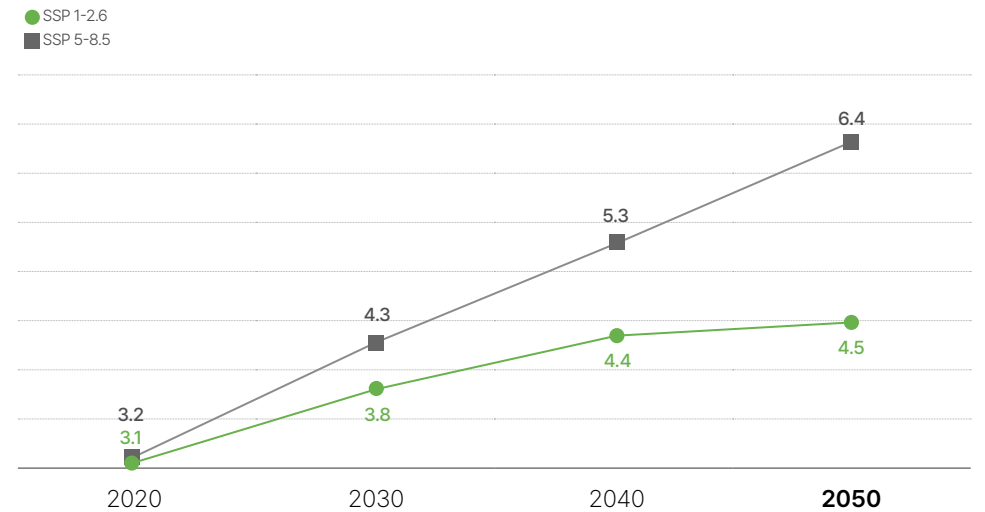
Results of Physical Risk Identification by Business Site – SSP5-8.5 (High-emissions Scenario)

Business site	Extreme temperature			Typhoon			Wildfire			Drought			Water stress			River flooding			Surface water flooding		
	'30	'40	'50	'30	'40	'50	'30	'40	'50	'30	'40	'50	'30	'40	'50	'30	'40	'50	'30	'40	'50
HQ																					
Hyangnam Plant																					
Osong Plant																					
Yongin Research Institute																					

Physical Risk Response Strategy

Daewoong Pharmaceutical's physical risks do not show significant differences by scenario in the short-term, but after the 2050s, the modeled average annual loss rate is expected to increase more rapidly under higher-emissions pathways. In particular, as key climate hazards such as extreme temperatures and surface water flooding may affect the operational stability and financial performance of production facilities, the company will strengthen facility safety inspections, reinforce drainage and disaster prevention facilities, update emergency response plans, and review insurance coverage, focusing on business sites with higher risk exposure, such as the Osong Plant and Hyangnam Plant. In addition, considering the long-term trend of increasing climate hazards, Daewoong Pharmaceutical will establish facility investment priorities and site-specific adaptation roadmaps, and enhance its physical risk response capabilities through regular monitoring.

Modeled Average Annual Loss Rate for Physical Risk (2020–2050)



Response to Climate Change

Climate Change Response Risk Management and Management Indicators

Responses and Management Indicators by Climate Risk and Opportunity Factor

Daewoong Pharmaceutical identifies transition and physical risks and energy efficiency opportunities in accordance with the TCFD recommendations on strategy, risk management, and metrics and targets, and manages them by linking response directions and management indicators for each factor. The company strengthens its execution capabilities for climate risk response by monitoring emissions, energy use, verification levels, damage status, and other indicators for key factors such as environmental regulations, carbon pricing, disclosure requirements, extreme weather, and rising average temperatures.

No.	Category	Type	Time Horizon	Risk and Opportunity Factors	Response Direction	Management Indicators
T1	Transition Risk	Policy and Legal	Short-term	Strengthened Environmental Regulations	Regularly monitors changes in environmental laws and emission standards, and strengthens environmental inspections and compliance assessments by business site. Improves emission and pollutant management facilities and operating standards, and enhances regulatory response capabilities through training for responsible personnel.	- Environmental Laws - Number and amount of environmental law violations in the current year: 0 violations, KRW 0 million in fines
T2	Transition Risk	Policy and Legal	Short-term	Increased Burden from Carbon Pricing	Regularly manages Scope 1 and 2 emissions and energy use, and monitors the impact of emissions allowance prices and carbon costs. Identifies reduction tasks centered on high-emission and high-energy-use processes and promotes investments to improve energy efficiency.	- GHG Emissions Intensity (Scope 1+2) - Current-year GHG emissions intensity: 3.17 tCO₂eq/KRW 100 million  Mid- to Long-term Environmental Management Roadmap
T10	Transition Risk	Market	Mid-term	Increased Environmental Requirements for Products and Packaging Materials	Strengthens environmental reviews of products and packaging materials, and reviews packaging reduction, recyclability improvement, and the application of eco-friendly materials. Responds to market and customer environmental requirements by improving product take-back and waste treatment procedures.	- Removal of sponge and plastic cushioning packaging materials - Current-year level of sponge generation prevented: 986,778 units
T12	Transition Risk	Reputation	Short-term	Increased Climate Disclosure Requirements	Advances the management system for climate risks and opportunities, reduction targets, and implementation performance in line with climate disclosure requirements such as TCFD and ISSB. Enhances disclosure reliability for external verification by improving data calculation standards and supporting evidence systems.	- Level of Climate Disclosure - Current-year level of climate change disclosure: S&P Global Climonomics climate change scenario disclosure
P1	Physical Risk	Acute	Short-term	Increased Damage from Extreme Weather	Assesses extreme weather vulnerabilities by business site and operates emergency response procedures for major damage types, including flooding, power outages, and facility damage. Inspects preventive infrastructure such as drainage, flood barriers, and emergency power, and strengthens the BCP system to minimize production disruptions.	- Restoration costs in the event of extreme weather damage - Current-year extreme weather damage events: 0 cases
P4	Physical Risk	Chronic	Mid-term	Increased Cooling Load Due to Rising Average Temperatures	Inspects the operation status of cooling and temperature management facilities for manufacturing, storage, and logistics facilities. Mitigates increases in cooling electricity use and utility costs by replacing cooling systems with high-efficiency equipment, optimizing operating conditions, and managing energy intensity.	- Energy Use Intensity - Current-year energy use intensity: 0.066 TJ/KRW 100 million
O1	Opportunity	Resource Efficiency	Mid-term	Energy Efficiency	Identifies efficiency improvement tasks for major energy-consuming facilities and promotes the introduction of high-efficiency equipment and optimization of process operations. Enhances resource efficiency by quantitatively managing energy savings, cost savings, and GHG reduction effects.	- Carbon Emissions Reduction - Current-year carbon emissions reduction: 1,908 tCO₂eq

Environmental Management Practices

Environmental Management Guidelines

Daewoong Pharmaceutical recognizes environmental protection as a key element of sustainable corporate growth and the fulfillment of social responsibility. Based on the active participation of all employees and the advancement of its environmental management system, the company minimizes environmental impacts throughout its business activities and continuously promotes the efficient use of resources and energy, as well as reductions in GHG emissions and pollutants. The company also complies with environmental laws and regulations, spreads an eco-friendly management culture through collaboration with stakeholders, and strengthens its environmental management capabilities to a global standard.

Environmental Management Policy

Daewoong Pharmaceutical operates a systematic environmental management policy to minimize environmental impacts across all business processes and achieve sustainable growth. Based on the fundamental principle of complying with environmental laws and regulations, the company proactively manages environmental risks and continuously promotes activities to improve resource and energy efficiency and reduce GHG emissions and pollutants. In addition, the company improves environmental performance at its business sites by introducing eco-friendly facilities and enhancing operational efficiency, and strengthens an environmental management system aligned with global sustainability management standards by building an eco-friendly supply chain, expanding green purchasing, and promoting energy-saving and GHG reduction activities in collaboration with suppliers.

Environmental Management Implementation

Daewoong Pharmaceutical operates an environmental management implementation system centered on the EHS Management Committee and EHS Coordinators Council, and promotes a range of activities to reduce environmental impact and improve resource efficiency. The company systematically implements key environmental management activities, including environmental target and performance management, regulatory compliance, and energy and GHG management.



- Review of environmental risks and opportunity factors in investment decision-making
- Establishment of company-wide environmental management strategies through a dedicated environment, safety, and health organization
- Proactive identification of environmental risks at business sites and implementation of improvement activities
- Optimization of raw material and energy use, and reduction of waste and GHG emissions
- Cooperation with and support for affiliates' environmental management activities
- Continuous environmental, safety, and health training and campaigns for all employees

Establishment of Environmental and Energy Management Certification System

Daewoong Pharmaceutical operates a systematic environmental and energy management system based on ISO 14001, the international standard for environmental management systems, and ISO 50001, the energy management system standard. Through ISO 14001 certification, the company systematically manages environmental impacts by business site and continuously reviews the suitability and effectiveness of its environmental management system through regular internal and external audits. In addition, Daewoong Pharmaceutical newly obtained ISO 50001 certification for the Hyangnam Plant in 2025, further strengthening its system for managing energy use and improving energy efficiency. Daewoong Pharmaceutical is reducing GHG emissions and improving resource efficiency by continuously monitoring environmental and energy performance and implementing improvement activities, while advancing its sustainable environmental management system.



ISO 50001
Certification
Newly obtained for the
Hyangnam Plant in 2025

Environmental Investment Plan and Implementation

Daewoong Pharmaceutical is actively making environmental investments in various areas, including environmental improvement, energy savings, and expansion of renewable energy, to respond to climate change and practice sustainable management. In 2024, the company invested a total of KRW 600 million in environmental areas, exceeding its target. In addition, the three-year compound annual growth rate (CAGR) of environmental investment reached approximately 41%, demonstrating the results of Daewoong Pharmaceutical's continued eco-friendly investment efforts. In 2026, the company plans to invest KRW 1,144 million, an increase of approximately 30% from the previous year. Specific investment performance and plans are as follows. Daewoong Pharmaceutical plans to continue expanding environmental investment and improving management performance by enhancing energy efficiency, reducing GHG emissions, and expanding the introduction of eco-friendly facilities and technologies. In particular, in 2026, the company plans to significantly increase the share of investment in energy-saving areas to actively support reductions in Scope 1 and 2 emissions and the achievement of its mid- to long-term carbon emissions reduction targets.

Unit: KRW million

Entity	Category	2023	2024	2025		2026 Target
				Goal	Performance	
Daewoong Pharmaceutical	Environmental Improvement	134	234	263	565	735
	Energy Savings	360	137	154	314	409
	Renewable Energy	-	229	-	-	-
	Total	494	600	417	879	1,144

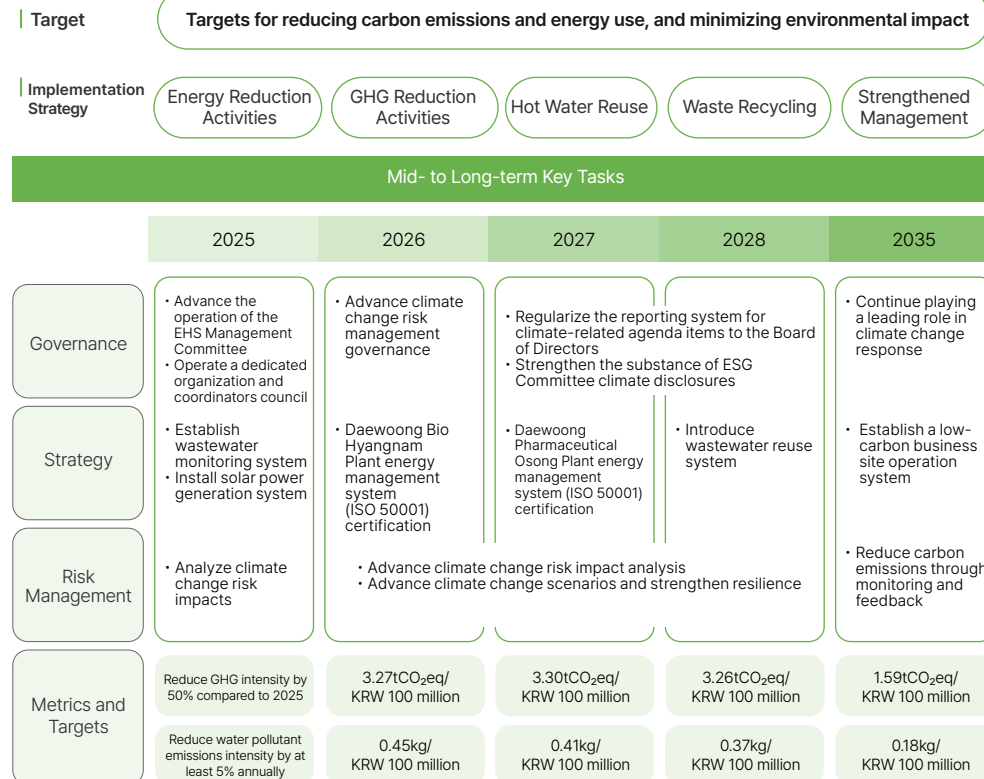
Environmental Management Practices

Environmental Management Performance Management

Mid- to Long-term Environmental Management Target Management

Daewoong Pharmaceutical recognizes environmental protection as a key element of sustainable corporate growth and the fulfillment of social responsibility. Based on the active participation of all employees and the advancement of its environmental management system, the company minimizes environmental impacts throughout its business activities and continuously promotes the efficient use of resources and energy, as well as reductions in GHG emissions and pollutants. The company also complies with environmental laws and regulations, spreads an eco-friendly management culture through collaboration with stakeholders, and strengthens its environmental management capabilities to a global standard.

Mid- to Long-term Environmental Management Roadmap



Environmental Management Performance Evaluation

Daewoong Pharmaceutical promotes company-wide performance monitoring and improvement activities centered on the EHS Management Committee and EHS Coordinators Council to systematically manage environmental management performance. The company regularly reviews key environmental indicators, including energy use, GHG emissions, environmental pollutant emissions, resource recycling rate, and the environmental management level of affiliates, and continuously manages environmental risks and improvement tasks based on these reviews. The EHS Management Committee also reports environmental, safety, and health activity performance to the Board of Directors at least twice a year and shares key achievements and areas for improvement. The company conducts internal audits and self-assessments for business sites and affiliates to implement improvement activities, and continuously reviews compliance with environmental laws and regulations. In addition, Daewoong Pharmaceutical raises awareness of environmental management through employee training and environmental campaigns, and strives to practice responsible environmental management and continuously improve performance.

Daewoong Pharmaceutical Environmental Targets and Performance

Item	2025 Target	2025 Performance	2026 Target
GHG Intensity (Emissions/Revenue)	3.85tCO ₂ eq/KRW 100 million	3.17tCO ₂ eq/ KRW 100 million	3.27tCO ₂ eq/KRW 100 million
Energy Use Intensity (Use/Revenue)	0.078TJ/KRW 100 million	0.066TJ/KRW 100 million	0.067TJ/KRW 100 million
Waste Recycling Rate	73.4%	76.6%	77.3%
Water Intensity (Use/Revenue)	34.32ton/KRW 100 million	31.42ton/KRW 100 million	27.06ton/KRW 100 million
Air Pollutant Emissions Intensity (Emissions/Revenue)	0.478kg/KRW 100 million	0.354kg/KRW 100 million	0.350kg/KRW 100 million
Water Pollutant Emissions Intensity (Emissions/Revenue)	0.653kg/KRW 100 million	0.499kg/KRW 100 million	0.393kg/KRW 100 million
ISO14001	Passed surveillance audit	Passed surveillance audit	Passed surveillance audit
EHS Organization	- Operate EHS Management Committee in the first and second halves - Operate Coordinators Council on an ad hoc basis (quarterly/ as needed)	- Operate EHS Management Committee in the first and second halves - Operate EHS Coordinators Council in the first and second halves	- Operate EHS Management Committee in the first and second halves - Operate Coordinators Council on an ad hoc basis (quarterly/ as needed)

Environmental Management Practices

Environmental Management Performance Management

Environmental Management Training

Daewoong Pharmaceutical provides environmental management training that reflects the characteristics and legal requirements of each business site to strengthen employees' environment, safety, and health capabilities. In 2025, the Hyangnam Plant conducted statutory training for air and water environmental engineers (28H each), waste environmental engineer training (8H each), and environmental training for employees. The Research Institute also provided training for air and water environmental engineers and environmental training for employees. At the Osong Plant, training for air, water, and waste environmental engineers was not conducted because the statutory training cycle had not yet arrived, while environmental awareness training was provided to employees. Daewoong Pharmaceutical plans to continue statutory training for environmental engineers and employee training in 2026 according to the annual training plan for each business site, and maintains a systematic training framework to strengthen environmental expertise and on-site response capabilities.

2025 Environmental Management Training

Business Site	Training Category	Number and Hours of Training in 2025	2026 Target
Hyangnam Plant	Air (Environmental Engineer)	1 session (28H)	1 session (28H)
	Water (Environmental Engineer)	1 session (28H)	1 session (28H)
	Waste (Environmental Engineer) ¹⁾	1 session each (8H)	1 session each (8H)
	Employee Training	2 session (1H)	2 session (1H)
Osong Plant	Air (Environmental Engineer)	Statutory training period not yet due (once every three years)	1 session (28H)
	Water (Environmental Engineer)		1 session (28H)
	Waste (Environmental Engineer) ¹⁾		1 session each (8H)
	Employee Training	1 session (1H) (environmental awareness training)	2 session (1H)
Research Center	Air (Environmental Engineer)	1 session (28H)	Statutory training period not yet due
	Water (Environmental Engineer)	2 session (28H)	
	Employee Training	1 session (1H)	

1) Designated waste: one session of 4H; medical waste: one session of 4H

Response to Environmental Laws and Regulations

Daewoong Pharmaceutical operates a systematic compliance management system for laws and regulations to respond to a business environment in which domestic and international environmental laws and regulations continue to strengthen. Centered on its dedicated EHS organization, the company continuously monitors the latest environmental laws and regulatory trends, and manages relevant requirements so that they can be effectively implemented on-site through management processes that reflect the characteristics of each business site. The company also promptly reflects changes in the regulatory environment and continuously reviews and improves its level of legal compliance.

Response Procedure for Environmental Management-related Laws and Regulations

Step	Responsible Organization	Key Role	Responsibility
① Acquisition of Laws and Regulations	• Dedicated EHS organization	• Monitor the latest laws and regulations and pre-announced regulations • Regular acquisition	• Report to the EHS Committee at least once a year
② Review of Laws and Regulations	• Dedicated ESG organization	• Review applicability of laws and regulations • Establish targets and action plans	• Review compliance measures and identify improvements
③ Reflection of Review Results for Laws and Regulations	• Dedicated EHS organization • Each business site • EHS Committee	• Approve compliance measures • Confirm ad hoc action plans	• Establish and implement action plans by department
④ Compliance Training	• Dedicated EHS organization • Each department	• Raise awareness of laws and regulations and train relevant personnel	• Establish and implement training plans • Confirm training completion
⑤ Application of Laws and Regulations and Review of Compliance Status	• EHS Committee	• Review implementation status of laws and regulations • Recommend improvements in case of non-compliance	• Improve violations • Take action in cooperation with relevant departments

Environmental Impact Reduction Activities

GHG Emissions Management and Energy Reduction

GHG Emissions Management and Improvement Efforts

Daewoong Pharmaceutical systematically manages Scope 1 (direct) and Scope 2 (indirect) GHG emissions to respond to climate change and practice sustainable management. As a result of continuously monitoring emissions by business site and promoting energy efficiency improvement activities, total Scope 1 and 2 emissions in 2025 amounted to 44,144 tCO₂eq, approximately 7.7% below the target emissions of 47,816 tCO₂eq. Through various GHG reduction activities, including the introduction of high-efficiency equipment, installation of inverters for air handling units, and operation of solar power generation facilities, the company achieved a reduction effect of 3,672 tCO₂eq against the target. In particular, total emissions intensity stood at 3.17 tCO₂eq/KRW 100 million, below the target of 3.85 tCO₂eq/KRW 100 million, demonstrating efficient emissions management despite increases in production and sales. Daewoong Pharmaceutical continues to implement various reduction activities, including the operation of an energy-saving TF and expanded use of renewable energy, and plans to further advance its GHG emissions management system to improve energy efficiency and achieve its mid- to long-term carbon reduction targets.

Daewoong Pharmaceutical's Annual GHG Emissions and Targets

Category		Unit	2023	2024	2025		2026 Target
					Goal	Performance	
Direct Emissions (Scope 1)	LNG, etc.	tCO ₂ eq	10,184	11,534	14,348	12,772	16,937
Indirect Emissions (Scope 2)	Electricity		24,522	30,903	36,852	31,373	42,856
Total Emissions (Scope 1+2)			34,706	51,200 ¹⁾	47,816 ¹⁾	44,144 ¹⁾	59,792
Total Emissions per Unit		tCO ₂ eq/KRW 100 million	2.84	3.35	3.85	3.17	3.27

1) Increase due to operation of the new Nabota plant

Energy Reduction and Improvement Efforts

Daewoong Pharmaceutical operates an energy management system based on ISO 50001 (Energy Management System) and promotes energy efficiency improvements and reductions in energy use. Centered on energy-saving TFs at each business site, the company is carrying out various improvement activities, including equipment efficiency upgrades, conversion to LED lighting, waste heat recycling, and operation of solar power generation facilities. As a result, total energy use in 2025 amounted to 917.7 TJ, while energy intensity was 65.86 GJ/KRW 100 million, down 3.5% from the previous year (68.23 GJ/KRW 100 million). The company also outperformed its 2025 target energy use of 1,043.7 TJ and continues to improve energy use efficiency. Going forward, Daewoong Pharmaceutical plans to strengthen energy-saving activities through systematic energy management based on ISO 50001 and expanded use of renewable energy.

Daewoong Pharmaceutical's Annual Energy Usage and Targets

Category			Unit	2023	2024	2025		2026 Target
						Goal	Performance	
Non-renewable Energy	Direct Energy Usage	LNG	TJ	201.8	227.9	282.9	251.7	335.4
		Gasoline		0	0	0	0	0
		Diesel		0.280	0.450	0.390	0.353	0.440
	Indirect Energy Usage	Electricity		559.8	635.0	759.3	664.1	887.5
	Total Non-Renewable Energy Consumption			761.9	863.4	1,042.6	916.2	1,223.3
	Energy Usage per Unit			TJ/KRW 100 million	0.062	0.068	0.078	0.066
Renewable Energy	Solar Power Generation	Solar Energy	TJ	0.494 ¹⁾	1.002	1.052	1.556	1.634
Total Energy Consumption			TJ	762.4	864.4	1,043.7	917.7	1,225.0

1) Revised disclosure due to a change in conversion factor standards

Energy Efficiency Innovation Through Zero Energy Building Certification

Daewoong Pharmaceutical is promoting the development of eco-friendly buildings to reduce energy use and GHG emissions. Daewoong Magok Research Institute, completed in 2026, obtained Building Energy Efficiency Rating 1+ and minimized energy use during building operation by applying high-efficiency equipment and energy-saving technologies. The company also systematically manages building energy performance based on Zero Energy Building certification and promotes continuous efficiency improvement activities linked to its energy management system. Through these efforts, Daewoong Pharmaceutical contributes to reducing carbon emissions and creating an eco-friendly research environment, while strengthening the foundation for sustainable business site operations.

Environmental Impact Reduction Activities

Waste Reduction and Resource Circulation System

Waste Reduction Strategy

Waste Reduction Direction

Daewoong Pharmaceutical continues to promote waste management and reduction activities to minimize environmental impact and expand resource circulation. Waste generated at business sites is classified and managed as general waste and hazardous (designated) waste, and hazardous waste with a high potential for environmental pollution is properly treated in accordance with relevant laws and internal regulations. In addition, recyclable waste is treated by prioritizing specialized recycling companies, thereby increasing resource circularity and minimizing environmental impacts on local communities. In particular, waste synthetic resin that had previously been incinerated was converted to thermal recycling (fuel recovery), increasing the resource recovery rate, and this practice is being expanded across all group companies. As a result, although waste generation by Daewoong Group and Daewoong Pharmaceutical is increasing due to business expansion, the overall waste recycling rate continues to improve as the amount recycled has increased at an even greater pace. Going forward, Daewoong Pharmaceutical plans to contribute to the realization of a circular economy by reducing waste generation and expanding recycling.

Waste Reduction Activities

The Life Science Research Institute has significantly reduced purchasing costs and waste generation by replacing general air handling unit filters with refillable filters and reusing the frames. As a result of continued waste reduction and recycling activities, Daewoong Pharmaceutical achieved a waste recycling rate of 76.6%. This is approximately 3.2%p higher than the initial target and demonstrates the company's resource circulation performance. Going forward, Daewoong Pharmaceutical plans to continue regular monitoring and systematic management activities to reduce waste generation and improve its recycling rate.



Waste Generated
11.61%↓
(Compared to 2025 target)



Waste Recycling Rate
3.2%p↑
(Compared to 2025 target)

Annual General and Hazardous Waste Generation of Daewoong Pharmaceutical¹⁾

Category		Unit	2023	2024	2025		2026 Target
					Goal	Performance	
General Waste	Incineration	ton	637	304	349	270	333
	Landfill		-	9	9	14	13
	Recycling		388	470	692	749	856
Hazardous (Designated) Waste	Disposal		127	171	252	190	209
	Recycling		728	763	990	803	1,041
Total Waste Generation				1,880	1,717	2,292	2,026
Waste Recycling Rate		%	59.4	71.8	73.4	76.6	77.3

1) Waste data for 2023–2025 was recalculated by including wastewater treatment sludge from the Hyangnam Plant in the calculation scope. Figures have changed from the previous report as sludge generated from the joint wastewater treatment facility, which had previously been excluded, was reflected as recycled waste.

Performance and Task Details of Waste Resource Circulation System

Business site		2023	2024	2025
Hyangnam Plant	cases	1	1	1
	project name	Recycling of Concentrated Water from Water Treatment Facilities	Recycling of Concentrated Water from Water Treatment Facilities	Expansion of concentrate recycling from water treatment facilities (Nabota concentrate recycling)
Osong Plant	cases	0	1	1
	project name	-	Recycling of waste synthetic resin and waste organic solvents	Recycling treatment of waste synthetic resin, waste organic solvents, and wastewater treatment sludge
Research Center	cases	0	0	0
	project name	0	0	0
Headquarters (Seoul)	cases	0	1	0
	project name	-	Increase in Recycling Rate through Waste Classification	0

Environmental Impact Reduction Activities

Management of Chemicals and Hazardous Substances

Integrated Chemical Substance Management

Daewoong Pharmaceutical operates ACEL (Accident Prevention, Cost Reduction, Efficiency, Legal Compliance), an integrated chemical substance management system developed in-house for the first time in the industry to ensure the safe management of chemical substances and strengthen regulatory compliance. The system automatically identifies and registers regulated chemical substances for systematic management and helps ensure that handled chemical substances meet relevant legal requirements. In addition, as the R&D Center handles a wide variety of chemical substances in small quantities, it has developed a reagent inventory management system to track the receipt, handling volume, and inventory of chemical substances. When registering new chemical substances, the system enables immediate confirmation of applicable regulations, including the department using the substance, usage volume, the Occupational Safety and Health Act, the Chemicals Control Act, and environmental laws and regulations. This allows Daewoong Pharmaceutical to promptly review company-wide legal compliance and enhance the efficiency and safety of chemical substance management.

Hazardous Chemical Management

Daewoong Pharmaceutical operates a systematic management system to ensure the safe handling of hazardous chemical substances and prevent chemical accidents. The company conducts regular inspections and improvement activities for hazardous chemical substance handling facilities at its business sites to maintain facility safety and functionality, and conducts annual response drills to prepare for emergencies such as leak incidents. In particular, the Hyangnam Plant has designated a hazardous chemical substance manager to proactively identify and manage potential hazards and risks, and regularly updates its chemical accident prevention management plan to strengthen its response capabilities for serious chemical accidents. The company also closely reviews the scope of impact when there are changes in chemical handling volumes or facilities, and operates procedures to notify residents in the event of an accident. Hazardous chemical substance detectors and CCTV are installed throughout business sites to establish a 24-hour monitoring system, and the company continues to enhance its chemical safety management through cooperation with local communities and relevant organizations.

Hazardous Chemical Substance Reduction Activities

Daewoong Pharmaceutical continues to make efforts to reduce hazardous chemical substances used in product manufacturing. In particular, the company has replaced organic solvents, such as dichloromethane used in solid dosage production, with purified water, and currently uses purified water for more than 95% of the process. Representative products include Impactamin Premium Tab., Tiropa Tab., and Fexuclue Tab. For new products, the company is developing them using lower-risk substances to minimize environmental impact.

Implementation Policy	• Precautionary principle • Compliance with laws, regulations, and international guidelines • Establishment of management system • Continuous reduction efforts
Future Plans	• 2025 – Review introduction of chemical substance assessment based on LCA (Life Cycle Assessment) • 2027 – Promote introduction of AI-based risk prediction system • 2030 – Convert 100% of high-risk substances used in processes to lower-risk substances

Hazardous Chemical Safety Training

Daewoong Pharmaceutical conducts regular safety training to prevent risks that may arise during the handling of hazardous chemical substances and to create a safe working environment. The company provides training for hazardous chemical substance handlers and related workers on the properties and risks of chemical substances, safe handling methods, and emergency response procedures, thereby strengthening capabilities to prevent chemical accidents. In particular, the Hyangnam Plant prepares and uses its own training materials based on the Safety and Health Guidebook, and provides workplace safety and health management training and special training on chemical substances to new employees to raise safety awareness and prevent chemical-related risk factors in advance.

Response to Environmental Accidents Such as Hazardous Substance Leaks

Daewoong Pharmaceutical has established and operates a systematic emergency response system to prepare for environmental accidents such as hazardous substance leaks. The emergency response process consists of ① identifying hazardous substance leaks, ② assembling the safety and environment emergency response team and assigning duties, ③ isolating and controlling the accident site, and ④ preventing and recovering hazardous substance leaks, enabling prompt and effective response in the event of an accident. In addition, considering the characteristics of pharmaceutical manufacturing, the company manages chemical leaks and confined-space asphyxiation accidents as major risk factors, and regularly conducts various emergency response drills, including confined-space rescue drills, chemical leak prevention drills, and cardiac arrest first aid drills. Through these efforts, Daewoong Pharmaceutical strengthens employees' accident response capabilities and continuously maintains and manages a response system that can minimize harm to people and the environment in the event of an actual emergency.

Category	Key Details
 Situation recognition	• A situation in which leaked substances from a hazardous materials storage warehouse flow into the wastewater drainage system, causing wastewater and soil contamination • The first witness must urgently report the situation to the team leader or supervisor.
 Prevention of waste oil spills from designated waste storage facilities	• 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.
 Situation Recognition by waste management personnel	• Immediately dispatch the Safety and Environment Response Team to the site, and the team leader shall take command of the situation on-site. • Assess the status of water pollution in adjacent areas and drainage channels, and report the situation to the Facilities Team Leader.
 Identification of the scope of contamination	• Use submersible pumps to completely remove contaminants from infiltrated sumps.
 Completion of contamination containment	• After preventing the spread of contamination, contaminated soil is removed and placed in bulk bags, stored in a temporary storage area with a tarp installed on the ground, and a waste disposal vehicle is immediately arranged for waste disposal
 Post-incident cause analysis	• Investigate and analyze the cause of the spill to prevent recurrence.

Environmental Impact Reduction Activities

Management of Air Pollutants and Water Pollutants

Air Pollutant Management

Daewoong Pharmaceutical continuously monitors dust, sulfur oxides (SOx), and nitrogen oxides (NOx) and operates prevention facilities to reduce air pollutant emissions at its business sites. In 2025, the company emitted 0.738 tons of dust, 0.006 tons of SOx, and 4.176 tons of NOx, achieving strong management performance, with SOx and NOx emissions approximately 79.3% and 25.5% below their respective targets. In particular, NOx emissions decreased by approximately 36.1% year on year, demonstrating the effect of emission improvement efforts. These achievements resulted from continuous improvement activities, including stable operation of air pollution prevention facilities, regular facility inspections and maintenance, and optimization of process operations. Daewoong Pharmaceutical plans to continue managing air pollutant emissions through the advancement of prevention facility operations and energy efficiency improvement activities, while maintaining stable compliance with legal standards.

Annual Air Pollutant Emissions at Daewoong Pharmaceutical

Category	Unit	2023	2024	2025		2026 Target
				Goal	Performance	
Dust	ton	0.453	0.272	0.716	0.738	0.964
SOx		0.266	0.171	0.029	0.006	0.029
NOx		5.386	6.534	5.604	4.176	5.404

Water Pollutant Management

Daewoong Pharmaceutical continues to systematically manage key water pollutants, including TOC, SS, BOD, T-N, and T-P, and operate wastewater treatment facilities to minimize environmental impacts from wastewater discharge. In 2025, emissions of TOC (2.305 tons), SS (0.566 tons), BOD (0.830 tons), and T-P (0.029 tons) were all below their targets, demonstrating strong management performance. In particular, SS decreased by approximately 76.0% year on year, showing significant improvement, while TOC and T-P also maintained a continued downward trend. These achievements resulted from stable operation of wastewater treatment facilities and continuous facility improvement activities. Daewoong Pharmaceutical plans to continue advancing wastewater treatment plant operations and making efforts to minimize environmental impact by improving treatment efficiency and reducing water pollutant emissions.

Annual Water Pollutant Emissions at Daewoong Pharmaceutical

Category	Unit	2023	2024	2025		2026 Target
				Goal	Performance	
TOC	ton	4.706	3.355	3.017	2.305	2.191
SS		1.219	2.359	0.949	0.566	0.568
BOD		1.405	0.906	1.209	0.830	1.231
T-N		4.685	2.418	3.426	3.210	3.131
T-P		0.353	0.047	0.072	0.029	0.065

Environmental Impact Reduction Activities

Environmental Resource Management and Conservation / Eco-friendly Social Contribution Activities

Water Resource Management System

Daewoong Pharmaceutical pursues the sustainable use of water resources. To ensure sustainable water resource use, the company is establishing a company-wide water resource management system that includes water quality protection, water reuse, and the introduction of water-saving technologies. Through systematic monitoring that tracks water use in real time, the company manages water resources by promoting efficient water use.

Water Use by Business Site and Source at Daewoong Pharmaceutical

Business site	Category	Unit	2023	2024	2025		2026 Target
					Goal	Performance	
Hyangnam Plant	Industrial Water	ton	138,230	170,832	222,082 ¹⁾	166,477	216,420
Osong Plant	Industrial Water		50,229	49,735	47,248	53,740	51,053
	Domestic Water		70,533	70,952	67,404	89,544	85,067
Research Center	Domestic Water		21,524	23,177	23,000	24,633	24,000
Daewoong Management Development Institute	Domestic Water		19,277	18,865	18,800	20,980	20,000
Daewoong Pharmaceutical Headquarters	Domestic Water		23,497	25,777	24,488	22,441	21,319
Daewoong Pharmaceutical Total	Industrial Water	ton	188,459	220,567	269,330	220,217	267,473
	Domestic Water		134,831	138,771	133,693	157,598	150,386
	Total Water Withdrawal		343,083	400,298	456,000	437,102	494,617
	Water Use Intensity	ton/KRW 100 million	28.078	31.634	34.320	31.424	27.061

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

Water Use Management and Reduction Activities

Daewoong Pharmaceutical is expanding the operation of water-saving facilities and the use of reused water to reduce water use and improve water resource efficiency. The company is reducing water use by carrying out domestic water-saving activities, such as installing water-saving devices on sinks and adjusting urinal flush timers, while recycling R/O system concentrate at the Hyangnam and Osong plants. In 2025, total reused water use amounted to 59,287 tons, and the reused water rate reached 13.56%, significantly exceeding the target of 8.81%. Going forward, Daewoong Pharmaceutical plans to expand the use of reused water and continue working to improve water resource efficiency and reduce environmental impact.

Reused Wastewater by Business Site at Daewoong Pharmaceutical

Business site	Category	Unit	2023	2024	2025		2026 Target
					Goal	Performance	
Hyangnam Plant	Reused Wastewater	ton	18,892	40,060 ¹⁾	52,078	58,387	75,903
Osong Plant	Reused Wastewater		901	900	900	900	855
Daewoong Pharmaceutical Total	Reused Wastewater		19,793	40,960	52,978	59,287	76,758
	Rate of Reused Water Usage ²⁾	%	5.77	10.23	8.81	13.56	15.52

1) Increase in reused water due to increased capacity of the pure water manufacturing system

2) (Reused water / Total water withdrawal) × 100

Employee-participatory Environmental Cleanup Activities

Daewoong Pharmaceutical regularly conducts environmental cleanup activities with employees to preserve the local environment and create clean business sites. In 2025, the company carried out environmental cleanup activities on roads and surrounding areas near the Osong Plant, collecting domestic waste and illegally dumped trash and contributing to improvements in the local environment. Through voluntary participation, employees put the importance of environmental protection into practice and help spread an eco-friendly culture together with local communities. In 2026, Daewoong Pharmaceutical plans to participate in local ecosystem protection programs, including otter habitat conservation activities at Balan Stream, to contribute to biodiversity conservation and natural ecosystem restoration, and to move beyond cleanup activities toward more systematic eco-friendly social contribution initiatives.



Plogging Activity at the Osong Plant

Natural Capital Management

Natural Capital Management and Stakeholder Engagement

Biodiversity Management Direction

Daewoong Pharmaceutical recognizes the importance of biodiversity conservation for sustainable growth and environmental protection, and aims to operate its business with no degradation or loss of biodiversity. To minimize the impact of its business activities on natural capital and ecosystems, the company reviews biodiversity impacts and develops protection measures that consider the natural environmental characteristics of nearby areas and local communities when establishing new business sites or expanding facilities.

Biodiversity Policy

- 1 Daewoong Pharmaceutical aims to establish a value chain structure that operates businesses with no degradation or loss of biodiversity over the mid- to long term.
- 2 In the decision-making process for business activities, the establishment of new business sites, and the expansion of existing facilities, Daewoong Pharmaceutical will review biodiversity impacts on nearby areas and local communities and develop biodiversity protection measures.
- 3 Daewoong Pharmaceutical will establish cooperative systems with industries, local communities, and expert institutions to protect biodiversity, and will actively support and contribute to initiatives in the countries and regions where its business sites are located.

Oversight and Decision-making System

Daewoong Pharmaceutical reviews biodiversity-related issues within its company-wide environmental and safety management system. At the first-half EHS Committee meeting, the company reported the previous year's biodiversity policy discussions to the Board of Directors, and at the second-half EHS Committee meeting, it established a plan for regular biodiversity conservation activities. Through this process, the company established a management foundation that enables biodiversity policies and conservation activities to be discussed and implemented within its management decision-making system.

Biodiversity and Natural Capital Management Reporting Process

Daewoong Pharmaceutical operates a reporting process that collects and reviews data by business site in phases to systematically manage biodiversity and natural capital-related status. Each business site collects data on natural capital status, biodiversity assessment results, and the implementation status of conservation activities, while the EHS Working-level Council reviews natural dependencies, impacts, and risks based on this data and identifies areas requiring improvement.

1 Data Collection

Collection of natural capital status and biodiversity assessment data by business site

2 Working-level Review

Review of natural dependencies, impacts, and risks by the EHS Working-level Council

3 Agenda Deliberation

Deliberation of conservation activity plans and response directions by the EHS Management Committee

4 Management Review

Review of key natural capital risks by the CEOs and management

5 Board Reporting

Reporting of key biodiversity issues and implementation status of conservation activities

Support for Biodiversity Initiatives and Frameworks

Daewoong Pharmaceutical seeks to contribute to solving social and environmental issues through management activities that promote biodiversity conservation. To this end, the company supports the UN SDGs targets related to marine ecosystem protection, terrestrial ecosystem conservation, and biodiversity conservation, and continues to advance risk management and disclosure by assessing the environmental impact of its business activities based on international frameworks such as TCFD. In 2025, the company participated in the Gyeonggi Climate and Environment Council, led by the Hwaseong Chamber of Commerce and Industry, and carried out domestic environmental initiative activities. By filtering and reusing condensate generated during boiler steam use, the company saved approximately 20,000 tons of water, and by reusing concentrate generated from water purification facilities, it reduced annual wastewater discharge by 25,000 tons and alleviated environmental burden. In recognition of these achievements, the company received a Gyeonggi Province Governor's Commendation in December 2025.



Gyeonggi Climate and Environment Council Initiative Activities



Commendation Ceremony for Contributions to Activities

Participation in BBNP and Collaborative Activities

Daewoong Pharmaceutical participates in BBNP, the Business and Biodiversity Platform, to share policy trends, corporate best practices, and discussions on international standards related to biodiversity conservation. Through this participation, the company strengthens its foundation for information exchange with diverse stakeholders, including governments, companies, experts, and civil society, and enhances the execution of biodiversity conservation activities. Going forward, Daewoong Pharmaceutical plans to reflect external discussions and collaboration opportunities accumulated through its participation in BBNP in its natural capital management system, and to continue conservation activities that consider the ecological environment surrounding its business sites.

Natural Capital Management

Natural Capital Management Strategy

Natural Capital Assessment Based on the TNFD LEAP Approach

Daewoong Pharmaceutical established an assessment process by referencing the TNFD LEAP approach to systematically identify nature-related dependencies, impacts, and risks. Reflecting the characteristics of the pharmaceutical and bio industry, the company reviewed interfaces with nature across the value chain, including R&D, raw material procurement, manufacturing, packaging, distribution, product use, and waste pharmaceutical treatment, and identified management priorities for nature-related dependencies, impacts, and risks, focusing on major domestic business sites.

L Locate

Analysis of Interfaces with Nature

Daewoong Pharmaceutical identifies interfaces with nature based on the locations of major domestic business sites and first reviews protected areas and biodiversity-sensitive areas near its sites.

- Direct operation scope: Headquarters, Hyangnam Plant, Osong Plant, and Research Institute
- Spatial review scope: Areas near business sites, protected areas, and local communities
- Identification of protected areas, key biodiversity areas, and potential species distribution based on IBAT
- Linkage with preliminary site reviews when establishing new business sites or expanding facilities

Tools Used: IBAT

E Evaluate

Dependency and Impact Assessment

The company reviews dependencies and potential impacts between pharmaceutical and bio industry activities and ecosystem services, and analyzes nature-related relevance by value chain stage.

- Review of R&D, raw material procurement, manufacturing, packaging, distribution, product use, and waste pharmaceutical treatment stages
- Review of impacts related to water resource use, wastewater discharge, waste generation, and chemical management in manufacturing processes
- Review of impacts related to laboratory waste, chemical use, and water resource use in R&D activities
- Review of upstream supply chain dependencies on natural raw materials, bio-based raw materials, and chemical raw materials

Tools Used: ENCORE

A Assess

Risk and Opportunity Analysis

The company comprehensively reviews business site locations and operational characteristics, surrounding ecological environments, and water stress levels to assess nature-related risks and management priorities.

- Review of biodiversity risks and ecosystem sensitivity based on WWF BRF
- Review of water stress and water resource risks based on WRI Water Risk
- Comparison of nature-related dependency, impact, and risk levels by business site
- Planned expansion to the supply chain and product end-of-life stages after priority assessment of major domestic business sites

Tools Used: WWF BRF, WRI Aqueduct Water Risk

P Prepare

Establishment of Response Directions and Management Plans

Based on the analysis results, the company identifies nature interfaces and potential risks by business site and structures response directions in accordance with the SBTN AR3T Framework.

- Avoid: Avoid negative impacts on biodiversity-sensitive areas
- Reduce: Reduce impacts related to water use, wastewater, waste, and chemical substances
- Restore & Regenerate: Review opportunities for ecosystem conservation and restoration activities near business sites
- Transform: Expand the natural capital management system to the supply chain and product end-of-life stages

Framework Used: SBTN AR3T



Assessment Scope and Boundaries

- Direct operations: Headquarters, Hyangnam Plant, Osong Plant, and Research Institute
- Upstream: Procurement of natural raw materials, bio-based raw materials, and chemical raw materials
- Downstream: Residues after product use, packaging waste, and waste pharmaceutical treatment



Data and Analysis Tools

- Locate: Review of protected areas and biodiversity-sensitive areas based on IBAT
- Evaluate: Review of ecosystem service dependencies and impacts based on ENCORE
- Assess: Risk assessment based on WWF BRF and WRI Water Risk
- Prepare: Establishment of response directions based on the SBTN AR3T Framework

Natural Capital Management

Natural Capital Management Strategy

Locate - Analysis of Interfaces with Nature

Daewoong Pharmaceutical reviewed interfaces between its business activities and natural capital and biodiversity, focusing on its directly operated business sites and supply chain. Interfaces with nature refer to points where business sites or raw material sourcing areas are connected to sensitive areas, including protected areas, key biodiversity areas, and water-stressed areas. Through this process, the company identified potential biodiversity-related risks and determined areas and activities requiring priority management.

Business Site Interfaces

Daewoong Pharmaceutical reviewed interfaces with the surrounding natural environment at four major domestic business sites, including its headquarters, Hyangnam Plant, Osong Plant, and Research Institute. Based on the location of each business site, the company examined potential connections with protected areas, key biodiversity areas, major species distribution areas, and water-stressed areas, and analyzed the potential impacts of operational activities, including water use, wastewater discharge, waste generation, and chemical use, on surrounding ecosystems. The company also manages biodiversity impacts by conducting preliminary reviews when establishing new business sites or expanding facilities.

Protected Species and Protected Areas Based on IBAT Classification

Business Site Name	Endangered Species ²⁾ (IUCN Red List)			Endangered Species ³⁾ (Domestic City/Province Criteria)		WDPA ⁴⁾ (Protected Areas)		KBA ⁶⁾ (Key Biodiversity Areas)
	Critically Endangered	Endangered	Vulnerable	Class I	Class II	Ramsar	MAB ⁵⁾	
Headquarters	8	35	56	0	2	4	1	9
Hyangnam Plant	7	35	54	9	26	3	0	7
Osong Plant	4	30	43	4	26	0	0	1
Life Science Research Institute	7	34	54	2	13	2	1	4

2) Number of endangered species within a 50 km radius classified by the International Union for Conservation of Nature (IUCN) as Vulnerable (VU), Endangered (EN), or Critically Endangered (CR)

3) Number of Class I and Class II endangered wildlife species distributed within the relevant city area under the Wildlife Protection and Management Act

4) World Database on Protected Areas (WDPA): A global database of marine and terrestrial protected areas; number of protected areas within a 50 km radius

5) Man and the Biosphere (MAB): A UNESCO program referring to sustainably managed areas

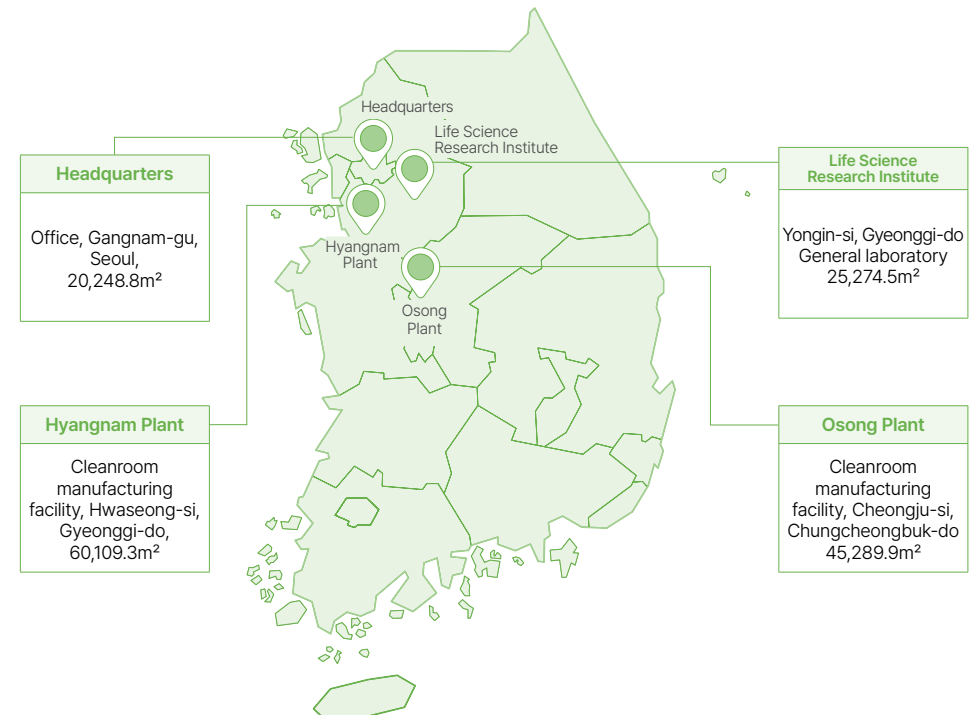
6) Key Biodiversity Areas (KBA): Sites that contribute significantly to the global persistence of biodiversity in terrestrial, freshwater, and marine ecosystems; number of protected areas within a 50 km radius

Business Sites Subject to Biodiversity Risk Assessment

Daewoong Pharmaceutical used IBAT¹⁾ based on location information for each business site to identify potential connections with nearby protected areas, key biodiversity areas, major species distribution areas, and water-stressed areas, and analyzed the potential impact of business site operations on surrounding ecosystems.

1) Integrated Biodiversity Assessment Tool

Daewoong Pharmaceutical Business Sites Disclosed for Biodiversity



Natural Capital Management

Natural Capital Management Strategy

Evaluate - Dependency and Impact Assessment

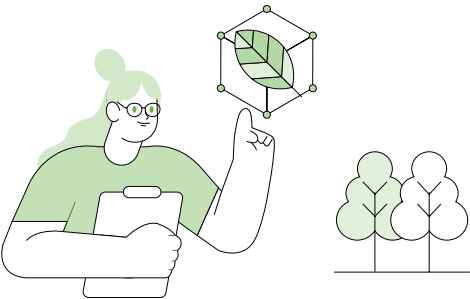
Daewoong Pharmaceutical reviewed industry-level dependencies and impacts using the ENCORE analysis tool criteria for pharmaceuticals, medicinal chemical and botanical products manufacturing to identify areas where its business activities depend on nature and factors that may affect nature.

Nature Dependency Assessment

The ENCORE analysis found that the pharmaceutical and bio industry has very high dependencies on education, scientific and research services and water purification. Genetic material provision, water supply, and water flow regulation were also assessed as highly dependent, confirming that R&D and manufacturing activities are closely linked to biological resources, stable water supply, and sound water quality. Soil and sediment retention, flood mitigation, and storm mitigation were assessed as having medium dependency, while local microclimate and mesoclimate regulation and solid waste remediation were assessed as low. Based on these results, Daewoong Pharmaceutical plans to designate dependencies related to water resources and biological resources as key management areas, and continuously review natural capital risks that may arise in water use and raw material procurement at each business site.

Nature Impact Assessment

The ENCORE analysis found that the pharmaceutical and bio industry may have medium-level impacts through disturbance factors such as noise and light, GHG emissions, non-GHG air pollutant emissions, solid waste generation and discharge, toxic pollutants and nutrient pollutants discharged into water bodies and soil, and water use. Land use area was identified as a relatively low-impact factor. Daewoong Pharmaceutical recognizes water use, wastewater, waste, chemical substances, and air pollutants that may arise from manufacturing and R&D processes as key nature impact factors. Going forward, the company plans to analyze the causes and scale of nature impacts in detail based on environmental data by business site, and strengthen activities to mitigate impacts on natural capital, including water resource efficiency, wastewater and pollutant management, and waste reduction.



Natural Capital Opportunities, Risks and Exposure Assessment

Category	Subcategory	Materiality rating
Dependency	Education, Science and Research	Very high
	Genetic Material Provision	High
	Water Supply	High
	Global Climate Regulation	Very low
	Local Microclimate and Mesoclimate Regulation	Low
	Air Filtration	Very low
	Soil and Sediment Retention	Medium
	Solid Waste Remediation	Low
	Water Purification	Very high
	Water Flow Regulation	High
	Flood Mitigation	Medium
	Storm Mitigation	Medium
	Dilution by Atmosphere and Ecosystems	Low
Impact	Disturbance Factors - Noise, Light, etc.	Medium
	GHG Emissions	Medium
	Non-GHG Air Pollutant Emissions	Medium
	Solid Waste Generation and Discharge	Medium
	Land Use Area	Low
	Toxic Pollutants Discharged into Water Bodies and Soil	Medium
	Nutrient Pollutants Discharged into Water Bodies and Soil	Medium
	Water Use	Medium

● Very Low ● Low ● Medium ● High ● Very high

Natural Capital Management

Natural Capital Management Strategy

Assess - Biodiversity Risk Analysis

Daewoong Pharmaceutical used the WWF Biodiversity Risk Filter to supplement its assessment of dependencies and impacts on nature. Based on the location information of major business sites and the characteristics of pharmaceutical and bio industry activities, the company analyzed physical risks, regulatory risks, and reputational risks, and reviewed detailed indicators such as provisioning services, regulating and supporting services, and biodiversity pressures to identify the level of natural capital risk exposure and priority review areas by business site.

Comprehensive Biodiversity Risk Analysis

A comprehensive analysis of the four business sites found that physical risk was the highest across headquarters, Hyangnam Plant, Osong Plant, and the Research Institute, confirming it as a key risk commonly affecting Daewoong Pharmaceutical's major business sites. In particular, air quality-related risks were high across all business sites, while disease- and pollution-related items were also found to be high at some manufacturing and research sites. This indicates that nature-related impacts and exposures may appear in a complex manner depending on business site location and the characteristics of industrial activities.

By risk type, physical risks did not vary significantly across business sites, indicating the need for company-wide common management, while regulatory risks were similar across all sites, suggesting that company-wide responses to institutional and regulatory environments are appropriate. Reputational risks showed the greatest relative differences across business sites, with the Research Institute and Osong Plant showing higher levels than headquarters and Hyangnam Plant. Accordingly, physical risks across all business sites should be set as a common management target, while key impact factors and priority management tasks should be specified with a focus on sites with relatively high reputational risk.

Individual Business Site Analysis

Headquarters showed air quality (physical risk) as the main risk. Air pollution levels around the business site and the potential decline in the ecosystem's air purification function may act as physical risks. Although headquarters has the fewest risk items compared with other sites, continuous monitoring of local environmental conditions related to air quality is needed.

Hyangnam Plant showed regulating and supporting services - enabling services (top physical risk item), air quality (physical risk), and pollution (reputational risk) as major risks. This indicates that business site operations may be affected by ecosystem regulating functions such as air purification, and that pollution issues may affect the perception and reputation of external stakeholders.

Osong Plant showed air quality (physical risk), disease (physical risk), and pollution (reputational risk) as major risks. This indicates that air environment and disease-related ecosystem conditions may affect operational stability, and that pollution issues may escalate into reputational risks.

The Research Institute showed air quality (physical risk), disease (physical risk), and pollution (reputational risk) as major risks. In particular, pollution issues linked to research activities may affect external stakeholder concerns and reputation, requiring priority review of key environmental impact factors such as air emissions, wastewater, and waste.

Results of WWF BRF¹⁾ Analysis Related to Biodiversity by Business Site²⁾

Business site	Physical Risk			Regulatory Risk								Reputational Risk		
	Provisioning Services	Enabling Services	Regulating Services - Mitigation	Applicability	Scope	Rights, Access, and Eligibility	Institutions and Governance	Management Measures	Water Resource Laws	Violations and Penalties	Implementation Risk	Biodiversity Pressures	Environmental Factors	Socioeconomic Factors
Headquarters	2.55	4.03	3.50	4.00	2.00	2.00	2.00	3.00	3.00	2.00	2.00	2.71	2.00	1.88
Hyangnam Plant	3.40	4.21	3.47	4.00	2.00	2.00	2.00	3.00	3.00	2.00	2.00	3.25	2.50	2.50
Osong Plant	3.55	4.18	3.44	4.00	2.00	2.00	2.00	3.00	3.00	2.00	2.00	3.54	1.94	2.50
Life Science Research Institute	3.55	4.15	3.47	4.00	2.00	2.00	2.00	3.00	3.00	2.00	2.00	3.46	2.88	2.50

1) RFS V3.0
2) WWF BRF scores are screening results based on business site location information that combines business site location and industrial activities.

1.0≤X≤1.8 Very Low Risk
1.8≤X≤2.6 Low Risk
2.6≤X≤3.4 Medium Risk
3.4≤X≤4.2 High Risk
4.2≤X≤5.0 Very High Risk

Natural Capital Management

Natural Capital Management Strategy

Assess - Water Resource Risk Analysis

Daewoong Pharmaceutical used the Aqueduct Water Risk Atlas Tool of the World Resources Institute (WRI)¹⁾ to analyze water resource risks at its major business sites. The company analyzed exposure to water resource risks by business site, including water stress, drought, and flooding, and identified priority management sites and water-related risks in the Assess stage of LEAP.

Comprehensive Water Resource Risk Analysis

The overall water resource risk of all four business sites was assessed as Low-Medium. Physical quantity risk was assessed as High at the Hyangnam and Osong plants and Medium-High at headquarters and the Life Science Research Institute, indicating a high need for management. Physical quality risk was identified as Low-Medium across all business sites, while regulatory and reputational risk was identified as Low. Among the detailed indicators, coastal eutrophication potential was assessed as Extremely High across all business sites, requiring continuous monitoring of water quality impacts.

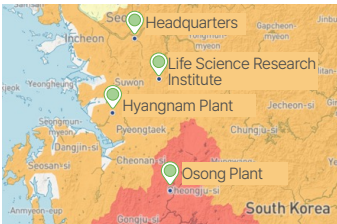
Individual Business Site Analysis

The Osong Plant has relatively high exposure to water stress and drought, both physical quantity risks, and therefore requires management of water supply stability. The Hyangnam Plant also needs to respond to changes in water quantity, while headquarters and the Life Science Research Institute require management focused on water use efficiency. All business sites need to continuously monitor untreated wastewater and coastal eutrophication potential, which are physical quality risks, and maintain preventive monitoring of drinking water scarcity, poor sanitation, and country ESG risk, which are regulatory and reputational risks.

Comprehensive Results of WRI Water Resource Risk Analysis

Business Site Name	Physical Quantity Risk	Physical Quality Risk	Regulatory and Reputational Risk	Overall Water Resource Risk
Headquarters	Medium-High	Low-Medium	Low	Low-Medium
Hyangnam Plant	High	Low-Medium	Low	Low-Medium
Osong Plant	High	Low-Medium	Low	Low-Medium
Life Science Research Institute	Medium-High	Low-Medium	Low	Low-Medium

Water Stress Results Analysis



Water stress is the ratio of total water demand for domestic, industrial, agricultural, and livestock uses to available renewable surface water and groundwater supply, and also reflects the impact of upstream water consumption and large dams on downstream water quantity. A higher value indicates more intense competition for water resources among users. The analysis found that the Osong Plant was rated High, while headquarters, the Hyangnam Plant, and the Life Science Research Institute were rated Medium-High, indicating the need to improve water use efficiency and manage supply stability.

Detailed Results of WRI Water Resource Risk Analysis

Business site	Major Physical Quantity Risk			Major Physical Quality Risk		Major Regulatory and Reputational Risk		
	Water Stress	Water Depletion	Drought	Untreated Wastewater	Coastal Eutrophication Potential	Drinking Water Scarcity	Poor Sanitation	Country ESG Risk
Headquarters	Medium-High	Low-Medium	Low-Medium	Low-Medium	Extremely High	Low	Low	Low-Medium
Hyangnam Plant	Medium-High	Low-Medium	Medium-High	Low-Medium	Extremely High	Low	Low	Low-Medium
Osong Plant	High	Low-Medium	Medium-High	Low-Medium	Extremely High	Low	Low	Low-Medium
Life Science Research Institute	Medium-High	Low-Medium	Low-Medium	Low-Medium	Extremely High	Low	Low	Low-Medium

1) World Resources Institute

Natural Capital Management

Natural Capital Management Strategy

Assess - Identification of Key Biodiversity Risks and Opportunities

Daewoong Pharmaceutical established a pool of 13 risks and six opportunity factors through TNFD's general recommendations, pharmaceutical and bio industry-specific guidance, and analysis of biodiversity issues among industry peers.

No.	Category	Type	Time Horizon*	Risk and Opportunity Factors	Impact Scope		
					Upstream	Direct Operation	Downstream
T1	Transition Risk	Policy Risk	Mid-term	Increase in Treatment Costs Due to Strengthened Waste Management Regulations	○	●	○
T2	Transition Risk	Policy Risk	Mid-term	Permitting Constraints Due to Strengthened Management of Land Use and Habitat Disturbance	○	●	○
T3	Transition Risk	Policy Risk	Mid-term	Increase in Response Costs Due to Strengthened Biodiversity Policies and Laws	○	●	○
T4	Transition Risk	Policy Risk	Mid-term	Business Constraints Due to Strengthened Requirements for Protected Areas, Endangered Species, and Ecological Offsets	○	●	-
T5	Transition Risk	Policy Risk	Mid-term	Increase in Wastewater Treatment Costs Due to Strengthened Water Quality and Discharge Standards	-	●	-
T6	Transition Risk	Reputational Risk	Short-term	Decline in Stakeholder Trust Due to Insufficient Biodiversity Monitoring and Disclosure	●	●	○
T7	Transition Risk	Liability Risk	Short-term	Increase in Remediation and Compensation Liabilities Due to Water and Soil Pollution	○	●	○
P1	Physical Risk	Acute Risk	Short-term	Reduced Operational Stability Due to Increase in Disease-related Natural Risks	○	●	○
P2	Physical Risk	Chronic Risk	Mid-term	Disruption to Water Supply Due to Intensifying Water Stress, Water Depletion, and Drought	○	●	-
P3	Physical Risk	Chronic Risk	Mid-term	Increase in Costs to Secure Process Water Quality Due to Deteriorating Water Quality and Declining Water Purification Functions	○	●	-
P4	Physical Risk	Chronic Risk	Mid-term	Reduced Working Environment and Operational Stability Due to Declining Air Quality	○	●	-
P5	Physical Risk	Chronic Risk	Long-term	Instability in the Supply of Bio-based Raw Materials and Genetic Resources	○	●	○
P6	Physical Risk	Chronic Risk	Long-term	Decline in New Drug Development Competitiveness Due to Reduced Nature-based Research Resources	-	●	○
O1	Business Performance	Resource Efficiency	Short-term	Waste Reduction and Expansion of Resource Circulation	○	●	●
O2	Business Performance	Products and Services	Long-term	Expansion of Nature-based New Drug Development	●	●	●
O3	Business Performance	Reputational Capital	Short-term	Improvement of Nature Performance and Disclosure Reliability Based on Biodiversity Monitoring	○	●	○
O4	Sustainability Performance	Sustainable Use of Natural Resources	Mid-term	Transition to Pollution Prevention Processes	-	●	●
O5	Sustainability Performance	Sustainable Use of Natural Resources	Mid-term	Establishment of a Sustainable Procurement System for Bio-based Raw Materials and Genetic Resources	●	○	○
O6	Sustainability Performance	Ecosystem Protection, Restoration and Regeneration	Mid-term	Application of Nature-based Solutions at Business Sites and Strengthening of Ecological Buffer Functions	-	●	○

* Time horizon (short-term: 0-3 years, mid-term: 3-10 years, long-term: 10 years or more) ● : Major impact scope, ○ : Indirect impact scope, - : Low impact

Natural Capital Management

Natural Capital Management Strategy

Assess - Biodiversity Risk and Opportunity Factor Evaluation and Financial Impact Analysis

Daewoong Pharmaceutical selected P2, O2, and O4 as key issues by evaluating the impact and likelihood of biodiversity-related risk and opportunity factors. For key factors, the company analyzed quantitative financial impacts by linking them to revenue, cost of sales, and property, plant and equipment through pathways such as revenue loss from production suspension, product sales growth, and expanded investment in environmental facilities.



No	Key Risk and Opportunity Factors	Key Financial Impact Pathway	Account Item	Financial Impact	Description
P2	Disruption to Water Supply Due to Intensifying Water Stress, Water Depletion, and Drought	Revenue Loss from Production Suspension Due to Water Stress and Water Supply Disruption	Revenue	Current period: KRW 0	Intensifying water stress and drought were identified as major physical risks, as they may disrupt process water supply and reduce production continuity. The financial impact pathway is revenue loss from production suspension due to water supply disruption and is directly linked to revenue. However, as there were no actual suspension days, the current-period loss was calculated as KRW 0.
O2	Expansion of Nature-based New Drug Development	Increase in Product Sales from Expansion of Nature-based New Drug Development	Revenue	Current period: KRW 228.86 billion	Nature-based new drug development was identified as a major product and service opportunity, as it may increase opportunities for commercialization and sales growth of products based on genetic resources. The financial impact pathway is product sales growth and is directly linked to revenue. The current-period financial impact is Nabota sales of KRW 228.86 billion. However, this does not represent incremental new sales.
O4	Transition to Pollution Prevention Processes	Increase in Environmental Facility CapEx from Advanced Water Treatment and Transition to Pollution Prevention Processes	Property, Plant and Equipment	Current period: KRW 80 million	Advanced water treatment and transition to pollution prevention processes were identified as key opportunities in the use of natural resources, as they can strengthen the company's response to water quality regulations and reduce the likelihood of pollution incidents. The financial impact pathway is increased environmental facility CapEx from advanced water treatment and transition to pollution prevention processes, and it is linked to property, plant and equipment in consideration of the nature of facility investment. The current-period financial impact is KRW 80 million invested in improvements to activated carbon facilities at the Osong Plant.

Natural Capital Management

Natural Capital Risk Management and Management Indicators

Prepare - Establishment of Response Directions and Management Plans

Daewoong Pharmaceutical manages water supply disruption, nature-based new drug development, and transition to pollution prevention processes as key biodiversity risks and opportunity factors in accordance with the SBTN AR3T Framework. The company reflects AR3T's principles of Avoid, Reduce, Regenerate, Restore, and Transform in its response directions, and strengthens its natural capital response capabilities and competitiveness by monitoring water reuse, waste reduction, management of bio-based raw materials, and water pollutant reduction performance.

No.	Type	AR3T Alignment	Response Direction Based on AR3T	Response Direction	Management Indicators
P2	Disruption to Water Supply Due to Intensifying Water Stress, Water Depletion, and Drought	Reduce: Reduction of Water Use and Expansion of Reuse	- Avoid unnecessary additional water withdrawal in water-stressed basins and reduce freshwater withdrawal and consumption by reducing process water use and expanding reuse - Operate drought-stage water withdrawal limits and emergency response criteria, and promote joint water management activities with watershed stakeholders	Regularly monitor water use and water resource risks by business site, and minimize the possibility of production suspension by reducing process water use, expanding reused water, and establishing an emergency water supply system	- Water Reuse - Current-year water reuse rate: 13.6%
O2	Expansion of Nature-based New Drug Development	Avoid + Transform: Avoidance of Unsustainable Procurement of Bio-based Raw Materials and Transition to Sustainable R&D	- Avoid illegal and unsustainable procurement of bio-based raw materials and genetic resources, and reflect standards for source, traceability, access, and benefit-sharing implementation in R&D and procurement procedures - Expand R&D and collaboration models linked to nature conservation performance	Verify the sources and rights of bio-based raw materials and genetic resources, and expand opportunities for nature-based new drug development by establishing a sustainable procurement system and R&D collaboration foundation	- Number of Nature-derived Candidate Substance Pipelines - Current-year number of biologics pipelines: 13
O4	Transition to Pollution Prevention Processes	Avoid + Reduce + Transform: Avoidance of Pollutant Generation, Emissions Reduction, and Transition to Clean Processes	- Avoid the use of hazardous substances and pollutant generation at the source, and reduce water pollutant loads through low-pollution raw materials, clean production, and advanced water treatment - Transform chemical management standards across processes and the supply chain, and review regeneration and restoration activities for affected water bodies	Proactively manage wastewater and pollutant sources, and reduce water pollution risks and regulatory response costs by gradually introducing advanced water treatment facilities, low-pollution raw materials, and clean production processes	- Water Pollutant Emissions Intensity - Current-year water pollutant emissions intensity: 0.50 kg/KRW 100 million

Eco-friendly Products

Green Purchasing and Eco-Friendly Packaging

Green Purchasing Policy

Daewoong Pharmaceutical has established a Green Purchasing Policy and operates an Eco-friendly Packaging Policy to minimize environmental impacts in product purchasing and production processes and contribute to the transition to a circular economy. Considering the characteristics of the pharmaceutical industry, the company seeks to enhance the environmental performance of its products by establishing purchasing principles and standards that incorporate environmental considerations while ensuring the stability of raw material procurement and production processes. The company is also promoting resource conservation and circular economy practices by simplifying containers and applying eco-friendly packaging materials, while strengthening cooperation with suppliers to expand environmental sustainability across the supply chain. Furthermore, Daewoong Pharmaceutical is promoting the development of an eco-friendly business model by jointly developing and introducing eco-friendly materials and establishing a stable supply base for green products.

Purpose	This policy aims to define the meaning, scope, standards, and procedures for green purchasing necessary for Daewoong Pharmaceutical to practice green purchasing that reflects environmental considerations and fulfill its social responsibility for environmental protection and conservation.
Scope of Application	This policy applies to the purchase of raw and subsidiary materials required for product production at all business sites, and Daewoong Pharmaceutical and its suppliers are encouraged to comply with this policy to secure a sustainable supply chain.
Basic Principles	- Daewoong Pharmaceutical aims to protect and conserve the environment by continuously implementing green purchasing. - Daewoong Pharmaceutical encourages green purchasing activities that consider environmental friendliness and sustainability. - Daewoong Pharmaceutical strives to comply with the principles of green chemistry by practicing green purchasing that considers environmental friendliness when purchasing raw and subsidiary materials for product production. - Daewoong Pharmaceutical strives to provide institutional support related to green product purchasing so that suppliers can practice green purchasing. - The Purchasing Department strives to consider and purchase green products first to ensure a stable supply of green products. - Purchasing personnel should actively consider and purchase green products first when purchasing necessary goods.
Purchasing Criteria	- Items required in production processes, including raw material procurement, R&D, ODM, and OEM manufacturing, are purchased with consideration for environmental friendliness while ensuring quality and stability. - General supplies and consumable materials used across all business sites, excluding raw and subsidiary materials used in production, are purchased with green products as the highest priority. - Exceptions to Green Product Purchasing - When there are no green products available for the item intended for purchase - When it is difficult to purchase a green product due to significantly lower quality - When stable supply of the green product cannot be secured - When the purchasing personnel determine that green product procurement is difficult due to unavoidable reasons such as urgent demand or significantly reduced price competitiveness

Certified Products Subject to Management



Green Purchasing Procedure

1 Pre-Review and Planning for Green Purchasing

- During the establishment of the annual purchasing plan, review strategies to increase the proportion of green product purchases and develop corresponding procurement strategies
- Upon receiving a purchase request, prioritize verification of whether the item qualifies as a green product
- Conduct a comprehensive evaluation of quality, safety, and cost-effectiveness compared to general products and recommend green purchasing

2 Priority Purchase of Green Products and Exception Management

- Procure raw and subsidiary materials for production with consideration for environmental sustainability
- Prioritize the selection of green products when purchasing company-wide supplies and consumables
- Review reasons for non-substitutability of green products and apply exception clauses where applicable

3 Supplier Selection

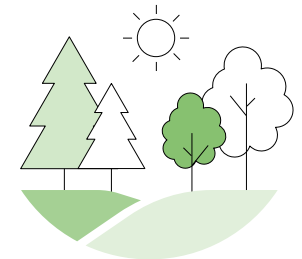
- Evaluate compliance with environmental regulations, possession of eco-friendly certifications, and capability to supply green products
- Award additional points to green product suppliers during the bidding process

4 Purchase Approval and Execution

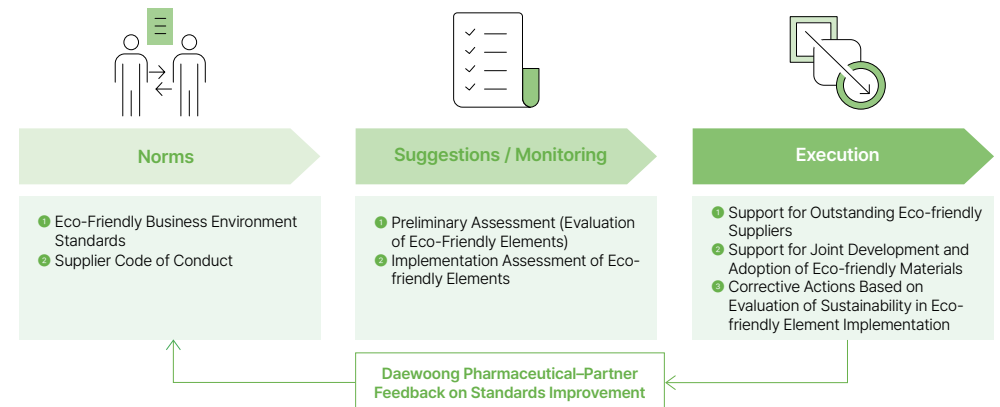
- Reflect the principles of green purchasing and assess applicability when preparing requests
- Provide support to suppliers to ensure stable supply of approved green products
- Continuously monitor the quality and performance of green products and review possibilities for improvement or substitution

5 Reporting and Record Management

- Regularly manage and report records of green product purchasing performance



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 delivered meaningful results in reducing plastic use. Through container simplification, the amount of plastic used per product has decreased, with two products manufactured at the Osong Plant included in the initiative. In 2025, the company reduced HDPE plastic use by approximately 4,532 tons compared with shipment volume in 2022, before container simplification was applied. These efforts not only contribute to environmental protection and resource conservation, but also serve as an important foundation for practicing sustainable management. Going forward, Daewoong Pharmaceutical plans to further accelerate reductions in plastic use by continuing to expand the number of products subject to container simplification.

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

Product Names with Simplified Containers	2022 (Before Simplification Applied)		2025 (After Simplification Applied)		Weight Difference per Container Capacity (g/ml)
	Capacity (ml)	Container Weight (g)	Capacity (ml)	Container Weight (g)	
Daewoong Ursa Soft Cap. 120CP	145	19.5	150	18	0.014
Compound Ursa Soft Cap. 80CP	160	22	250	24.5	0.040

Removal of Sponge and Plastic Cushioning Materials

Daewoong Pharmaceutical collected feedback from internal employees and frontline pharmacies to expand eco-friendly packaging while ensuring product safety. Based on its review, the company determined that cushioning materials used in bottle packaging were not essential and gradually expanded their removal. As of 2025, this initiative has been applied to three products manufactured at the Osong Plant. Through these packaging improvement activities, Daewoong Pharmaceutical continues to reduce plastic use and waste generation.

Daewoong Pharmaceutical (Osong Plant) Products with Removed Packaging Materials and 2025 Sponge Reduction Volume

Product Names with Removed Packaging Materials	2023 Production Volume	2024 Production Volume	2025 Production Volume	2025 Waste Reduction Level
Diabex Tab. 1,000 mg 100 T	724,111BT	684,926BT	700,723BT	Assuming 1 sponge per bottle: Prevented the generation of 986,778 sponges
Diabex Tab. 250 mg 1000 T	21,415BT	15,723BT	23,621BT	
Ursa Tab. 200 mg 500 T	218,376BT	198,306BT	262,434BT	

UL GREENGUARD Certification

Daewoong Pharmaceutical obtained UL GREENGUARD certification under the UL 2818 standard as part of its ESG management and implementation of its eco-friendly purchasing policy. The certification is valid from 2021 to 2026 and demonstrates that the company strictly manages low-emission chemical substances generated from packaging materials and facility materials. Based on this certification, Daewoong Pharmaceutical is working to reduce environmental impact and ensure consumer safety, while contributing to greater trust in its pharmaceuticals and enhancing the company's eco-friendly value through data-based verification and eco-friendly packaging operations.



UL GREENGUARD Certification (based on UL 2818 Standard)



SOCIAL

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R&D and Innovation

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

Creating Healthcare Value through Innovative New Drug Development

Daewoong Pharmaceutical pursues the development of first-in-class (FIC) drugs that aim to achieve the first market approval through novel mechanisms of action and best-in-class (BIC) drugs that offer improved efficacy and safety over existing treatments as its core R&D strategy. Building on its pharmaceutical expertise, sustained R&D investment, and innovation capabilities, the company successfully developed Fexuclue, Korea's 34th new drug, and Envlo, Korea's 36th new drug, thereby contributing to the R&D competitiveness of Korea's pharmaceutical industry. The company will continue to focus on developing innovative new drugs that address unmet medical needs and improve access to medicines, contributing to a better quality of life for patients and the creation of global healthcare value.

First-in-Class Drugs Driving Innovation

Category	Key Details
Bersiporocin (Prolyl-tRNA Synthetase Inhibitor)	This anti-fibrotic drug candidate operates through a novel mechanism that directly inhibits the production of collagen, a key protein involved in the development of fibrosis. It is currently undergoing global clinical trials in the United States, Korea, and other countries, and completed patient enrollment for Phase 2 clinical trials in May 2026. 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 EMA ODD approval 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 that mainly occur in the skin, such as pemphigus vulgaris and atopic dermatitis. The candidate has completed preclinical studies and is currently undergoing Phase 1 clinical trials. In addition, with support from the Ministry of Agriculture, Food and Rural Affairs from 2022 to 2025, development of a treatment for refractory atopic dermatitis in companion dogs has been completed, and an application for product approval has been submitted.
DWP216262 (TEAD1/2 Inhibitor)	DWP216262 is an oral TEAD1/2 inhibitor anti-cancer drug candidate under development, targeting cancers caused by mutations in NF2, a tumor suppressor gene. It is designed to selectively inhibit only TEAD1 among the TEAD protein family, thereby minimizing the risk of normal cell toxicity that may occur with existing pan-TEAD inhibitors. It was selected as a project under the 2024 National New Drug Development Project (KDDF) and is aiming to enter Phase 1 clinical trials in 2026. Going forward, it is expected to contribute to addressing unmet medical needs through expansion of indications for solid tumors such as mesothelioma, brain tumors, and non-small cell lung cancer (NSCLC).
DWP17061 (Nav1.7 Inhibitor)	This is a candidate developed by Daewoong Pharmaceutical for the treatment of intractable pain. iN Therapeutics, a spin-off established in 2020, has now entered global Phase 2 clinical trials with the candidate. It 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)	This Parkinson's disease treatment is being jointly developed by Daewoong Pharmaceutical, NurrOn Pharmaceuticals in the U.S., and HanAll Biopharma since May 2023. It activates "Nurr-1," a protein factor that promotes the generation of dopaminergic neurons, helping reduce stress and support the survival, growth, and maintenance of dopaminergic neurons. Animal experiments have demonstrated symptomatic improvement, and Phase 1 clinical trials in Canada were completed in October 2024.

Highly Refined Best-in-Class Drugs

Category	Key Details
Fexuclue Tablet	After approximately 13 years of research and development, Daewoong Pharmaceutical developed Fexuclue Tab. (ingredient name: fexuprazan), Korea's 34th domestically developed new drug for the treatment of gastroesophageal reflux disease (GERD). The drug obtained product approval from the Ministry of Food and Drug Safety in 2021 and was launched in Korea in 2022. Since then, Daewoong Pharmaceutical has expanded its therapeutic scope by additionally securing indications for gastritis, prevention of NSAID-induced peptic ulcers, and Helicobacter pylori eradication therapy, while continuing clinical research for the treatment of non-erosive gastroesophageal reflux disease. Fexuclue has now entered a total of 30 countries and obtained product approval in 16 countries, including Korea, Indonesia, China, Mexico, and India. It has been launched in six countries, including Korea, as Daewoong Pharmaceutical continues to expand its global market presence.
Envlo Tablet	With the approval of Envlo Tab., Korea's 36th new drug, in November 2022, Daewoong Pharmaceutical achieved new drug development success for the second consecutive year. Just seven months after launch, the company introduced the combination drug EnvloMet Tab., further strengthening Envlo's position as a best-in-class new drug. Based on the mechanism of action of SGLT2 inhibitors, Daewoong Pharmaceutical is pursuing the expansion of indications beyond diabetes into areas such as obesity and kidney diseases. The company is also securing future growth drivers by conducting Phase 1 clinical trials for DWRX2008, an ophthalmic treatment licensed to Daewoong Therapeutics. In global markets, Envlo has obtained product approval in 10 ASEAN and Latin American countries, including Mexico and Indonesia, and in October 2025, the company completed its product approval application in China, accelerating its leap toward becoming a global blockbuster new drug. At the same time, Daewoong Pharmaceutical is expanding its portfolio into animal pharmaceuticals by applying for domestic product approval for EnvloPet Tab., a diabetes treatment for companion dogs. In this way, Envlo Tab. is reaching a major turning point in portfolio diversification and global market expansion based on its differentiated technological capabilities.
Tanfanercept (HL036)	Tanfanercept (HL036) is a protein-based drug that treats inflammatory eye diseases by inhibiting TNF-α, a key inflammatory mediator. HanAll Biopharma, together with Daewoong Pharmaceutical, is currently conducting the third Phase 3 clinical trial for dry eye disease in the United States. The drug has also been licensed out to Harbour BioMed in China, where it is under development.

R&D and Innovation

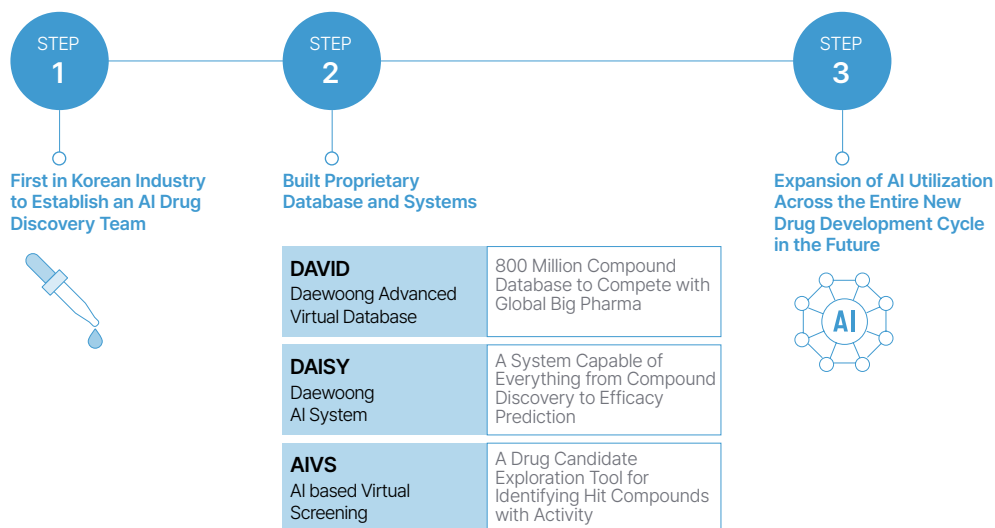
R&D for the Future

A New Future Strategy for AI-Based Drug Development

Recognizing the importance of AI-based drug development, Daewoong Pharmaceutical has established a dedicated AI Drug Discovery Team and developed a proprietary AI-powered drug discovery platform. The platform systematically supports the research process, from drug target identification and hit discovery to candidate optimization. Daewoong Pharmaceutical's integrated AI platform is designed as an end-to-end system to reduce repetitive researcher intervention and improve the speed and efficiency of early-stage drug development. DAISY, the company's flagship platform, supports protein structure prediction, ligand-target binding structure prediction, and ADME/T and physicochemical property prediction, improving the efficiency of promising compound selection and early hit discovery. This reduces trial and error in candidate discovery and enables the company to assess development potential at an early stage.

Daewoong Pharmaceutical applies the platform to its internal drug development projects to prioritize experiments, reduce the number of compounds requiring synthesis and evaluation, and accelerate research. In external collaborative research, the company combines partners' targets or technologies with its AI platform to assess opportunities for hit discovery and lead optimization. More recently, the company has trained advanced large language models (LLMs) for use across drug discovery research, expanding their application to research strategy recommendations, hit compound generation, and recommendations for improving ADME/T and physicochemical properties. The company also plans to strengthen its compound design and optimization capabilities through collaboration with specialized AI drug discovery companies, including MolCube, and build in-house capabilities by incorporating the resulting technologies and experience into its internal platform.

AI Drug Development Roadmap



Open Innovation & Collaboration Model

Daewoong Pharmaceutical Open Innovation: InnoBear

Daewoong Group's InnoBear is an open collaboration contest that discovers and supports innovative technologies and projects from domestic and international entrepreneurs, startups, and researchers. Operated by Daewoong Group, including Daewoong Pharmaceutical and HanAll Biopharma, the program aims to vitalize the innovation ecosystem in the bio and healthcare sectors. To date, the program has been held up to its 4th round, soliciting projects across 11 technology fields, including biopharmaceuticals, gene therapies, cell therapies, antibody/protein drugs, synthetic drugs, platform technologies, drug delivery systems (DDS), organoids, medical devices, digital therapeutics, and companion animal healthcare, as well as 19 sub-indication fields, including aging, oncology, autoimmune, metabolic, and infectious diseases. The program also operates three tracks: prospective entrepreneurs, early-stage investment, and joint development. It provides various growth opportunities, including R&D support, Seed and Series A investment review, TIPS linkage, and POC support, while outstanding projects are offered technology commercialization consulting and opportunities to use research infrastructure.

Daewoong Pharmaceutical has also identified "AI and open innovation" as the key theme of its future R&D strategy and became the first company in the industry to establish a dedicated AI Drug Discovery Team, strengthening its digital R&D capabilities by building a molecular model database covering approximately 800 million compounds and an AI-based research platform. The company is also expanding the discovery of and collaboration on external innovative technologies by linking its global antibody-drug conjugate (ADC) collaboration network with its open innovation programs, thereby shortening R&D lead times and enhancing its competitiveness in developing next-generation therapies.

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 idiopathic 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
cases	11	7	1

R&D and Innovation

Digital Innovation

Establishment of Integrated Digital System

Daewoong Pharmaceutical is evolving into a digital innovation company that leads the next-generation healthcare paradigm as a total healthcare company encompassing diagnosis, management, and prevention. Through the establishment of an integrated digital system and smart factories, the company ensures data integrity across the entire cycle from raw material sourcing to shipment, and provides patient-centered healthcare services by utilizing medical big data and wearable devices. Daewoong Pharmaceutical has also established an integrated digital system that spans all areas, including laboratories, 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 status, and quality analysis results are shared in real time, while the decision support system provides each department with necessary information through automatic notifications. In addition, by combining digital twin simulation with QbD-based process design, the company automatically optimizes variable control ranges and enables on-site managers to access real-time data anytime and anywhere through mobile dashboards for swift response.

Smart Manufacturing Innovation

Daewoong Pharmaceutical has implemented an AI- and 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.

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.

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



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

Osong Plant

Smart factory advancing toward level-5 optimized for low-mix, high-volume production through automation, unmanned systems, and standardization.



R&D and Innovation

R&D Pipeline

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

Research Stage	Preclinical	Phase 1 Clinical Trial	Phase 2 Clinical Trial	Phase 3 Clinical Trial	Approval / Commercialization
● DWP221 Targeted Protein Degradar for Solid Tumors ● DWPS017 Immuno-oncology Therapy for Solid Tumors	● DWP216262 KDDF TEAD1/2 Solid Tumors ● DWP223384 Synthetic Lethality Therapy for Solid Tumors	● HL187 Immuno-Oncology ● Immune Cell Therapy Solid Tumors			
● DWP220 KDDF MASH / Liver Fibrosis ● DWP222 Obesity / Diabetes	● DW820 IPF	● DWRX2008 KDDF SGLT2 Inhibitor for Ocular Diseases ● TION-002 Long-acting GLP-1 for Obesity ● DWRX5003 Microneedle Patch-type GLP-1 for Obesity	● Bersiporocin KDDF PRS Inhibitor(SC formulation) for Keloids and Hypertrophic Scars	● Envlo SGLT2 T2DM with Stage 3 CKD ● Envlo + Metformin SGLT2 + Metformin T2DM - Early Combination	● Envlo SGLT2 for Type 2 Diabetes ● Enavogliflozin + Insulin SGLT2 + insulin Combination Therapy for Type 2 Diabetes ● Envlopet SGLT2 Diabetes in pets
		● Fexuclue P-CAB (IV Formulation) for Oral Formulation Substitution and Post-ESD Bleeding Prevention	● DWP305401 Pellino-1 Ulcerative colitis	● Fexuclue P-CAB H. pylori Eradication Therapy Phase 3 Clinical Trial for NERD Treatment ● Fexuclue P-CAB EE Maintenance Therapy Following Treatment ● Fexuclue P-CAB Gastric ulcer	● Fexuclue KDDF P-CAB GERD ● Fexuclue P-CAB Acute and Chronic Gastritis ● Fexuclue P-CAB Prevention of NSAID-induced Peptic Ulcers ● Fexuclue P-CAB H.Pylori Eradication
● A22 Lupus	● DWP218358 BBB-Penetrating ITK/BTK Inhibitor Multiple Sclerosis ● DWP309008 15-PGDH IBD	● Plodicitinib JAK3/TFK Autoimmune Disease ● DWP307399 Nurr1 Parkinson's disease		● Tanfanercept TNFa Dry Eye Disease ● Batoclimab Anti-FcRn MG, TED ● Imeroprubart Anti-FcRn MG, GD, RA, etc.	
● DWP717 Aesthetic/pain relief ● iN2011-K74 Kv7.4 Sensorineural Hearing Loss ● iN2011-K23 Kv7.2/3 Epilepsy	● DWP713 EGF Skin Regeneration ● DWP714 TGF-β3 Improvement of joint pain ● DWP817S004 Sarcopenia	● AD-MSC Cruciate Ligament Injuries ● Exosome Therapeutics Wound Dressing (medical device) ● Botulinum Toxin Microneedle Patch Type	● DWRX5001 hGH Microneedle Patch Type Growth Hormone Therapy	● Aneratrigine Nav1.7 Pain ● Exosome Therapeutics Cognitive Function Improvement in pets	● DWP431 BMP-2 Spinal Fusion

R&D and Innovation

Cell Therapy CDMO

Strengthening CDMO Competitiveness in Cell and Gene Therapies

Daewoong Pharmaceutical's CDMO services ensure consistent cell characteristics and process stability throughout the research, clinical development, and manufacturing stages, supported by end-to-end process development and scale-up capabilities spanning cell therapy R&D through commercialization, as well as rigorous quality assurance and regulatory compliance systems. By securing three licenses required for CDMO operations at its Cell Therapy Center, the company is strengthening its competitiveness in cell and gene therapy CDMO services by meeting global regulatory guidelines and providing customized solutions to clients.

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 CO₂ 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

Location	Pogok-eup, Cheoin-gu, Yongin-si, Gyeonggi-do
Main Business	CMO & CDMO for stem cell therapies and production of cell therapy products (DW-MSC)
Area	775m ²
Completion Date	Sep. 30, 2020
Maximum Production Capacity (Annual)	36 batches, approximately 368 Hyper Flasks can be cultured simultaneously
Storage	Large-capacity LN ₂ tanks, capable of storing approximately 234,000 vials
Secured 3 Essential CDMO Licenses	Advanced Biopharmaceutical Manufacturing License (Jan. 2021) Human Cell Management License (Apr. 2022) Cell Processing Facility License (Jul. 2022)



View of the Daewoong Bio Center

R&D and Innovation

Platform Technology

Creating Value through Platform Technologies

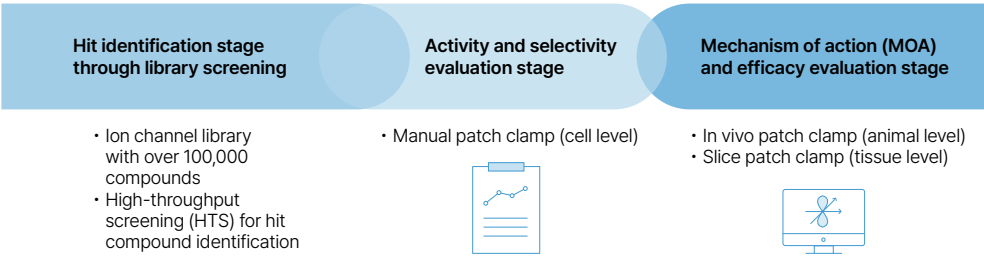
Platform technologies serve as essential infrastructure throughout the pharmaceutical R&D life cycle. Daewoong Pharmaceutical's therapeutic platform technologies pursue broad-based innovation encompassing synthetic drug development, cell and gene therapies, and reformulated drugs. Daewoong Pharmaceutical will continue to strengthen its innovation capabilities by strategically expanding its R&D platforms and integrating digital and AI technologies, contributing to patient-centered innovation and sustainable value creation.

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 improved drug candidate screening efficiency by up to 100-fold.

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. Exosomes derived from DW-MSC enhance the potential of regenerative therapies for rare, intractable, and degenerative diseases based on the key functional factors of MSCs, while contributing to the expansion of Daewoong's advanced biopharmaceutical business and addressing unmet medical needs.

Establishing a Stem Cell Therapy Production and Research Base in Indonesia

Daewoong Pharmaceutical's Indonesian subsidiary, DPI, has obtained approval to operate a stem cell processing facility after passing the hygiene, safety, and quality management verification and onsite inspection by the Indonesian Ministry of Health (MOH) and the National Agency of Drug and Food Control (BPOM). DPI 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, DPI aims to pursue not only bio-regenerative medicine but also R&D and commercialization of treatments for intractable diseases. By advancing localization strategies, DPI will continue R&D to grow into a global bio hub.



View of Daewoong Biologics Indonesia

R&D and Innovation

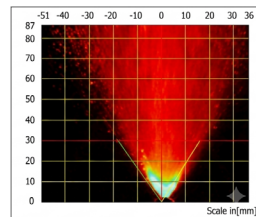
Incrementally Modified Drug Platform

Long-Acting Injectable Platform Technology

Daewoong Pharmaceutical is developing a platform that enables sustained drug efficacy using CURE, a microsphere-based long-acting drug delivery technology. This technology is designed to minimize initial burst release and allow the drug to be released gradually, thereby enhancing both the duration and stability of therapeutic effects. The company has secured a formulation patent for the spray-drying method and in-house production facilities, and has also completed development of a dedicated syringe (DCS) and automated filling equipment, securing a foundation for commercial manufacturing. Currently, the hair loss treatment IVL3001 has completed Phase 1 clinical trials in Australia, and an obesity treatment using a high-dose semaglutide formulation is being developed with the goal of achieving equivalent therapeutic efficacy while reducing dosing frequency and administration burden compared with existing formulations; global Phase 2 clinical trials are currently underway. By leveraging this long-acting injectable technology, Daewoong Pharmaceutical is continuing to enhance therapeutic convenience and efficacy across various indications.

Intranasal Spray Platform Technology

Daewoong Pharmaceutical's intranasal spray platform is a drug delivery system that integrates formulation design with drug delivery technology to directly deliver drugs to the nasal mucosa, ensuring rapid onset of action and high absorption rates. To enhance both formulation stability and delivery efficiency, the platform employs a proprietary spray device and a TVS evaluation system to precisely control spray angle, spray pattern, and particle size. By applying absorption enhancer-based technology, it increases bioavailability, and through dedicated GMP production facilities, it produces various products such as multi-dose, single- or double-dose, and counting sprays. Daewoong Pharmaceutical is strengthening its competitiveness in the field of intranasal spray formulation technology through open collaboration with domestic and international experts and partners, and is expanding its infectious disease response portfolio by completing approval for two respiratory infection prevention spray products.

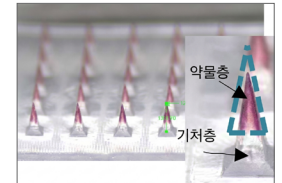


Efforts to Develop Nasal Spray Products

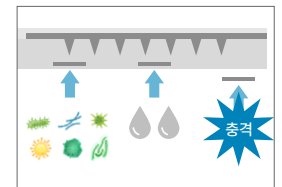


Microneedle Platform Technology

Microneedles are a patch-type transdermal drug delivery platform 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 dissolvable microneedle technology based on the CLOPAM platform, characterized by individually sealing each microneedle closely in a mold to prevent external exposure and concentrating the drug at the needle tip to enhance delivery efficiency. In addition, the company has facilities capable of mass production based on cGMP-grade automated production equipment and a dedicated plant. Currently, Daewoong Pharmaceutical has received approval for a Phase 1 clinical trial in Korea for a semaglutide microneedle patch for the treatment of diabetes and obesity, and is preparing to begin the clinical trial. Next-generation technologies under development for other drug candidates include high-dose loading, controlled release rates, and detachable needle designs.



Microneedle: CLOPAM Technology



Section View Full-Contact Protection

OROS Platform Technology

Daewoong Pharmaceutical's OROS platform is an oral controlled-release technology that uses osmotic pressure to release drugs at a constant rate over an extended period. It enables stable drug release despite changes in the gastrointestinal environment, minimizing fluctuations in blood drug concentrations and improving dosing convenience through once-daily administration. Based on its proprietary formulation design and precision coating technologies, Daewoong Pharmaceutical optimizes drug release rates and is expanding the platform's applicability to drugs with diverse characteristics, including poorly soluble and high-dose drugs. The company is developing the platform into an oral controlled-release system that reduces unnecessary repeat dosing through prolonged drug action, improves treatment adherence, and considers both healthcare efficiency and sustainability through more efficient manufacturing processes.

Drug Safety and Ethics

Quality Management and GMP Operating Framework / Pharmacovigilance Activities and Performance

Quality Division Organization

Daewoong Pharmaceutical systematically manages pharmaceutical safety and quality throughout the entire manufacturing process through close collaboration among its Quality Management (QM), Quality Assurance (QA), and Quality Control (QC) organizations. Each organization works in coordination to establish quality policies, comply with GMP standards, and conduct testing, inspection, and quality assurance activities, while the Manufacturing Division continuously improves its systems and strengthens capabilities to achieve top-tier global quality competitiveness.

Life-cycle Quality Management Based on the QM, QA, and QC Organizations

 Quality Management (QM) Team	- Leads the establishment of quality policies, quality planning, and quality improvement activities across all group companies and supports global expansion by proactively applying the latest GMP guidelines and regulations. - It also operates a Quality Harmonization Community based on Quality Shared Service and manages the GMP compliance framework through dedicated Supplier Quality Management and Internal Audit & Data Integrity organizations.
 Quality Assurance (QA) Team	- Through the Quality Management System (QMS), quality-impacting factors are systematically managed and assessed. This includes the establishment and documentation of GMP procedures, management of raw materials, packaging materials, and finished products, release approval review, validation, and equipment qualification. - The Quality Assurance Team also performs quality audits, QRM-based lifecycle quality assurance activities, and Data Integrity management.
 Quality Control (QC) Team	- Conducts production-related testing and specification management covering raw materials, packaging materials, and finished pharmaceutical products. - It also ensures the reliability of the manufacturing and quality management framework through pre- and post-marketing stability testing, analytical method validation, testing equipment management, environmental and process monitoring, pharmaceutical-grade water analysis, process qualification and cleaning validation (PQ/CV), and sterility assurance.

Strengthening GMP Expertise and Embedding a Quality Culture

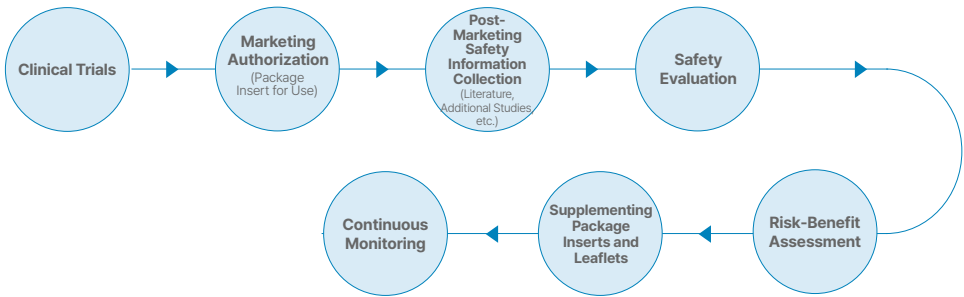
Daewoong Pharmaceutical operates systematic training programs to strengthen the job competencies of all personnel responsible for manufacturing and quality operations under GMP. In accordance with its annual training plan, the company provides regular GMP training and department-specific on-the-job training (OJT), while new employees receive orientation training, GMP policy training, and job-specific OJT. Through continuous training, the company strengthens employees' professional expertise and GMP compliance capabilities and embeds a global-standard quality culture.

Pharmacovigilance Manual

Daewoong Pharmaceutical's pharmacovigilance activities involve the scientific collection, analysis, and evaluation of adverse events and safety information that may arise throughout the entire product life cycle—from development and authorization to distribution and post-marketing management—for all products manufactured and distributed by the company. Daewoong Pharmaceutical continues to strengthen its pharmacovigilance framework based on relevant systems, including Risk Management Plans (RMPs), re-evaluations, and periodic safety reporting, and strictly complies with the safety management standards of domestic and international regulatory authorities and global reporting obligations to protect patient safety and ensure confidence in its pharmaceuticals.

Pharmacovigilance Process

Daewoong Pharmaceutical systematically manages safety information across the entire lifecycle of its pharmaceutical products, from development to post-commercialization stages, 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. Data reliability is ensured through pre- and post-marketing safety tests and analytical method validation. The collected information is integrated and managed in a global Safety DB and used for risk assessment and RMP-based monitoring. When potential risks arise, appropriate measures are implemented, such as distributing guidance notices and revising package inserts.



Pharmacovigilance Capability-Building Training

Daewoong Pharmaceutical provides annual pharmacovigilance training to all employees to raise awareness of the importance of pharmacovigilance and strengthen adverse event collection capabilities, while requiring all new employees to complete the relevant training. The company also provides separate advanced pharmacovigilance (PV) training to relevant departments, including QA, the call center, and the Medical Affairs Team, to strengthen practical expertise. In 2025, a total of 2,546 employees completed pharmacovigilance training.

Drug Safety and Ethics

Pharmaceutical Research Ethics

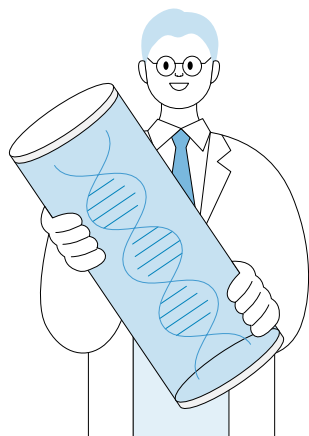
Clinical Trial Ethics

Protection and Safety Management Framework for Clinical Trial Participants

Daewoong Pharmaceutical places the highest priority on protecting the safety and rights of clinical trial participants and operates a systematic safety management process. Before participating in a trial, all participants receive sufficient information regarding the anticipated risks and benefits and provide their voluntary consent, while their rights are protected through established compensation procedures and criteria in the event of harm. The company also promptly monitors adverse reactions, and qualified healthcare professionals thoroughly investigate relevant cases and provide investigators and participants with necessary information in a timely manner. Product-specific safety data are regularly analyzed and managed, while clinical and nonclinical data are comprehensively reviewed to ensure the safety and efficacy of clinical trials.

Adherence to Clinical Trial Guidelines

All clinical trials conducted by Daewoong Pharmaceutical prioritize the safety and protection of the rights and interests of participants as the foremost principle, and strictly comply with domestic and international ethical regulations and relevant laws. The company operates clinical trials based on safety, efficacy, and quality guidelines, including the Good Clinical Practice (GCP) standards established by the International Council for Harmonisation (ICH), and complies with the ethical principles under the Declaration of Helsinki, as well as obligations related to personal data protection and confidentiality. In addition, all clinical trials are conducted only after going through the approval procedures of the Ministry of Food and Drug Safety and relevant regulatory authorities in the respective countries, thereby ensuring the reliability and appropriateness of clinical trials.



Ethical Policies and Safety Enhancement for Animal Testing

Animal Testing Ethics Review and Management Framework

Daewoong Pharmaceutical operates an Institutional Animal Care and Use Committee (IACUC) in accordance with the MFDS IACUC Standard Operating Guidelines and maintains an ethical research environment based on the Animal Protection Act, the Act on Laboratory Animals, and the 3Rs principles. The committee comprises experts, including external specialists and internal veterinarians, convenes regular meetings twice a year, and continuously reviews the adequacy of its standard operating procedures and management framework. The company also regularly conducts post-approval monitoring (PAM) to ensure compliance with research ethics and the objectivity of experimental results.

Criteria for Selecting Animal Research Collaborators

Daewoong Pharmaceutical applies the operation of an IACUC as a mandatory criterion when selecting collaborators for outsourced and joint research, and gives priority to AAALAC-accredited institutions. Based on this, the company is strengthening the reliability of preclinical research and a global-level research ethics system. In June 2024, Daewoong Pharmaceutical signed a memorandum of understanding (MOU) for research collaboration with the College of Veterinary Medicine at IPB in Indonesia, which holds AAALAC accreditation, to strengthen its preclinical competitiveness in new drug development.

Strengthening Ethical Standards for Clinical Trials on Companion Animals

Daewoong Pharmaceutical considers the safety and ethics of companion animals as top priorities in the development of veterinary drugs. A clinical CRO is operated by a research team of veterinarians with extensive clinical experience in compliance with IACUC standards, and all trials are conducted based on regulatory review procedures and the voluntary consent of guardians. Throughout the entire trial process, efficacy and adverse events are continuously monitored, and in the event of an adverse event, an immediate investigation and reporting system is activated to ensure safety. In addition, animal experimentation ethics training is conducted regularly for relevant personnel.

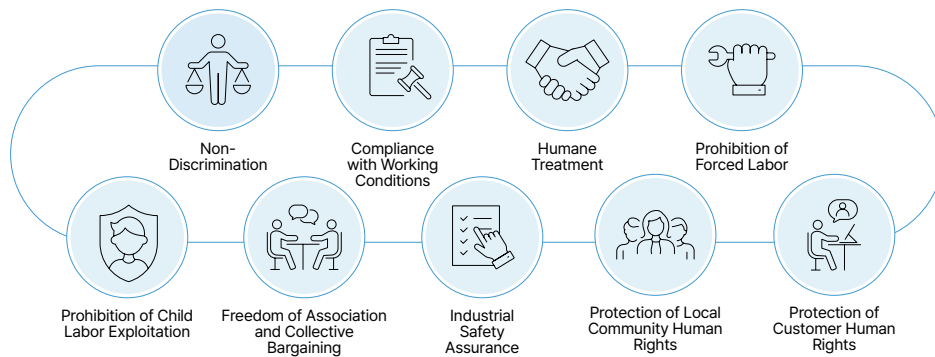
Enhancing Human Rights and Labor Communication

Human Rights Management and Labor-Management Communication

Human Rights Management Policy

Daewoong Pharmaceutical operates a human rights management framework to respect the human rights of employees and all stakeholders throughout its business activities. Under Board oversight, the company continuously updates and communicates its human rights management principles and related regulations and strengthens human rights protection through a policy that reflects domestic and international human rights standards and global principles. The company also continues to improve its Board-level policies and management framework to prevent and manage potential human rights infringement risks proactively.

9 Principles of Human Rights Management Policy



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

Internalization of Human Rights Management System	Expansion of Human Rights Management	Advancement of Human Rights Management
~2026	~2028	~2030
Human Rights Impact Assessment - Conducted Annually	Expansion of Human Rights Impact Assessment - Conducted at All Business Sites	Expansion of Human Rights Impact Assessment - Key Partners Included
Human Rights Impact Assessment Results - Final Compliance Rate Reached 80%	Human Rights Impact Assessment Results - Follow-Up Measures for Items Below 75%	Suppliers 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

Human Rights Impact Assessment

Based on global ESG standards, Daewoong Pharmaceutical systematically analyzes its human rights due diligence areas and is establishing a medium- to long-term framework for managing human rights risks throughout the supply chain. Given the broad and complex nature of internationally recognized human rights issues, the company has developed detailed assessment criteria reflecting its industry and business characteristics to focus on managing direct and indirect human rights risks and impacts. The company also considers the systemic impacts of its business activities on stakeholders and society and works to prevent human rights infringements and systematically identify human rights impacts throughout the value chain, from the procurement of raw and packaging materials to production, distribution, and sales.

Based on this approach, Daewoong Pharmaceutical has established “CARE for People and Planet” as its core ESG strategy and set the direction and implementation goals for human rights management. This reflects the company's commitment to fulfilling its responsibilities for human rights and the environment through specific goals and implementation frameworks.

To embed human rights management across the organization, the company has standardized its company-wide human rights management policy and applies it consistently throughout all business areas and the supply chain. Daewoong Pharmaceutical will continue to proactively manage human rights risks through ongoing human rights due diligence and stakeholder engagement and work to create a business environment in which every employee is respected.

Compliance with Human Rights Standards

Daewoong Pharmaceutical conducted a human rights impact assessment at its headquarters to identify actual and potential adverse impacts that its business activities may have on human rights. To develop the assessment criteria, the company identified human rights issues from diverse perspectives based on global and domestic human rights standards and established a human rights impact assessment framework reflecting the key elements of each standard. The company also sought to enhance the relevance of the assessment by considering the importance of human rights management in the pharmaceutical industry and the characteristics of Daewoong Pharmaceutical's business.

Category		Description
Global	UNGC	•Based on key principles of core agreements such as the Universal Declaration of Human Rights (UDHR) and the ILO Declaration / Encourages companies to conduct due diligence to prevent human rights violations and make a positive social contribution
	GRI	•Clarifies corporate responsibilities and enhances stakeholder access to information •Includes over 30 detailed human rights topics
Domestic	National Human Rights Commission of the Republic of Korea's Human Rights Impact Assessment Guidelines	•Provides human rights impact assessment guidelines to systematically identify and respond to the human rights impacts of business activities
	Ministry of Justice's Guidance on Business and Human Rights	•Presents practical measures tailored to company size and industry characteristics based on the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises
Benchmarking	Similar Industries and Leading Practices	•Identifies trends related to human rights issues in similar industries and relevant institutions

Enhancing Human Rights and Labor Communication

Human Rights Risk Assessment and Management

Identification of Human Rights Issues

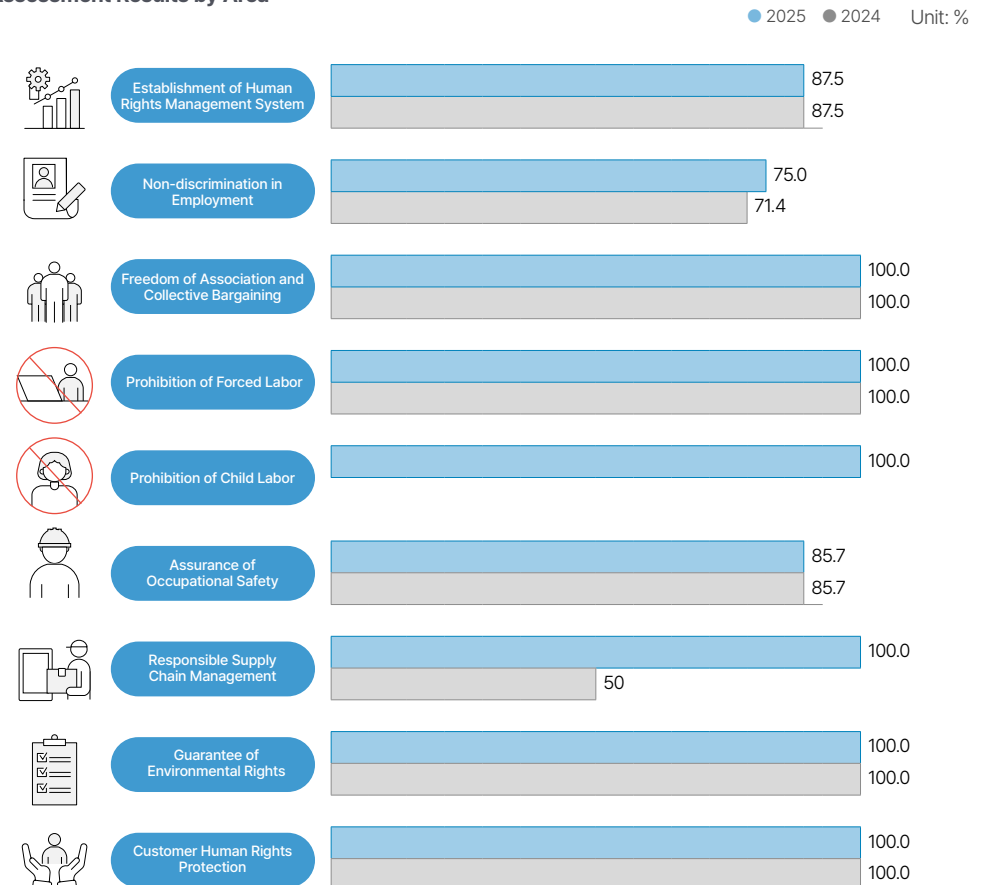
Based on global and domestic human rights guidelines, the company identified nine human rights issue areas that form the core scope of human rights due diligence. As internationally recognized human rights areas are broader in scope, Daewoong Pharmaceutical has developed detailed assessment criteria reflecting its industry and business characteristics to systematically manage direct and indirect human rights risks and impacts. The resulting human rights impact assessment framework comprises nine categories, 28 areas, and 66 detailed items, comprehensively covering potential human rights impacts on diverse stakeholders, including customers, employees, partner companies, and local communities. Based on this framework, the company proactively identifies human rights risks and continuously manages them to protect stakeholders' human rights.

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, etc.	• Possibility of failing to systematically manage human rights violations arising from business activities due to the absence of a human rights policy • Risk of decreased stakeholder trust and legal disputes due to the absence of regular human rights impact assessments and insufficient grievance mechanisms
Non-discrimination in Employment	Guarantee of living wage, non-discrimination in employment, non-discrimination against non-regular workers, non-discrimination against foreign workers, etc.	• Possibility of hindering an equal working environment due to discriminatory treatment based on gender, disability, nationality, or employment type • Reputational risk and internal conflict due to wage gaps and limited promotion opportunities for non-regular and foreign workers
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.	• Possibility of violating workers' rights due to unfair treatment related to union activities or failure to implement collective bargaining • Increase in employee dissatisfaction due to lack of alternative measures in the absence of labor unions, potentially affecting productivity and corporate reputation
Prohibition of Forced Labor	Guarantee of working hours and prohibition of forced labor, etc.	• Possibility of deterioration in employee health and well-being due to excessive working hours and forced labor practices • Emergence of corporate accountability issues in cases where forced labor occurs at partner or subcontracting companies
Prohibition of Child Labor	Prohibition of employment of minors	• 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
Assurance of Occupational 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.	• Increased risk of industrial accidents due to non-compliance with workplace safety standards • Risk of corporate image damage and legal liability in cases of insufficient protection for vulnerable groups
Responsible Supply Chain Management	Prevention of human rights violations by suppliers and others, implementation of monitoring, etc.	• Possibility of joint corporate responsibility if human rights violations such as child labor or forced labor occur within partner companies • Risk of decline in ESG rating and loss of investor trust due to lack of supply chain monitoring
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.	• Possibility of negative environmental impact on local communities due to insufficient environmental management systems • Increased risk of stakeholder conflict and regulatory violations due to lack of environmental information disclosure and absence of emergency response plans
Customer Human Rights Protection	Compliance with laws and regulations for customer protection, protection of customer privacy, etc.	• Possibility of privacy violations and legal disputes due to customer data leakage or misuse • Failure to comply with customer protection standards during the sale of pharmaceutical products, resulting in consumer harm and loss of trust

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 94.25%. The areas of "Freedom of Association and Collective Bargaining," "Prohibition of Forced Labor," "Prohibition of Child Labor," "Responsible Supply Chain Management," "Guarantee of Environmental Rights," and "Customer Human Rights Protection" showed excellent compliance rates of 100%. However, the "Non-discrimination in Employment" area was found to be insufficient, and systematic management and enhancement will be pursued going forward.

Assessment Results by Area



Enhancing Human Rights and Labor Communication

Promoting a Culture of Respect for Human Rights and Related Performance

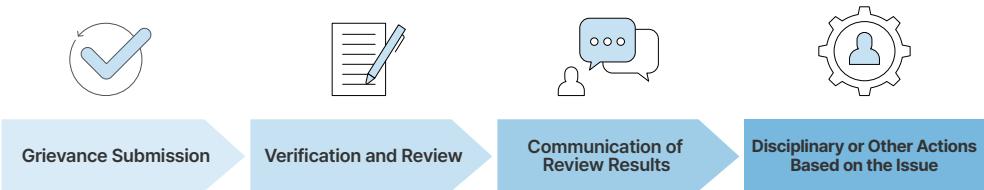
Human Rights Training

Daewoong Pharmaceutical provides annual human rights training to raise awareness of human rights management among all employees and foster a healthy organizational culture. In 2025, a total of 2,341 Daewoong Pharmaceutical employees completed the training, which covered various human rights protection topics, including the prevention of sexual harassment and workplace bullying and disability awareness. Daewoong Pharmaceutical plans to further strengthen human rights protection and a culture of respect in the workplace through ongoing human rights training and an expanded training scope.

Labor-Management Communication and Grievance Handling

Daewoong Pharmaceutical listens to employees through various communication channels, including the labor union, Hanmaeum Council, and employee grievance channels, and works to build healthy labor-management relations. Submitted matters are reviewed in accordance with relevant regulations and procedures and, except where the facts cannot be verified or the matter is not subject to deliberation, are handled through internal decision-making bodies such as the Labor-Management Council and Disciplinary Committee. The company also systematically manages grievance review results and follow-up actions to protect employee rights and foster a trust-based communication culture within the organization. In 2025, a total of 46 human rights-related grievances were received, all of which were resolved.

Employee Grievance Handling Process



Activities to Enhance Stakeholder Health and Well-Being

Daewoong Pharmaceutical provides tailored support programs to improve the health and quality of life of employees and diverse stakeholders. In addition to employee health promotion and family-friendly programs, the company is expanding digital healthcare and health support activities for patients, older adults, and vulnerable members of local communities to create social value. The company also works to create a sustainable environment in which everyone can enjoy a healthy life by promoting a prevention-focused health management culture and improving access to healthcare.

Stakeholders	Key Initiatives and Activities
 Employees	Support employees' physical and mental health and work-life balance through flexible work arrangements, health management programs, family-friendly programs, and digital healthcare-based health promotion activities
 Patients	Support chronic disease prevention and improve access to health management through AI and digital healthcare solutions and remote monitoring-based services
 Older Adults and Vulnerable Populations	Support access to healthcare in underserved areas and health monitoring through wearable devices and remote health management services
 Local Communities	Promote community health and create shared value through health campaigns, medical support, disaster relief, and social contribution activities
 Children and Adolescents	Support the healthy development and independence of future generations through education, mentoring, and integrated health and welfare programs

Talent Acquisition and Development

Talent Acquisition and Management Framework / Talent Acquisition

Talent Acquisition and HR Management Policy

Daewoong Pharmaceutical operates fair and transparent recruitment and HR management systems based on its talent profile, which emphasizes learning, communication, execution, and collaboration as core values. Based on the “Three Principles of Evaluation at Daewoong Pharmaceutical,” the company objectively assesses employees’ efforts and performance and provides reasonable compensation accordingly. It also operates a range of recruitment programs to attract outstanding talent, including credit-linked internships, advanced pharmacy practice programs, recruitment information sessions, and company visits. The company has also introduced a 1-DAY interview process designed for applicant convenience, improving the efficiency and accessibility of its recruitment process.

Talent Acquisition Process

Recruitment Internship for New Hires

- 1 Document Screening**
Evaluating applicants’ suitability for the company and the role through their self-introduction letters.
- 2 Aptitude and Personality Test**
Personality tests assess individual traits, while aptitude tests evaluate basic skills such as comprehension, numerical ability, and logical reasoning.
- 3 Interview Process**
Through a 1-DAY interview, we assess whether the candidate fits Daewoong’s ideal profile and evaluate job suitability for each position
- 4 Internship**
New hires receive introductory training and on-site OJT during a three-month internship period, through which their competencies are finally assessed.



Experienced Hires

- 1 Document Screening**
Evaluating applicants’ suitability for the company and the role through their self-introduction letters.
- 2 Aptitude and Personality Test**
Personality tests assess individual traits, while aptitude tests evaluate basic skills such as comprehension, numerical ability, and logical reasoning.
- 3 Practical Interview**
This stage evaluates performance and verifies whether the candidate shares the company’s values and can demonstrate top capabilities.
- 4 Executive Interview**
The executive interview stage involves a more in-depth assessment of the candidate’s suitability for Daewoong, with tasks assigned as necessary.
- 5 Reference Check**
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.
- 6 Compensation Determination**
At this stage, negotiations are conducted with the candidate to ensure reasonable compensation, considering the candidate’s capabilities.

Diversified Talent Acquisition Programs

Internship Program

Daewoong Pharmaceutical operates an employment-linked internship program to attract outstanding talent and develop future core talent. In 2025, the company offered internships across a wide range of functions, including sales, marketing, research, development, manufacturing, and management, enabling interns to strengthen their practical capabilities by completing workplace assignments and participating in projects. The company also provides growth opportunities through mentoring and developmental feedback from leaders and offers outstanding participants opportunities for full-time employment following an evaluation at the end of the program. Daewoong Pharmaceutical will continue to operate a structured internship program that enables individuals with strong growth potential to demonstrate their capabilities.

Expansion of Global Recruitment

Daewoong Pharmaceutical has undertaken various recruitment initiatives to secure outstanding local global talent, resulting in the hiring of a total of 69 global employees in 2025. In particular, in October 2025, PT Selatox Bio Pharma conducted mass hiring, expanding the recruitment of local professionals in various fields, including quality assurance, quality control, production, and facility management. In addition, focusing on its local subsidiaries, Daewoong Pharmaceutical Indonesia, PT Selatox Bio Pharma, and Daewoong Group Indonesia, the company is continuously strengthening the recruitment of outstanding global talent across all functions, including R&D, production, sales, and marketing.

Growth-Oriented Internship and 1-DAY Recruitment Programs

Daewoong operates the employment-linked “Growth-Oriented Internship” and “1-DAY Interview” programs to identify talent with strong growth potential and a willingness to learn. Interns undertake key workplace assignments and projects and strengthen their practical capabilities and growth potential through developmental feedback from mentors and leaders. The company also conducts competency and job-specific interviews on the same day through its 1-DAY interview process, allowing applicants to fully demonstrate their capabilities, while group assignments and communication-focused interviews are used to comprehensively assess collaboration capabilities and organizational fit.



Daewoong Group 2025 Growth-Oriented Internship DIVE



Daewoong Group 1-DAY Interviews for the First Half of 2025

Talent Acquisition and Development

Talent Management

Performance Evaluation of Members

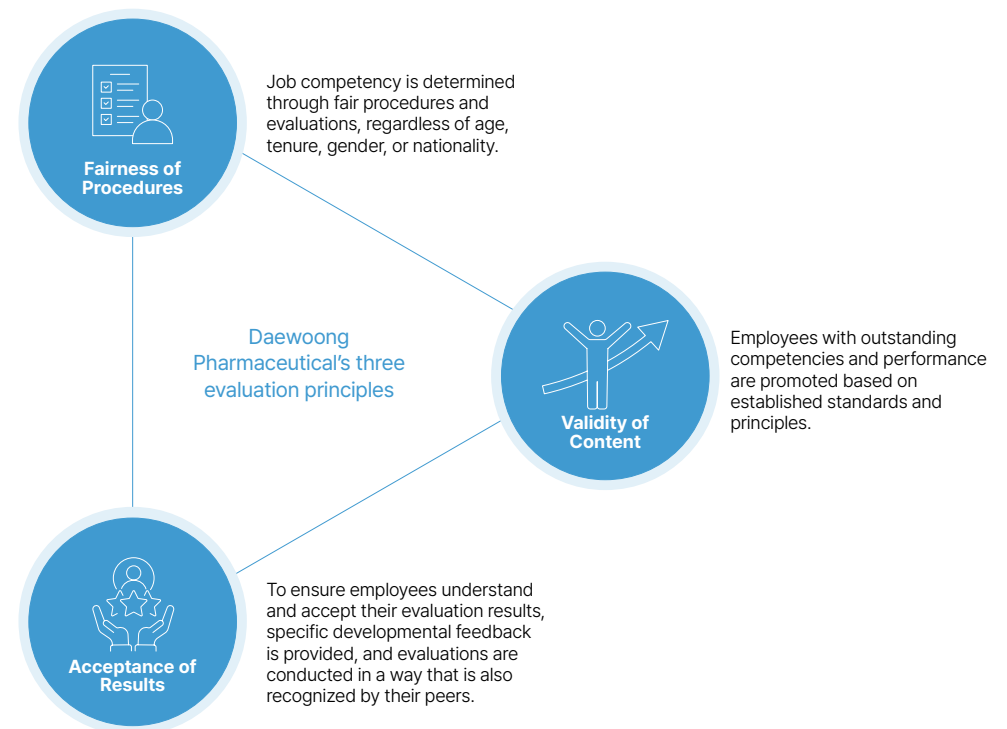
Daewoong Pharmaceutical supports employee growth and competency development based on a transparent and objective evaluation system. Evaluation grades are operated in seven levels: S, A, B+, B, C+, C, and D. The sales division conducts evaluations on a quarterly basis, while non-sales divisions conduct evaluations on a semiannual basis. In addition, performance is continuously managed in connection with the monthly "Developmental Feedback" process, and the company supports the establishment of goals and competency development plans based on communication among members. Furthermore, in accordance with Daewoong Pharmaceutical's three evaluation principles, the company operates various systems such as multi-faceted evaluation and evaluation workout to ensure fair and systematic performance evaluations.

Daewoong Pharmaceutical Performance Evaluation System



Compensation Based on Performance

Daewoong Pharmaceutical was the first company in the pharmaceutical industry to introduce a job-based pay system that determines compensation based on job roles and responsibilities, as well as individual capabilities and performance. Regardless of age, tenure, gender, or nationality, the company provides compensation and opportunities based on job fit and performance, moving beyond seniority-based HR management to support individual growth and the development of professional expertise. Through this approach, the company fosters a growth-oriented organizational culture in which outstanding talent can fully realize their capabilities and potential.

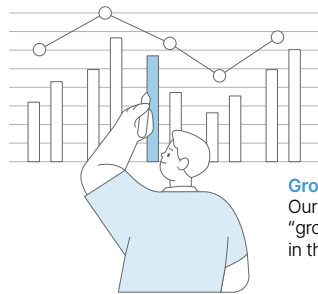


Talent Acquisition and Development

Talent Development

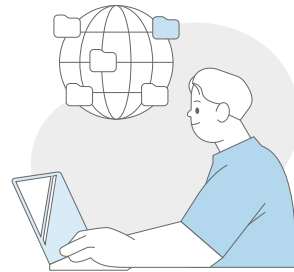
Talent Development Framework

Daewoong Pharmaceutical operates a talent development framework based on Daewoong WAY to support employee growth and capability development. The company provides equal growth opportunities to all employees regardless of gender and supports the enhancement of job expertise and competitiveness through systematic training programs and continued investment in training. It also fosters a culture of self-directed learning to promote sustainable talent management.



Growth

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



Autonomy

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

Talent Education

Daewoong Pharmaceutical operates systematic training programs to help new and experienced hires adapt to the organization and improve work engagement. New hires receive onboarding training aligned with the first- and second-half recruitment schedules, while experienced hires enhance their understanding of the organizational culture and work through group training programs. In addition, through the "Communication and Learning for Position Holders" program, the company strengthens leadership capabilities and shares and discusses key management issues. In 2025, a monthly average of 123 position holders and a total of 1,477 position holders annually participated in training at the Daewoong Management Development Center. Through this, the company is strengthening organizational operation capabilities and a common leadership foundation.

Practical Orientation Training Focused on Growth Potential

Daewoong operates a structured orientation training program to support the organizational adaptation and practical capabilities of talent with strong growth potential. The 2025 orientation training for employment-linked interns provided practical instruction in work attitudes, collaboration capabilities, the pharmaceutical industry, business etiquette, and the use of Excel and AI, while team projects and mentoring strengthened communication and collaboration capabilities. The company is also expanding a culture of developing growth-oriented talent based on learning, communication, collaboration, and execution.



Daewoong Group Employment-Linked Internship Orientation Training, First Half of 2025

Training Satisfaction Assessment

Daewoong Pharmaceutical conducts semiannual satisfaction assessments (SLA assessments) to continuously improve the operational quality and effectiveness of external training programs. The company conducts multiple-choice and open-ended surveys covering training content, delivery methods, system environment, and overall satisfaction, and incorporates employee feedback into training operations. Based on the assessment results, the company regularly updates training content and improves its operating framework to provide a more effective learning environment.

Daewoong Pharmaceutical's Unique Talent Development Program

Systems and Programs	Description
CDP	Through the CDP (Career Development Program), Daewoong Pharmaceutical supports employees in designing their own career paths and gaining experience in various related roles, thereby strengthening job expertise and growth capabilities and supporting continuous career development.
Monthly 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)	Providing networking and exchange opportunities with external experts in each job field, enabling employees to gain practical insights and benchmarking cases and strengthen their job expertise and problem-solving capabilities.
AX 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	Strengthening global mindset and professional competencies through local language and culture training, overseas branch visits, and experiential work.
Growth-oriented Talent Development and Training of Clinical Professionals	Providing clinical professionals, including CPLs (Clinical Project Leaders), with internships, mentoring, developmental feedback, internal and external training, and practical experience opportunities to strengthen clinical trial operation capabilities and new drug development expertise.

Promoting an AX-Based Culture of Work Innovation

Daewoong Pharmaceutical uses generative AI and digital collaboration tools to improve work efficiency and execution capabilities. The company is expanding employee-led AI use cases to streamline repetitive tasks and strengthen data-driven decision-making and a culture of self-directed learning, thereby enhancing digital capabilities across the organization.

Case 1. Development of an AI Chatbot for the CH Marketing Division

- Developed a generative AI-based chatbot to streamline repetitive tasks, including product naming, competitor analysis, and new employee onboarding, creating an environment that enables greater focus on strategic and planning activities

Case 2. Establishment of an AI Work System for Regional Business Division 4

- Established an AI-based collaboration and learning framework using Notion, NotebookLM, ChatGPT, and other tools to strengthen data analysis, sales strategy development, self-directed learning, and organizational collaboration capabilities

Work Environment and Organizational Culture

Healthy Work Environment Management Framework / Healthy Work Environment Management Programs and Performance

Work Environment and Organizational Culture Management Framework

Under its vision of becoming “a global healthcare group dedicated to improving quality of life,” Daewoong Pharmaceutical operates a systematic work environment and organizational culture management framework based on the belief that healthy employees create healthy services. The company has established an occupational health management system based on ISO 45001 and operates various employee welfare programs, including flexible work arrangements, health management programs, and family-friendly policies, enabling employees to maintain their physical and mental well-being, achieve work-life balance, and remain engaged in their work.

Programs for Work-Life Balance

Daewoong Pharmaceutical provides a flexible work environment and a range of welfare and wellness programs to help employees work autonomously, stay engaged, and maintain their well-being. Based on smart offices and flexible work arrangements, the company enhances work autonomy and supports employee renewal and sustainable growth through long-term refresh leave, wellness programs, and health management platforms. These efforts have led to recognition as a Leading Family-Friendly Company and a Health-Friendly Workplace, strengthening the competitiveness of the company's organizational culture.

Daewoong Pharmaceutical's 2025 Work-Life Balance Programs

Policies and Programs	Key Details
Creating an Autonomous and Engaging Work Environment	- The company offers flexible work arrangements to employees capable of delivering results autonomously, allowing them to choose their working hours and location. - Smart offices have been established across all workplaces, including the headquarters, research institutes, manufacturing sites, and branches, providing various autonomous work environments such as Bear Cowork, smart offices, and Smart IT.
Long-Term Refresh Leave and Self-Development Support	- Employees with five or more years of service receive four weeks of paid leave, providing sufficient opportunities for rest and renewal. - Employees requiring self-development training during their refresh leave may receive up to KRW 1 million in training expenses, supporting both long-term growth and improved work efficiency.
Operation of the Daewoong Family Refresh Program	- The company operates an overnight wellness program twice a year to provide employees and their families with opportunities to recharge together. - Employees may choose between Heallience Seonmaeul and the Daewoong Management Development Center, the group's recreational facilities, to enjoy time for rest and wellness.
Wellness Resort Program	- The company operates wellness programs to help employees improve their eating, exercise, mindfulness, and daily rhythm habits. - A variety of wellness activities, including meditation, yoga, and singing bowls, support mental and physical well-being and enhance the body's natural healing capacity, contributing to a healthy organizational culture.
Workation and Wellness Retreat Support	- The company operates workation and wellness retreat programs that enable employees to combine work and rest in natural settings. - By providing both workspaces and wellness programs, the company supports employee renewal and greater engagement.

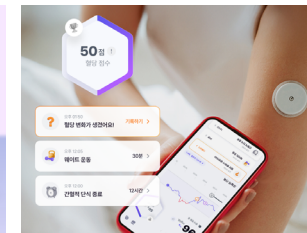
Employee Health Management Program

Metabolic Disease and Obesity Management Program (Welda)

Daewoong Pharmaceutical uses Welda, a metabolic health management platform, to prevent and improve metabolic diseases such as obesity by helping employees build healthy lifestyle habits. Welda connects a blood glucose management device with a mobile app, enabling employees to check their real-time health data. It provides personalized management solutions through meal analysis, customized health journeys, health information content, and personalized AI coaching. Rather than simply focusing on weight loss, the program aims to improve overall metabolic health, including blood glucose, body fat, abdominal circumference, and lifestyle habits, and was expanded company-wide in 2025.



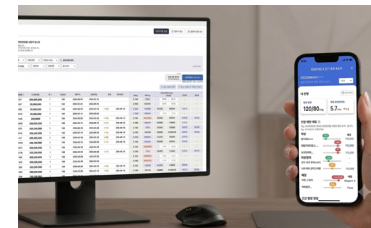
Welda Blood Glucose Management Solution Kit and App Integration Screen



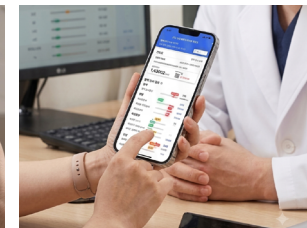
Welda App Service and Usage Image

Chronic Disease Management (WellCheck)

Daewoong Pharmaceutical provides the WellCheck chronic disease management platform to help employees identified through health screenings as having, or being at risk of, diabetes or hypertension manage their health on an ongoing basis. The platform offers precise measurements through integration with digital healthcare devices, including continuous glucose monitors and blood pressure monitors, as well as personalized educational content and lifestyle improvement coaching. In connection with the government's primary care chronic disease management program, it also helps employees establish annual care plans with local primary care physicians and receive support in reducing medical expenses.



WellCheck Web for Physicians & App for Patients



WellCheck Mobile Care Plan Screen

Work Environment and Organizational Culture

Healthy Work Environment Management Programs and Performance / Protection of Workforce Diversity and Inclusion

Advancing the Digital Health Management Framework

Daewoong Guardian Program (Healice Core Exercise Center)

Daewoong Pharmaceutical operates customized exercise programs in partnership with the Healice Core Exercise Center to prevent musculoskeletal disorders and promote employee health. The programs support improvements in forward head posture and rounded shoulders, pain relief, and physical function, while providing group exercise and one-on-one professional coaching. In 2025, the program received the highest rating (Grade S) in the employee satisfaction survey for the second consecutive year, with more than 93% of participants reporting satisfaction. The company also introduced an integrated online and offline management framework using an AI-based musculoskeletal analysis solution and expanded the program to the Osong Plant and Yongin Research Institute to support both physical and mental health.



Participation in the Healice Core Exercise Center Program

AI-Based Health Management Platform “Biz 36.5”

Daewoong Pharmaceutical introduced the AI-based health management platform “Biz 36.5” to help employees translate health screening results into meaningful health improvements. The platform integrates the entire process from health screening appointments and result reviews to follow-up care, while the “My Health AI Coach” chatbot explains screening results and provides personalized health management guidance. It also provides information on additional examinations, relevant medical services, and health content to support employees’ ongoing health management.



User Using the “My Health AI Coach” Chatbot



Overview of Biz 36.5

Health-Friendly Workplace Certification

In 2025, Daewoong Pharmaceutical obtained Health-Friendly Workplace Certification administered by the Ministry of Health and Welfare and the Korea Health Promotion Institute based on its health-friendly management framework integrating employees’ physical, mental, and metabolic health. The company was recognized for creating a health-friendly work environment and establishing health promotion programs and operating systems and continues to strengthen its health management foundation so that employees can remain engaged in their work in a healthy environment.



Health-Friendly Workplace Certification Logo

Non-Discrimination Principles for Promoting Diversity

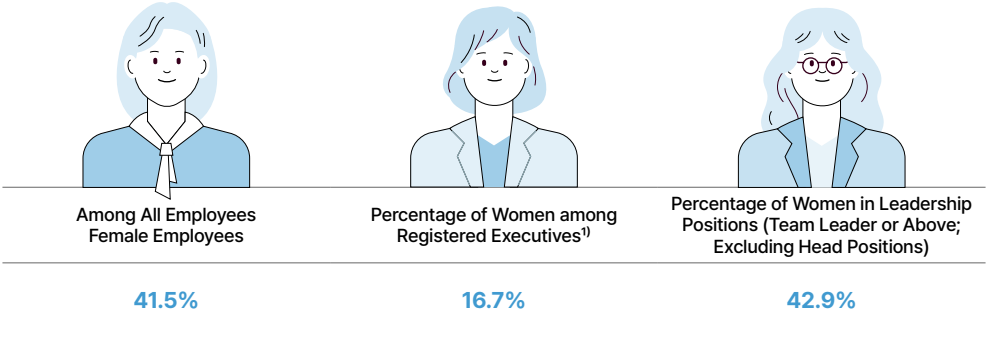
Based on its Human Rights Management Charter, Daewoong Pharmaceutical does not discriminate in recruitment on the grounds of gender, race, nationality, ethnicity, religion, or other characteristics, nor does it discriminate in working conditions such as compensation and promotion. The company also strictly complies with international standards and applicable laws and regulations governing working hours and working environments to ensure that all employees can work in a safe and comfortable environment.

Goals for Creating Employment Opportunities for Persons with Disabilities and Promoting Diversity

Daewoong Pharmaceutical works to create an inclusive employment environment to expand stable job opportunities for persons with disabilities and other vulnerable groups and promote diversity within the organization. The company specifies preferential consideration for persons with disabilities in job postings to expand employment opportunities and has established a sustainable employment model through Bear Mart, an in-house convenience store operated in partnership with a company specializing in employing persons with developmental disabilities. As of December 2025, Bear Mart employed 10 persons with developmental disabilities and two job coaches and maintained a stable working environment through a three-shift system comprising teams of four. The company also plans to increase the number of employees with disabilities to 11 in 2026 and will continue to expand employment opportunities for persons with disabilities based on diversity and inclusion.

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

In 2016, Daewoong Pharmaceutical became the first company in the industry to introduce a job-based pay system that provides equal opportunities to all employees, including women, regardless of gender, enabling female leadership to thrive. A female executive in her 30s, the first in the pharmaceutical industry, also received the GPTW Innovation Leader Award. The percentages of female employees and female managers have continued to increase over the past three years, and the company is working to develop the next generation of female leaders through these programs.



* Combined data for Daewoong and Daewoong Pharmaceutical

1) The percentage of women among registered executives is as of June 2026, while the remaining data are as of December 2025.

Work Environment and Organizational Culture

Protection of Workforce Diversity and Inclusion

Enhancement of Family-Friendly Systems

Selected as a “Leading Family-Friendly Company”

Daewoong Pharmaceutical is creating an organizational culture and work environment where employees can balance work and family life based on “autonomy” and “growth,” and was certified and selected as a “Leading Family-Friendly Company” by the Ministry of Gender Equality and Family in 2025. This certification is granted to companies that have maintained family-friendly certification for 12 consecutive years or more and have been recognized for excellence in family-friendly management performance and organizational culture. Daewoong Pharmaceutical supports an autonomous work environment through flexible work arrangements, smart offices, capsule rooms, healing zones, and the CDP system, and has created an environment where employees can continue developing their careers even after maternity leave and parental leave. Going forward, Daewoong Pharmaceutical will continue to strengthen its family-friendly management system that supports both work engagement and work-family balance.

Operation of Support Programs for Working Moms and Dads

Daewoong Pharmaceutical continues to expand its family-friendly work environment and maternity protection programs so that employees can balance work and family life. The company operates various support programs for employees and their families, and before employees return from parental leave, it minimizes the burden and concerns associated with returning to work through continuous communication among the original department, HR team, and the returning employee. As a result, the company achieved a 93% employment retention rate after maternity leave and parental leave over the past three years, and received the “Best Workplace for Parents in Korea” award from GPTW. In addition, Daewoong Pharmaceutical supports employees in focusing on their work in a stable environment through welfare programs covering the entire family life cycle, including childbirth congratulatory grants, school entrance congratulatory grants, tuition support, and comprehensive health checkups for family members.

Organizational Culture Achievements Based on Autonomy, Growth, and Family-Friendly Practices

Daewoong Pharmaceutical continues to enhance its work environment to improve employee engagement and quality of life, supported by an organizational culture centered on autonomy and growth. These efforts have earned external recognition for the competitiveness of the company's organizational culture and work environment through various certifications and awards, including Leading Family-Friendly Company, Work Innovation Excellence Company, and Best HRD.



Best Workplaces
in Asia

16th



Leading
Family-Friendly
Company

No. 1



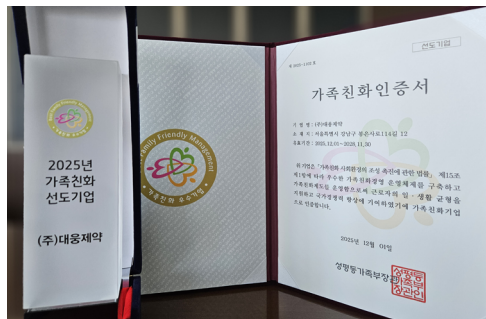
Best Human
Resources Development
Institution

BEST^{HRD}



Work Innovation
Excellence Company

SS^{Grade}



Selected as a Leading Family-Friendly Company



Received the GPTW “Best Workplaces for Parents in Korea” Award

Occupational Health and Safety

Occupational Health and Safety Governance

Daewoong Group EHS Management Committee

The Board of Directors of Daewoong Group consists of seven members, including the CEO, and reviews and approves the environmental and safety management policies, organizational status, activity performance, KPIs, budget, and environmental, safety, and health business plans of Daewoong Group companies each year. To support decision-making on environmental, safety, and health matters, Daewoong Group companies hold the EHS Management Committee, chaired by the CEO of Daewoong Pharmaceutical, at least once every 6 months, or as needed. The Committee deliberates on EHS operation strategies, issues, and improvement matters by group company, and reports the results of environmental, safety, and health activities to the Board of Directors at least twice a year.

EHS Coordinators Council

Daewoong Pharmaceutical operates the EHS Coordinators Council under the EHS Management Committee, composed of environmental, safety, and health practitioners from Group companies. The Council manages indicators according to the circumstances of each Group company so that management strategies can be reflected at the site level, and develops effective management measures for each indicator.



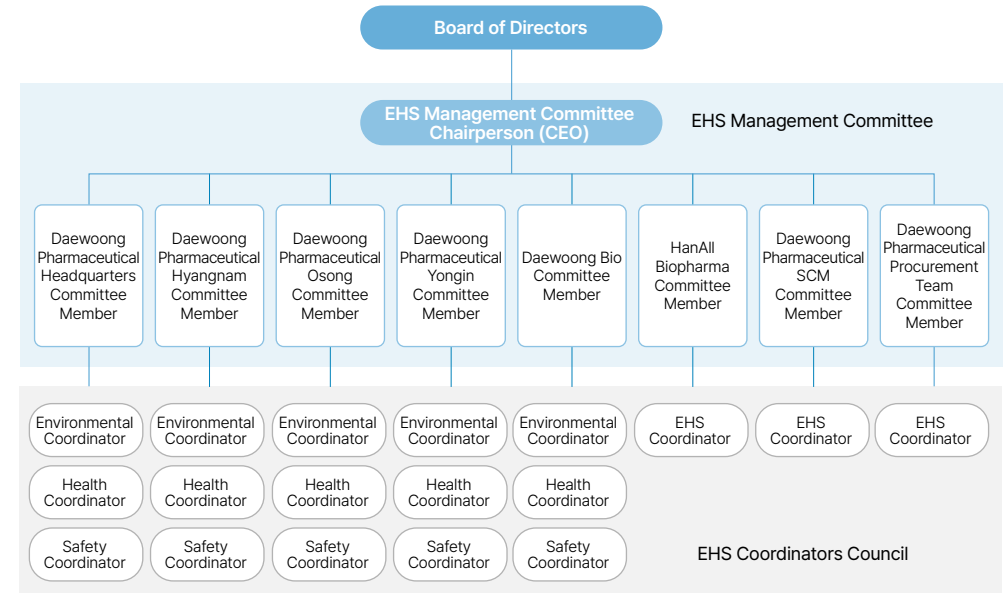
EHS Management Committee Meeting



EHS Coordinators Council Meeting

Occupational Health and Safety Framework

Occupational Health and Safety Governance Structure



Roles/Functions of the EHS Coordinators Council

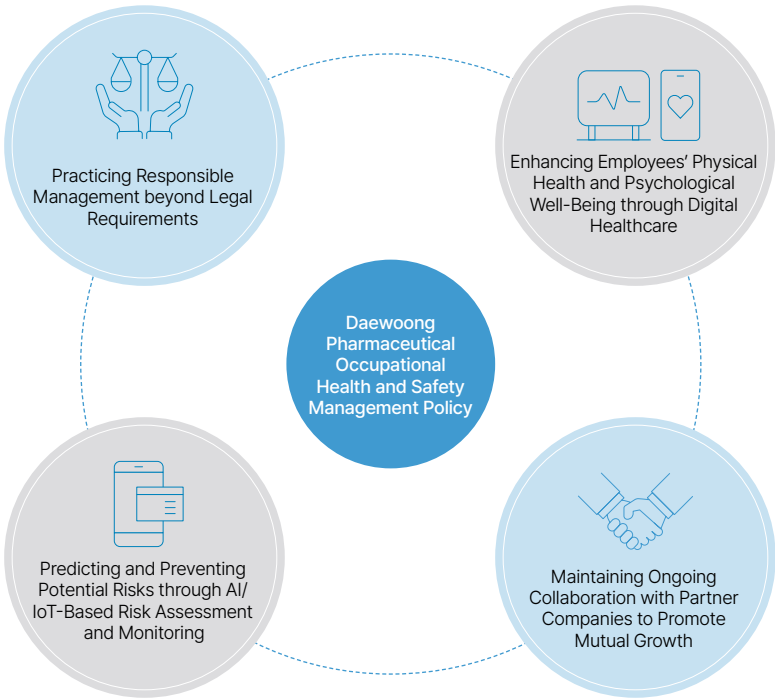
Category	Key Role
Technical Support Center	Operation of the energy management system, GHG/energy management, facility maintenance and management, and environmental management
SCM Team	Management of raw material/product receipt and shipment, environmentally responsible suppliers, and partner company selection and management
Procurement Team	Green procurement and support management, and worker and partner company management
Environmental Coordinator	Management of indicators across environmental areas and establishment of environmental strategies
Occupational Health and Safety Coordinator	Development of response measures for employee accidents caused by fire, explosions, or hazardous substances

Occupational Health and Safety

Occupational Health and Safety Management Strategy

Occupational Health and Safety Management Policy

As a pharmaceutical company that contributes to promoting public health and realizing a healthy society, Daewoong Pharmaceutical recognizes safety and health as core elements of sustainable management. Based on the responsible participation and active safety and health activities of all employees, the company is working to strengthen its safety management system and establish a foundation for sustainable growth. In addition, in accordance with its EHS management policy, the company complies with relevant laws and regulations and practices responsible business operations, while creating a safe working environment by improving employee health and quality of life and establishing a safety culture. Furthermore, pursuant to the Occupational Safety and Health Act, the company reviews and manages its safety and health management policy each year through Board approval, and discloses it internally and externally to enhance the transparency and execution capability of safety and health management.



Occupational Health and Safety Management System

Daewoong Pharmaceutical operates its occupational health and safety management system based on certification under ISO 45001, the international standard for occupational health and safety management systems. The Hyangnam and Osong Plants maintain their certifications and systematically manage occupational health and safety activities, including risk assessments, regulatory compliance, safety training, and emergency response systems. The company also works to prevent occupational accidents and create a safe work environment through continuous improvement based on the Plan-Do-Check-Act (PDCA) cycle.

Medium- to Long-Term Occupational Health and Safety Goals

Daewoong Pharmaceutical recognizes employee health and safety as a core element of sustainability management and is progressively advancing its occupational health and safety management system. Beginning with Health-Friendly Workplace Certification, the company will expand the scope of occupational health and safety management to its new research facility and plans to establish an integrated company-wide ISO 45001 certification system by 2027. The company will also strengthen on-site safety management by introducing a Smart Video Management System (SVMS) and, over the longer term, pursue integrated ISO 45001 certification and standardization across major affiliates to enhance the group's occupational health and safety competitiveness.

Daewoong Pharmaceutical's Medium- to Long-Term Occupational Health and Safety Goals

2025	Health-Friendly Workplace Certification
2026	Expansion of Occupational Health and Safety Coverage following the Opening of the Magok Research Institute
2027	Integrated Company-wide ISO 45001 Certification for Daewoong and Daewoong Pharmaceutical
2030	Company-wide Implementation of the Smart Video Management System (SVMS) at Daewoong and Daewoong Pharmaceutical
2035	Integrated ISO 45001 Certification and Standardization across Major Daewoong Group Affiliates

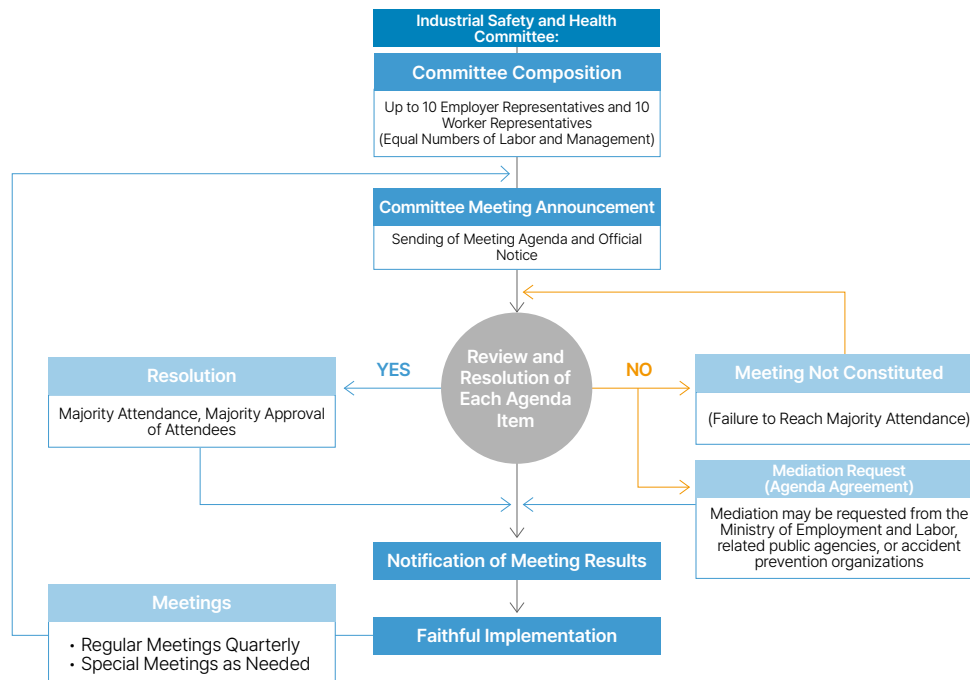
Occupational Health and Safety

Strengthening Occupational Health and Safety Management Activities

Operation of the Industrial Safety and Health Committee

Daewoong Pharmaceutical operates the Industrial Safety and Health Committee as a consultative body for labor and management to jointly deliberate and make decisions on key matters related to occupational safety and health. Committees have been established at four business sites, including the headquarters, Hyangnam Plant, Osong Plant, and Yongin Research Center, and regular meetings are held once every quarter. Led by the person in charge of safety and health management, the committees discuss various agenda items to promote workers' safety and health. In 2025, a total of 28 agenda items were deliberated and resolved, and site-focused safety and health improvement activities were carried out, including regular risk assessments, revision of the Safety and Health Management Regulations, provision of personal cooling equipment to prevent heat-related illnesses, installation of speed bumps on company premises, revision of emergency response plans, establishment of an emergency response system, improvement of lighting, and measures to reduce fall risks. Daewoong Pharmaceutical actively collects workers' opinions through the Industrial Safety and Health Committee and reflects them in business site operations, thereby creating a safe and healthy working environment together with 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 six months 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 2025, both the Hyangnam and Osong Plants 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 Yongin Research Center.

Safety and Health Job Competency Assessment

Daewoong Pharmaceutical is expanding the supervisor job performance competency assessment, which had been conducted at the Hyangnam Plant, to the Osong Plant. The assessment is conducted based on five indicators: accident rate, safety management, health management, ISO management, and job performance. In addition, Daewoong Pharmaceutical is fostering a safety and health culture by including safety and health management in supervisors' KPIs. Through this, the company has awarded six outstanding supervisors from the top six departments, and both the Osong and Hyangnam Plants hold an award ceremony once every six months.

Employee Safety Training

Daewoong Group provides quarterly occupational health and safety training to raise safety awareness among all employees and prevent potential accidents, as well as pre-assignment training for newly hired employees. The group also provides job-specific training for occupational health and safety managers, safety managers, and health managers at each site, along with regular training for supervisors. In addition to mandatory training, designated occupational health and safety personnel complete specialized training to strengthen their professional expertise. In 2025, cumulative occupational health and safety training at Daewoong Pharmaceutical totaled 2,848 participants and 55,572 hours.

Strengthening Worker Safety Awareness (Department-Specific Specialized Training)

Daewoong Pharmaceutical's Manufacturing Division provides tailored specialized training to departments where accidents have occurred and those performing high-risk work to prevent safety accidents and establish a strong on-site safety culture. The training incorporates actual accident cases and analyses of task-specific risk factors to enhance employees' ability to recognize hazards and strengthen awareness of compliance with safety rules. In 2025, the Hyangnam Plant conducted 10 training sessions for 296 participants, while the Osong Plant conducted seven sessions attended by 152 participants. Through these efforts, the company is strengthening on-site safety capabilities and promoting a culture of autonomous safety management.

Occupational Health and Safety

Strengthening Occupational Health and Safety Management Activities

Occupational Health and Safety Risk Assessment

Daewoong Pharmaceutical conducts regular risk assessments across all workplaces to systematically manage hazards and risk factors and prevent occupational accidents. Through annual assessments, the company identifies and evaluates potential risks by process and task and incorporates the results into its occupational health and safety goals and annual action plans, implementing facility improvements, workplace environment enhancements, and preventive measures. The company also operates a QR code-based hazard reporting system and a near-miss reporting system to increase worker participation and promptly addresses identified improvement areas, thereby strengthening its site-centered occupational health and safety management framework.

Risk Assessment Process



Risk Assessment Results

In 2025, Daewoong Pharmaceutical conducted risk assessments and implemented 656 corrective measures to mitigate identified hazards. Upon completion of these improvement activities, the company reports progress to the safety and health management officers, and shares the results with employees through the occupational safety and health bulletin board or individual emails.

Category		No. of Risk Reduction Measures	Total
Daewoong Pharmaceutical	Seoul Headquarters	106	441
	Hyangnam	131	
	Osong	149	
	Yongin	55	
Daewoong Bio	Seoul Headquarters	48	215
	Hyangnam (API)	54	
	Hyangnam (Cephalosporin)	44	
	Hyangnam (Bio)	45	
	Anseong	24	

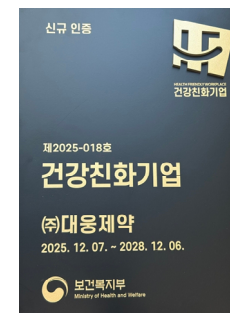
Creating a Safe Work Environment

Health-Friendly Workplace Certification

Daewoong Pharmaceutical obtained Health-Friendly Workplace Certification administered by the Ministry of Health and Welfare and the Korea Health Promotion Institute. The certification recognizes the company's overall excellence across four areas: its commitment to health-friendly management, health-friendly culture, practical health initiatives, and employee satisfaction. The company was particularly recognized for establishing an integrated health management framework centered on the Healience Core Exercise Center-based "Daewoong Guardian" program and extending it to digital healthcare and obesity and chronic disease management.

Safe Work Permit System

Daewoong Group requires safe work permits for hazardous processes conducted within its workplaces. Before work begins, contractors must obtain a permit and identify task-related hazards in advance. They must also follow procedures such as receiving occupational health and safety training materials for contractor workers performing hazardous work, signing a safety pledge for outsourced construction work, and confirming compliance with Daewoong Pharmaceutical's construction safety rules, thereby preventing accidents involving Daewoong Group employees and external contractor workers. In 2025, the Manufacturing Division expanded the scope of safe work permit management at the Hyangnam and Osong Plants from contractor work to internal work, and plans to extend the system across Daewoong Group in 2026.



Health-Friendly Workplace Certification Plaque



Health-Friendly Workplace Certification Ceremony

Occupational Health and Safety

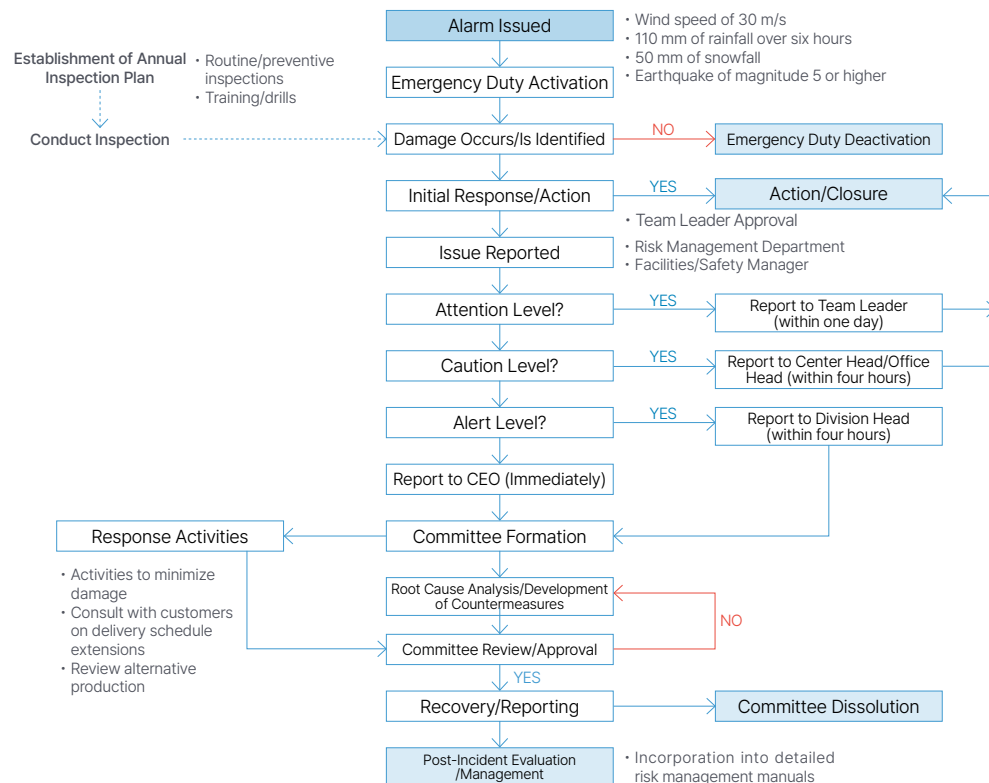
Strengthening Occupational Health and Safety Management Activities

Emergency Response

Establishment of an Emergency Response System

Daewoong Pharmaceutical has established and operates an emergency response system to prevent and promptly respond to fires, leaks and spills, safety and environmental incidents, natural disasters such as typhoons, heavy rainfall and earthquakes, and power outages, thereby ensuring systematic environmental and occupational health and safety management. The company has established a post-incident response manual to prepare for serious industrial accidents or imminent risks at its workplaces, designates decision-making authorities by crisis level to ensure an appropriate response to each type of crisis, and provides training and drills based on the manual.

Emergency Response Procedures



Emergency Response Training and Drills

Daewoong Pharmaceutical conducts regular emergency response training and drills to develop practical response capabilities and establish an effective response system for a range of unforeseeable emergencies. Using scenario-specific response manuals, the company provides Daewoong Pharmaceutical and partner company employees with emergency response drills covering confined-space asphyxiation rescue, emergency treatment for cardiac arrest, fire and explosion suppression, hazardous chemical spill response, and environmental incidents involving dislodged dust collector filters.

Confined Space Rescue Drill



1 Asphyxiation Incident Occurs



2 Report Incident and Measure Oxygen Concentration



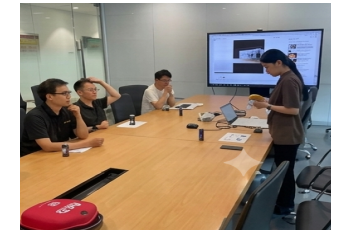
3 Ventilate the Area and Restrict Site Access



4 Rescue the Affected Person



5 Provide First Aid and Transport



6 Complete the Drill

Chemical Accident Response Drill



1 Chemical Spill Occurs



2 Inspect and Report the Spill Site



3 Remove/Recover the Chemical



4 Restrict Access to the Site/Provide Forced Ventilation



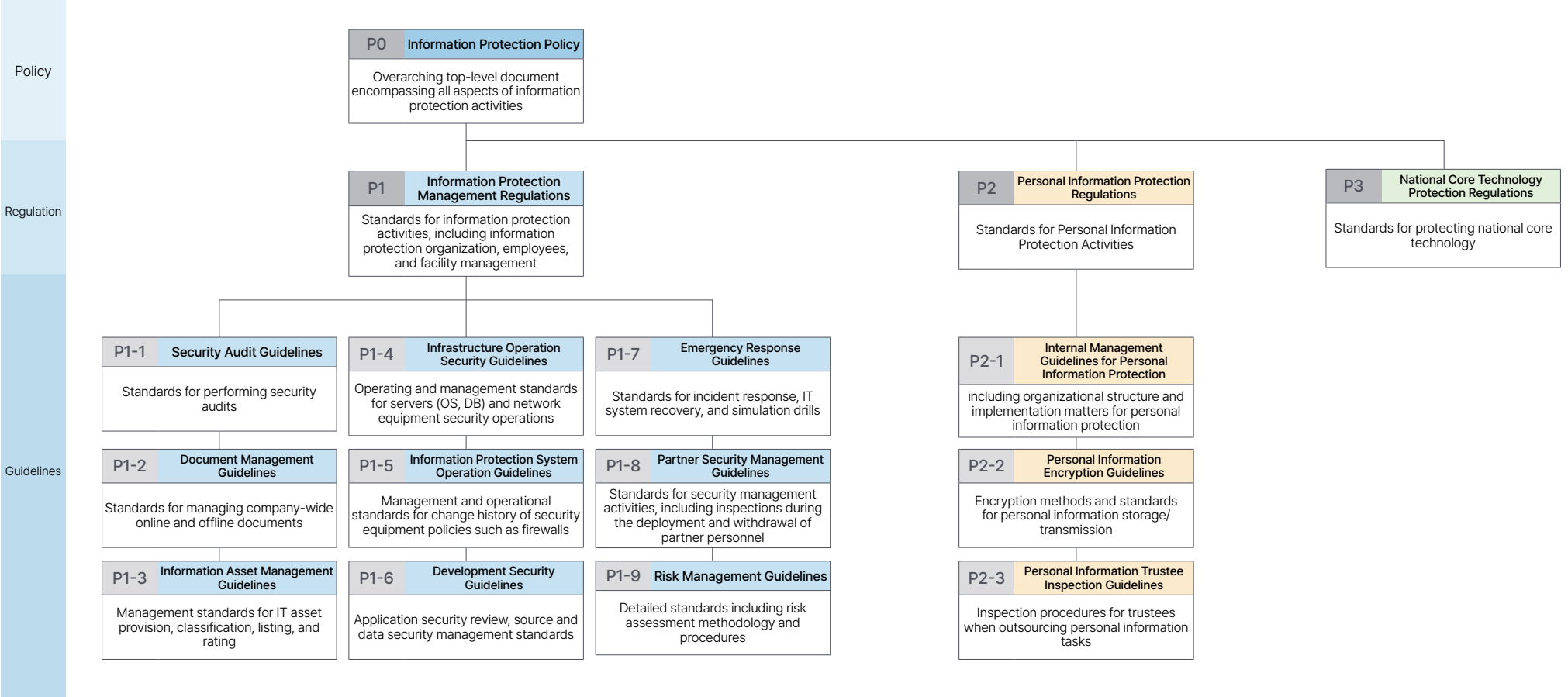
5 Provide First Aid

Information Security and Privacy Protection

Information Security Management Framework

Information Security Policies, Regulations, and Guidelines

With the growing importance of information security and data protection amid digital transformation and changes in the AI environment, Daewoong Pharmaceutical has been continuously strengthening its global-level information protection management system. The company has established an information protection policy and enhances its security capabilities by revising it at least once a year. After becoming the first company in the pharmaceutical industry to simultaneously obtain ISO 27001 (Information Security Management System) and ISO 27701 (Privacy Information Management System) certifications in 2022, Daewoong Pharmaceutical passed the renewal audit in 2025 and has been stably maintaining its certification system. In addition, based on legal counsel, Daewoong Pharmaceutical has restructured its information protection framework, comprising one policy, three regulations, and twelve guidelines, and shares it with employees, affiliates, and partners to spread a culture of compliance. Through security campaigns, regular training, and continuous monitoring, the company enhances employee security awareness, while proactively managing potential risks through a scenario-based response system. Furthermore, Daewoong Pharmaceutical operates an industrial security management system to protect its National Core Technology, Botulinum Toxin Formulation Production Technology, and in 2025 established security management standards for its overseas manufacturing site, Selatox, expanding the application of security governance to overseas subsidiaries.

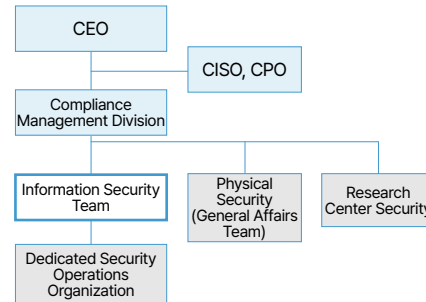


Information Security and Privacy Protection

Information Security Governance and Strategy

Dedicated Information Protection Organization

To strengthen information security governance, Daewoong Pharmaceutical operates a dedicated information security organization led by the CISO and CPO under the CEO. The Information Security Team within the Compliance Management Division oversees the establishment and implementation of company-wide information security policies and operates an integrated security framework in collaboration with security coordinators at affiliates and teams responsible for security operations, physical security, and research institute security. The company also strengthens its company-wide security management capabilities by establishing and communicating security standards and principles that reflect its business characteristics and global operating environment.



Information Protection Goals

Operation of the Information Security Management Framework

Strengthening Legal Risk Management

- As a company possessing national core technologies in the biotechnology field, Daewoong Pharmaceutical operates an industrial security management system in compliance with the Industrial Technology Protection Act.
- The company operates a personal information protection management system capable of responding to personal information protection laws in major countries, including Korea, the United States, and the EU.

Enhancing Business Competitiveness

- Daewoong Pharmaceutical establishes an environment where employees can focus on their work by protecting the company's information, information systems, and facilities so that they can be used whenever needed.



Ensuring the Stability of Business Information

- As a pharmaceutical manufacturing and sales company, Daewoong Pharmaceutical conducts activities to protect research, development, and production information exchanged with partners and eliminate leakage risks.

Identification and Mitigation of Information Security Risks

To thoroughly protect customers' personal information and comply with the Personal Information Protection Act, Daewoong Pharmaceutical conducted flow analysis for 11 personal information processing tasks and inspections of six personal information processing systems in 2025. In addition, the company checked whether personal information was exposed on external portals for the Group's external service systems and completed corrective actions for all identified vulnerabilities. In particular, Daewoong Pharmaceutical has expanded infrastructure vulnerability assessments across the entire Group, proactively identifying and addressing potential security risks throughout the Group. Furthermore, to ensure accountable vulnerability management, the company has established a "process for obtaining prior management approval for vulnerabilities that cannot be remediated," thereby strengthening management accountability for unaddressed risks and ensuring transparency in security governance.

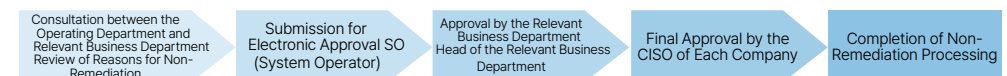
Information Security Risk Identification and Mitigation Process

Category	Inspection Targets	Inspection Criteria	Responsible Department
Personal Information Flow Analysis	Wholesale Management CP Management Scholarship Provision Recruitment Online Channel Pharmaceutical Management Sales Customer Management Consultation Management External PR Management Clinical Trials Event/Promotional Management	Requirements of the Personal Information Protection Act Requirements at the Time of Collection Requirements for Storage/Use Requirements for Provision/Outsourcing Requirements for Destruction	Review and Decision-Making Personal Information Collection Consent Procedure Mandatory /Optional Collection Items Personal Information Destruction Procedure Reflection in Business Processes Improvement Procedures Reflected in SOP Privacy Policy Reflected on Website Personal Information Destruction Performed
Personal Information Processing Systems	CPS DCM S/F CRM Official Website VIVID App Official Online Mail	Security Assurance Measures Standards Access Control Account Management Log Management Encryption Security Settings	Review and Decision-Making Process Improvement Plan System Implementation Strategy System Integration/Improvement Reflecting Process Improvements System Development and Modification

International Standard Certification for Information Security and Protection

Daewoong Pharmaceutical simultaneously obtained ISO 27001 (Information Security Management System) and ISO 27701 (Privacy Information Management System), international standard certifications in the fields of information security and personal information protection, in 2022, becoming the first company in the Korean pharmaceutical industry to do so, and has been stably maintaining them to date. The company has obtained international standard security certifications for all business sites, including the Daewoong Life Science Research Center in Yongin, which covers pharmaceutical R&D and manufacturing/production, as well as the Nabota Plant and Hyangnam Plant, which have obtained U.S. FDA cGMP certification, the Smart Factory in Osong, and the Seoul headquarters office. Going forward, Daewoong Pharmaceutical plans to further strengthen and expand its company-wide information protection management system by including the newly established Magok Research Center and Hoengseong Production Plant in the scope of the next audit.

Prior Approval Process for Vulnerabilities That Cannot Be Remediated



▲ If the request remains unapproved → Report to the CEO and process risk acceptance under the CISO's authority

Information Security and Privacy Protection

Information Security Governance and Strategy

Medium- to Long-Term Information Security Roadmap

Daewoong Pharmaceutical has established a medium- to long-term roadmap aimed at advancing beyond the highest level of security capabilities in Korea's pharmaceutical industry and achieving a security framework comparable to those of leading global pharmaceutical companies. The company has defined a differentiated security direction tailored to Daewoong by specifying evolving external security threats and changes in its internal and external operating environment and will further advance company-wide security governance by systematically identifying and implementing phased improvement initiatives.

Changes in Daewoong Pharmaceutical's Internal and External Environment

Internal Environment

Expansion of Cloud-Based Work Environments

Increased external storage and sharing of business data due to the use of generative AI and other technologies

Expansion of Research, Manufacturing, and Global Operations

Construction of new facilities in Magok and Hoengseong and expansion of data integration

Increasing Complexity of Security Management Scope and Targets

Growth in hybrid IT/OT environments and systems connected to contractors and partner companies

External Environment

Strengthening Global Regulatory and Certification Requirements

Expansion of global information security and privacy protection requirements, including ISO 27001, GDPR, and ISMS-P

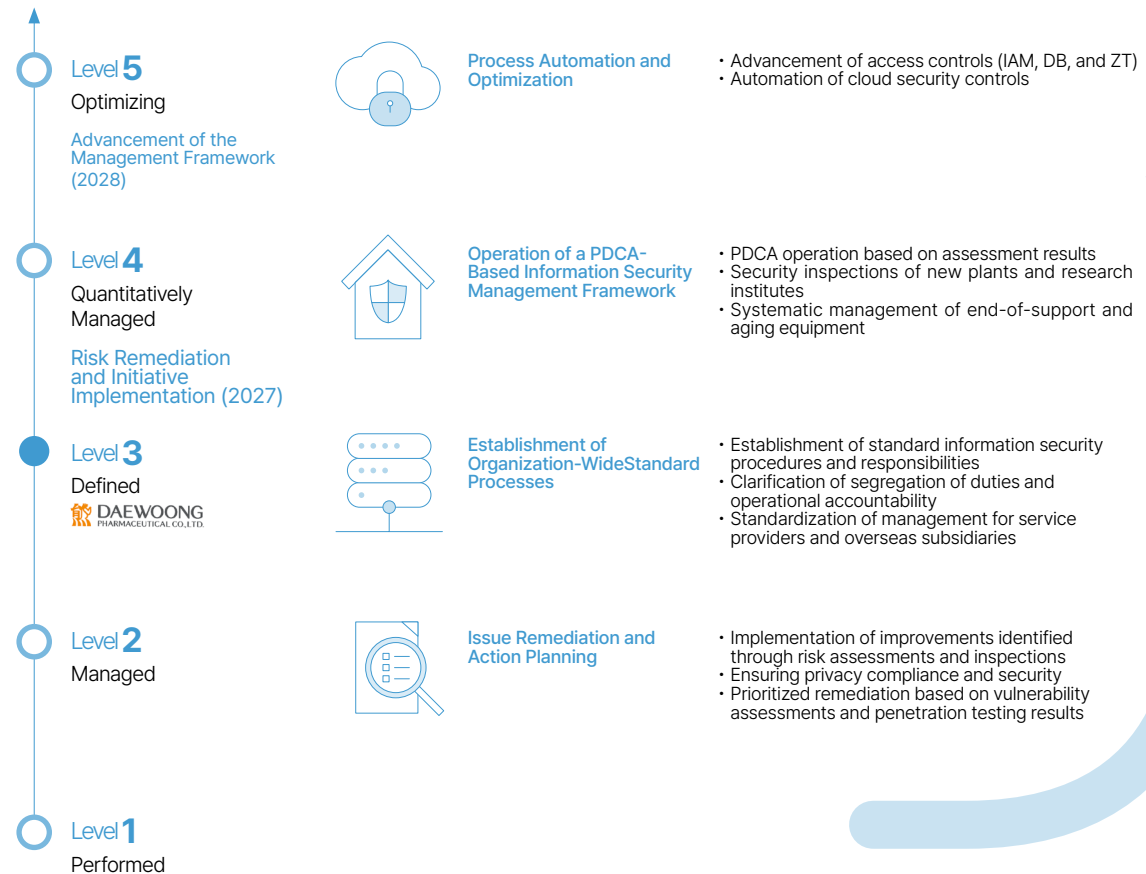
Accelerating Digital Transformation in the Pharmaceutical and Biotechnology Industry

Expansion of data boundaries due to increased use of cloud services, AI, and collaboration platforms

Increasing Sophistication and Targeting of Cyber Threats

Increase in targeted attacks on the pharmaceutical and healthcare industry, including ransomware, supply chain attacks, and account compromise

Direction for Advancing Information Security at Daewoong Pharmaceutical



Information Security and Privacy Protection

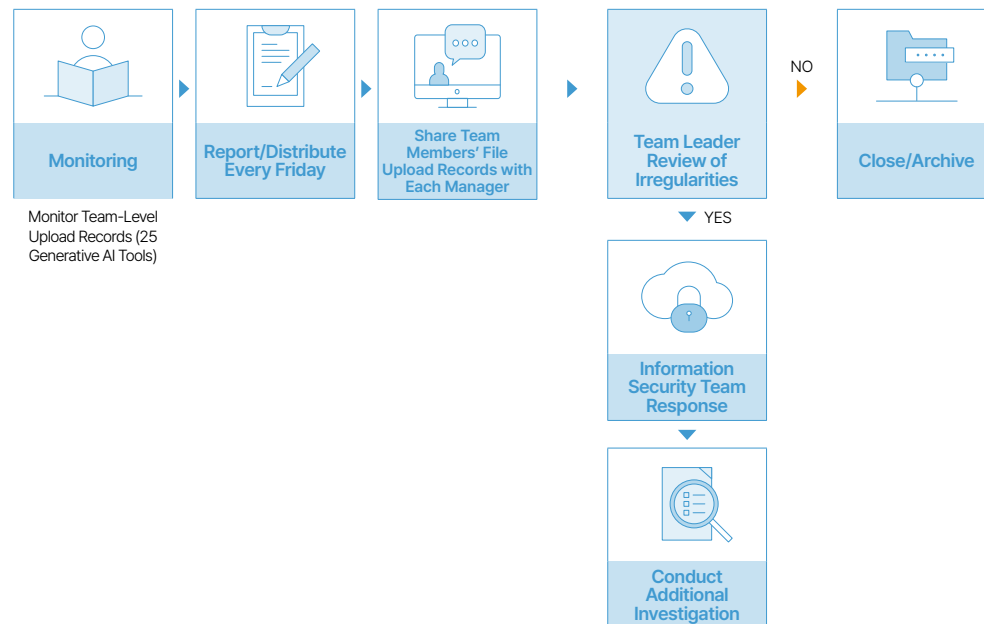
Information Security Activities

Information Security Activity Framework

In step with the AI era, Daewoong Pharmaceutical actively encourages employees to use AI and adopt collaboration tools, leading the development of a digital workplace culture. Throughout this process, the company takes a multifaceted approach to prevent security risks associated with new technologies without compromising work convenience. In an environment characterized by increasingly sophisticated and diverse spam emails and security threats, employees' voluntary security awareness is more important than one-way controls. Accordingly, the company regards stronger employee security awareness as a fundamental solution and conducts systematic awareness-building activities, including real-time monitoring of AI file uploads, distribution of AI security guidelines, and tailored information security training.

Generative AI File Upload Monitoring

Daewoong Pharmaceutical has established and operates an "AI Tool File Upload Monitoring System" to proactively control the risk of confidential company information and data leakage arising from employees' use of generative AI platforms. The company monitors AI tool file upload records by team from multiple perspectives each week and shares the relevant data with managers in each department to strengthen autonomous departmental oversight.



Information Security Training

Employee Information Security Training

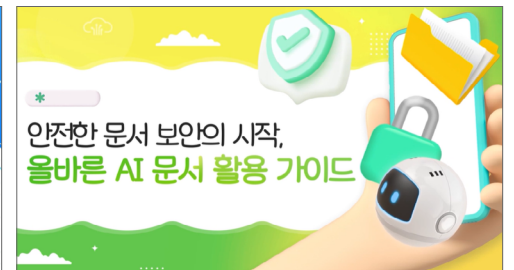
Daewoong Pharmaceutical conducts multifaceted security campaigns and training programs to enhance employees' overall information security awareness. Quarterly onboarding training for new experienced hires and semiannual training for new employees and interns provide detailed guidance on information security policies, privacy compliance, the use of security solutions, and disciplinary procedures for violations. The company has also developed and distributed online content to help employees understand generative AI security rules more easily and intuitively. In addition, separate security training is provided to managers to encourage security awareness to spread voluntarily throughout departments under their leadership.



Onboarding Training for New Experienced Hires



Job-Specific Security Training for Managers



Online Training on Generative AI Security Rules

Customer-Centric Management

Customer-Centric Management / Responsible Marketing and Customer Service (CS) System

Customer Satisfaction Strategy

Based on its responsibility and commitment to customer health, Daewoong Pharmaceutical provides comprehensive solutions, including pharmaceuticals and services, that contribute to improving customers' quality of life in ways that deliver the greatest value. Guided by its customer-centric management philosophy, the company implements its customer satisfaction strategy within the framework of its Code of Ethics and strengthens decision-making that prioritizes customer experience and trust throughout the product and service life cycle. The company also continuously reviews its customer-focused value delivery framework to respond flexibly to changing customer needs and market conditions, building trust-based customer relationships to enhance satisfaction and establish a foundation for sustainable growth.



Vision

- A Global Healthcare Group Dedicated to Improving Quality of Life



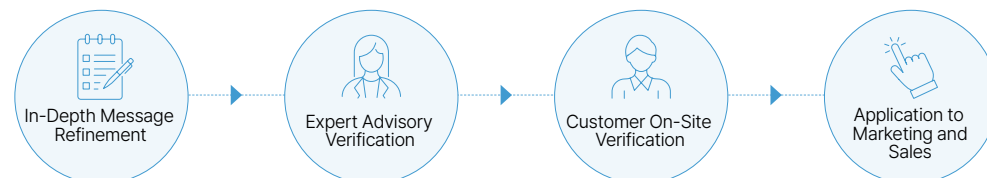
Strategy

- Provide accurate and prompt information in response to inquiries raised by customers using the company's products (including healthcare professionals and consumers)
- When customer needs are identified, contribute to customer satisfaction through swift improvement actions

Four-Step Verification Strategy

Daewoong Pharmaceutical operates its proprietary customer verification system, the Four-Step Verification, to strengthen customer-oriented value propositions and enhance market competitiveness. The Four-Step Verification is Daewoong Pharmaceutical's differentiated marketing strategy that establishes evidence-based messages and verifies and advances them from the customer's perspective. It consists of a systematic process of deriving key messages through in-depth learning → verification based on consultation with internal and external experts → field verification with customers → application and expansion in marketing and sales activities. Through this, Daewoong Pharmaceutical clearly communicates the rationale for healthcare professionals' prescriptions and the value of medication use for patients, while continuously incorporating field feedback and customer insights to strengthen customer-centered marketing execution and the foundation for sustainable growth.

Four-Step Verification Procedure

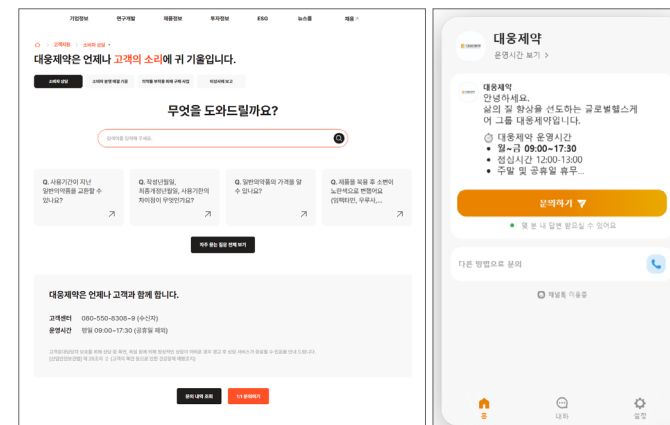


Prohibition of Off-Label Marketing

Daewoong Pharmaceutical strictly prohibits off-label marketing activities involving the sale or promotion of pharmaceuticals for uses not approved by regulatory authorities. Off-label use refers to prescribing a drug for an indication beyond the uses and scope approved by the MFDS. Marketing that promotes off-label use may undermine the pharmaceutical management framework, which is based on a rigorous review system reflecting the characteristics of the pharmaceutical industry. In Korea, the MFDS prohibits marketing and advertising for uses outside the approved labeling under the Pharmaceutical Affairs Act, even when supported by clinical findings or other medical and scientific evidence. Even where reimbursement is available, advertising that encourages use inconsistent with the approved labeling is prohibited. Daewoong Pharmaceutical recognizes that off-label marketing may seriously harm customer health and market integrity and, as a leading pharmaceutical company in Korea, will comply with applicable laws and regulations while contributing to improving customers' quality of life.

Customer Service (CS) System

Daewoong Pharmaceutical operates a systematic customer support and consultation system to respond promptly to feedback and requests from customers who use its products. Dedicated personnel at the Consumer Counseling Center respond to a wide range of inquiries, including requests for product information, purchase, exchange, and refund inquiries, and adverse event reports, while working to minimize customer inconvenience and improve satisfaction. The company also operates various customer contact channels, including its main telephone line, website chatbot, website message board, and email, to facilitate communication with patients, consumers, partner companies, and sales-related stakeholders. Customer feedback collected during consultations is used to improve product quality and enhance services, further strengthening customer-centric management.



CS System – Actual Consumer Inquiry Submission Screen (Website: <https://daewoong.co.kr/ko/support/counsel>)

Customer Inquiry and Redress Framework

Consumer Counseling

Criteria for the Settlement of Consumer Disputes

Adverse Drug Reaction Injury Relief Program

Adverse Event Reporting

Customer-Centric Management

Customer-Centric Management / Responsible Marketing and Customer Service (CS) System

Daewoong Pharmaceutical's Customer Communication Initiatives

Daewoong Pharmaceutical enhances customer experience and satisfaction through tailored communication that reflects customers' characteristics and needs. The company expands access to information and opportunities for engagement across diverse customer touchpoints, including healthcare professionals, global partners, and general consumers, and incorporates customer feedback into product and service improvements to strengthen its customer-centric value creation framework.

Expertise- and Trust-Based Customer Communication (B2B)

Strengthening Communication with Healthcare Professionals – Medical Representative Case

Daewoong Pharmaceutical recognizes healthcare professionals as key customers and engages in information-based communication that reflects the needs of clinical settings. Medical Representatives (MRs) support informed decision-making by healthcare professionals by providing the latest clinical information, pharmaceutical safety data, updates on the treatment environment, and information supporting clinical practice. Through regular on-site communication, the company also gathers customer feedback and requirements and incorporates them into internal strategies and product value propositions, thereby strengthening customer trust, improving the clinical environment for healthcare professionals, and ultimately enhancing the value of patient care.

Expanding Global Customer Touchpoints and Partner Communication – CPHI 2025 Case

To expand engagement with global customers and partners, Daewoong Pharmaceutical participated in CPHI 2025, one of the world's largest pharmaceutical and biotechnology exhibitions, where it presented its innovative technologies and new business directions. At the exhibition, the company introduced innovative new drugs, including Fexuclue and Envlo, along with its microneedle-based drug delivery platform and biosimilar technologies, and discussed collaboration opportunities with organizations and partners from various countries. The company also identified market demand and the needs of clinical settings through on-site meetings and customer feedback and is incorporating these insights into future business strategies and customer value propositions.



Daewoong Pharmaceutical Booth at CPHI 2025



Discussion with an Overseas Buyer at the Daewoong Pharmaceutical Booth

Customer Communication Focused on Customer Experience and Accessibility (B2C)

Expanding Access to Pharmaceutical Information for Vulnerable Groups – Expansion of Braille Labeling

Daewoong Pharmaceutical is expanding customer communication activities to improve access to pharmaceutical information so that all customers can obtain such information safely and conveniently. To prevent medication misuse among people with visual impairments and ensure their right to access information, the company is expanding the use of Braille and codes linking to audio and sign-language video content. It currently provides Braille labeling on seven products, including those subject to mandatory Braille labeling requirements. Going beyond legal requirements, Daewoong Pharmaceutical expanded the scope of application in 2023 from Bearse Tablets and C-COLD to the Ursa, Impactamin, and Erdos Capsule product lines and will continue working to provide inclusive product experiences that reflect customer characteristics.



Products with Braille Labeling (from Left: Bearse, Ursa, and C-COLD)

Participatory Brand Communication: "Rose with easydew" Case

Daewoong Pharmaceutical operates participatory customer programs to expand communication based on customer experience. In 2025, the easydew brand hosted the "Rose with easydew" flower class for mothers and daughters. Designed based on actual customer reviews and user experiences, the program combined product experience with emotional engagement as a participatory customer activity. Participants connected with the brand, experienced the value of its products, and spent time communicating with family members, while Daewoong Pharmaceutical continues to expand brand experiences and customer satisfaction based on customer insights.



Flower Box Featuring the Rose Edition of easydew's DW-EGF Melatoning One Day Ampoule, Created at the "Rose with easydew" Flower Class

Sustainable Supply Chain Management

Supply Chain Management Strategy / Supplier Management and Risk Assessment

Supply Chain Management Policy

Daewoong Pharmaceutical selects and registers partners by applying strict quality assurance (QA) and quality control (QC) standards across the entire supply chain, from raw material procurement to finished product distribution. The company conducts evaluations and regular audits of all partners, and establishes strategic partnerships based on mutual trust with high-performing partners to promote stable supply chain operations and strengthen quality competitiveness. In addition, Daewoong Pharmaceutical manages the raw material history and supply chain traceability of partners supplying active pharmaceutical ingredients (APIs), raw materials, and excipients, and operates a management system that reflects review results in quality agreements so that any changes or deviations can be immediately shared and addressed.

Supply Chain Management Goals

Daewoong Pharmaceutical is promoting stable and sustainable supply chain operations by proactively securing quality across active pharmaceutical ingredients (APIs), raw materials, excipients, and manufacturing technologies. When selecting new partners, the company comprehensively reviews ingredient purity, trace impurity testing, and manufacturing environment safety records, and verifies compliance with specifications through sample testing prior to final ordering. In addition, potential risks are managed in advance through regular on-site quality audits, and selected partners are required to establish recurrence prevention measures in accordance with defect management standards and report on their implementation status. Furthermore, Daewoong Pharmaceutical is expanding the early-stage participation of partners with capabilities in AI technology and alternative material development to strengthen supply chain quality competitiveness and collaborate toward the shared goal of ensuring patient safety and product consistency.

Supply Chain Management System

Daewoong Pharmaceutical evaluates and selects partners based on bidding procedures and operates a transparent supply chain management system. The company comprehensively reviews cost, delivery schedules, quality, technical capabilities, and environmental management levels to systematically manage supply chain risks and opportunities. In addition, partners related to active pharmaceutical ingredients (APIs), raw materials, and manufacturing undergo prior verification and approval, and only products from approved partners are used to ensure quality consistency and stability.

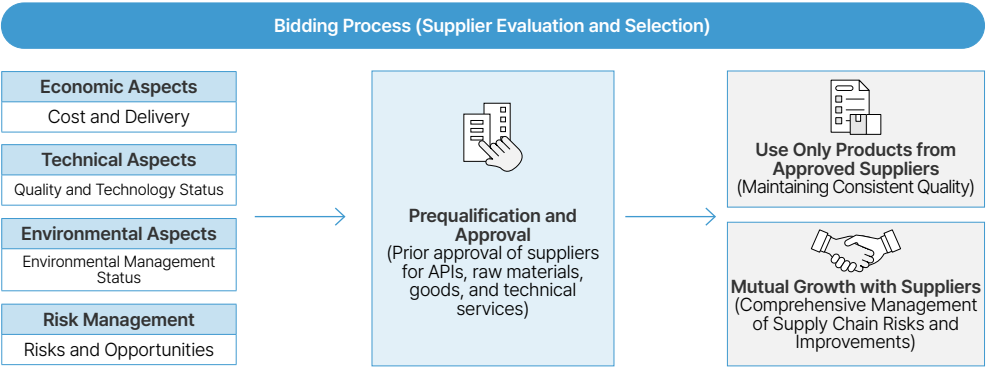
Partner Selection Process

Daewoong Pharmaceutical operates its partner selection process based on transparency and fairness. When new partners are required, the SCM Team and Formulation Technology Team identify candidate suppliers capable of providing active pharmaceutical ingredients (APIs), raw materials, excipients, and related technologies. The Procurement Team then establishes partner selection and bidding procedures in accordance with Daewoong Group's purchasing policies and internal standards, while EZMediCom, as a purchasing IT service provider, applies and supports the bidding process so that the procedures can be operated. Candidates selected through the bidding process are finally registered after evaluation by the Quality Management Team, which comprehensively reviews their manufacturing and quality control capabilities in accordance with the Rules on Safety of Pharmaceuticals, etc. and GMP standards. In addition, Daewoong Pharmaceutical checks suppliers and contract development and manufacturing organization (CDMO) partners for personnel composition, responsibility systems, technical level, and the level of hygiene, sanitation, and cross-contamination management in their manufacturing environments to verify whether they meet the requirements of the Ministry of Food and Drug Safety.



Supply Chain Policy Operation Based on PSCI

To strengthen responsible operations in the pharmaceutical supply chain, Daewoong Pharmaceutical is reviewing the advancement of its supply chain policies by referring to the key values and operational direction of the Pharmaceutical Supply Chain Initiative (PSCI). In 2023, the company reviewed PSCI's key requirements and detailed items, and in 2024, provided related training to the company-wide ESG TF to expand organizational understanding and consensus on supply chain sustainability. Based on this, Daewoong Pharmaceutical reviewed PSCI's key areas, including ethics, human rights and labor, health and safety, environment, and management systems, from the perspective of internal policies and operating systems. Going forward, the company plans to review the possibility of gradually reflecting these areas in the process of advancing its supply chain management system.

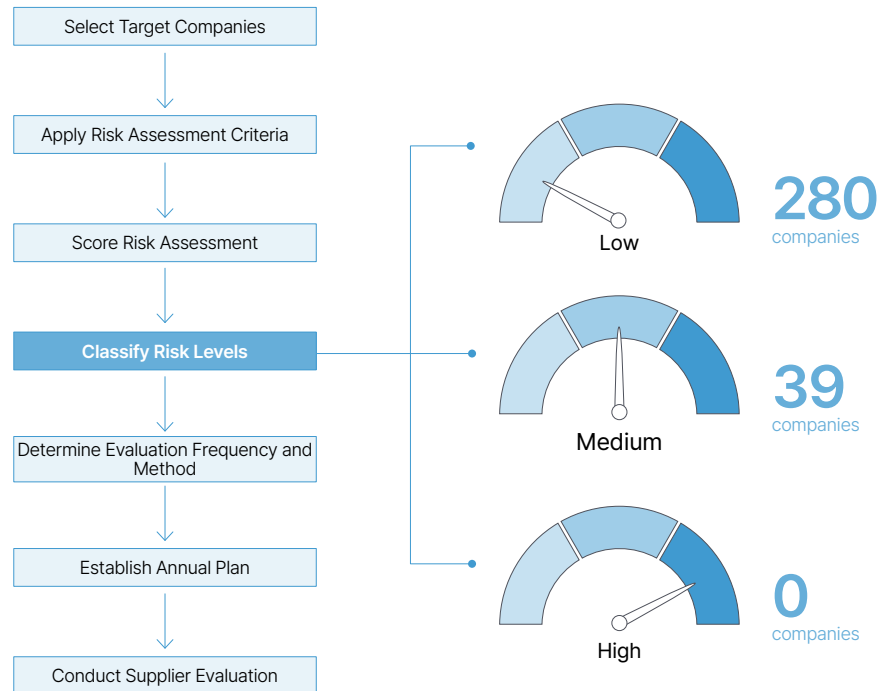


Sustainable Supply Chain Management

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, the company operates a risk management system. Supplier risk assessments are conducted in accordance with the Standard Operating Procedure (SOP), and key items such as quality assurance level, regulatory authority certifications, and delivery history are scored to classify risk levels as High, Medium, or Low. In addition, high-risk partners are intensively managed by shortening the evaluation cycle, and continuous monitoring and improvement activities are carried out. In 2024, risk assessments were completed for a total of 301 partners, and in 2025, assessments were expanded to a total of 345 partners¹⁾, strengthening the risk management system across the supply chain.

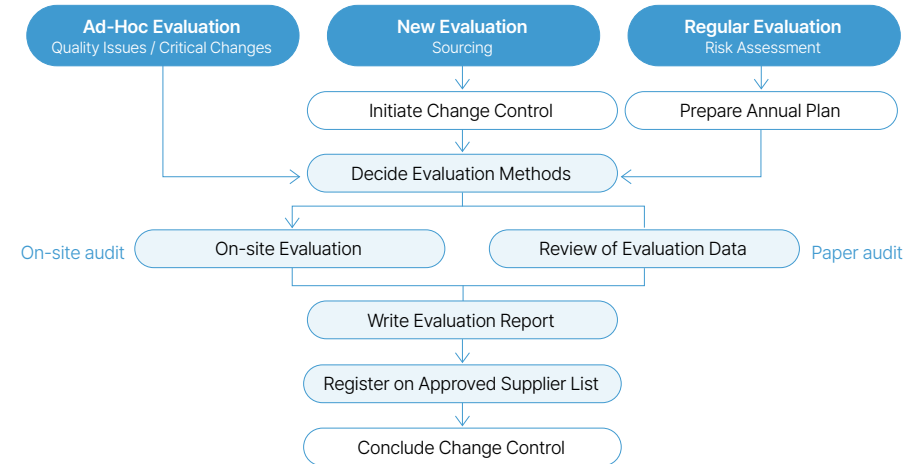
Risk Assessment Procedure



1) Of the 345 suppliers, service providers were not assigned ratings; therefore, the total number of suppliers rated LOW, MEDIUM, and HIGH differs from 345.

Supplier Management and Risk Assessment

Supplier Qualification Evaluation Procedure



Supplier Supply Chain Risk Management

Based on the results of supplier risk assessments (QRAs), Daewoong Pharmaceutical determines the assessment frequency and level of oversight for each supplier and implements corrective and preventive actions (CAPAs) as necessary to manage supply chain risks. When quality issues arise, the company systematically manages the entire process, from root cause analysis and corrective action to effectiveness verification, to ensure patient safety and consistent product quality.

Stage	Key Activities	Management Details
Quality Risk Assessment (QRA)	Comprehensive assessment of the supplier's quality risk level	Classify risk levels by scoring quality assurance status, regulatory certifications, delivery history, and other factors, and determine the assessment frequency and level of oversight
Root Cause Analysis (RCA)	Investigation of the causes of quality issues	Analyze root causes and assess the likelihood of recurrence when lot-specific quality issues arise involving active pharmaceutical ingredients (APIs), raw materials, or technical capabilities
Impact Assessment	Review of the scope and severity of quality impacts	Assess the impact and scope of application with respect to manufacturing, quality, and patient safety to determine the required level of response
Corrective Action & Preventive Action (CAPA)	Development and implementation of improvement plans	If GMP and supply chain traceability requirements are not met, the supplier must establish corrective measures and submit an implementation plan within the specified period
CAPA Effectiveness Review	Verification of effectiveness after completion of corrective actions	Review the appropriateness, validity, and completeness of CAPA results and assess whether recurrence has occurred before granting final approval

Sustainable Supply Chain Management

Supply Chain Management Principles and Policies / Supplier Management and Risk Assessment

Supply Chain ESG Management Approach

Daewoong Pharmaceutical plans to apply ESG management standards covering labor and human rights, occupational health and safety, the environment, and ethics to its suppliers to build a sustainable supply chain. The company also plans to establish a due diligence framework to proactively identify and manage sustainability risks within the supply chain and support suppliers in voluntarily implementing the Code of Conduct and practicing sustainability management.

Supply Chain ESG Management Framework

Daewoong Pharmaceutical has clearly designated a dedicated supply chain management role within the ESG Team to advance sustainable supply chain management. Under the Board's ultimate oversight, the ESG Management Committee sets the direction for sustainable supply chain management, while the procurement and sourcing departments work closely with the dedicated ESG organization to implement related activities.

Responsible Organization	Roles and Responsibilities
CEO	Final review and approval of sustainability matters across the supply chain Discussion of regulatory response measures, including supply chain due diligence guidelines
Dedicated ESG Organization	Establishment and communication of the Supplier Code of Conduct, on-site inspections, and capability-building support

Supplier Code of Conduct

Daewoong Pharmaceutical requires all suppliers providing products and services to comply with its Supplier Code of Conduct, which covers labor and human rights, the environment, occupational health and safety, and ethics.

- Labor and Human Rights: Prohibition of forced labor and child labor, appropriate working hours, compliance with minimum wage requirements, non-discrimination, and freedom of association
- Environment: GHG management, hazardous chemical management, and compliance with environmental laws and regulations
- Occupational Health and Safety: Compliance with occupational safety standards, implementation of risk assessments, and safety training
- Ethics: Prohibition of corruption and bribery, fair trade, and personal data protection

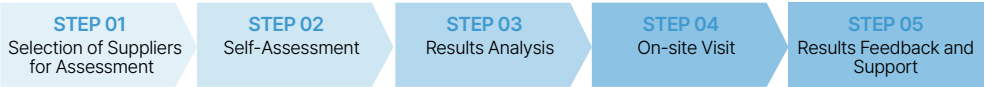
Roadmap for Establishing the Supply Chain Management Framework

Establishment of the Supply Chain Management Framework 2025–2026 Establish Assessment Criteria and Build Operating and Management Frameworks	Advancement of the Supply Chain Management Framework 2027–2028 Expand Supplier Capability-Building Programs and Strengthen Risk Management	Establishment of a Sustainable Supply Chain Ecosystem 2029 Expand to Subsidiaries and Overseas Entities
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Establishment of a Supply Chain Assessment Framework

Supplier ESG Assessments

Daewoong Pharmaceutical conducts an annual self-assessment questionnaire for suppliers to identify potential supply chain risks in advance and identify opportunities for improvement. The assessment comprises 26 detailed items across three areas—operations, environment, and human rights and labor—and applies a three-tier rating system for each item: “Yes (Excellent),” “Improvement Needed (Partially Implemented),” and “No (Insufficient).” Implementation plans are established for areas requiring improvement and categorized into short- and long-term actions. The assessment follows a five-step process: selecting suppliers for assessment, conducting a self-assessment questionnaire, performing an on-site assessment, analyzing results and identifying high-risk items, and providing feedback and support.



Supply Chain Management Assessment Items

Area	Assessment Items	Supporting Documents (Examples)
Operations (9 Items)	Commitment to ESG management, supply chain due diligence, monitoring, disclosure, stakeholder engagement, etc.	ESG Management Guidelines, Occupational Health, Safety, and Environmental Policy
Environment (9 Items)	Environmentally friendly products and processes, climate change, pollution prevention, circular economy, etc.	Environmental Management Strategy, Environmental Risk Analysis Report
Human Rights and Labor (8 Items)	Non-discrimination, forced labor, working conditions, occupational health and safety, training, ethics, etc.	Human Rights Policy, Occupational Health and Safety Management System

Follow-up Support Framework

Daewoong Pharmaceutical works to strengthen suppliers' human rights management capabilities not simply as a compliance obligation, but from the perspective of sustainable mutual growth. For suppliers with areas requiring improvement identified through assessments, the company prioritizes improvement support over transaction restrictions and provides phased support throughout the implementation process. The follow-up support framework comprises three components: providing human rights management training materials and capability-building programs, requiring improvement plans for insufficient areas and conducting reassessments, and operating grievance channels accessible to supplier employees. To enhance the effectiveness of its supply chain human rights management framework, the company also discloses annual assessment results and improvement progress in its Sustainability Report and continuously advances the assessment framework by reflecting stakeholder feedback.

Social Contribution

Social Contribution Policy and Strategy

Social Contribution Policy

Social Contribution and Responsibility

- 1 Faithfully fulfill the roles and responsibilities expected of a corporate citizen and ensure that our actions benefit not only ourselves but also others and society.
- 2 Leverage the company's capabilities to protect public health and contribute to building a healthy society.
- 3 Make every effort to prevent environmental pollution and protect nature to preserve a clean environment.

※ Principles and responsibilities related to social contribution are managed under the "Social Contribution and Responsibility" section of the Code of Ethics.

Mid- to Long-Term Goals for Community Engagement

Since its founding, Daewoong Pharmaceutical has established systematic mid- to long-term goals for community engagement based on its management philosophy of Patriotism through Medicine, as well as the core values of sustainability, sincerity, effectiveness, and business relevance. In addition, the company continues to expand the creation of social value by contributing to the resolution of local community issues through social contribution activities that utilize its unique capabilities.

Vision			
Establishment of a tailored social contribution system for communities with limited access to healthcare domestically and internationally			
Mid- to Long-Term Goals	2026-2028 Execution and Stabilization	2029-2035 Value Internalization	2036-2050 Advancement
Strategic Direction	Healthcare Capability-Based Social Contribution	Social Contribution through Global Community Solidarity Networks	Community Coexistence through Resident-Led Participation
Major Past Activities	• Donation and sponsorship for police officers' health through the 'SAVE THE HERO' campaign • Provision of customized health checkups for residents in remote island areas • Implementation of a medical communication support program for individuals with developmental disabilities • Execution of the 'Hope Walk Campaign' to support children with rare diseases	• Implementation of the 'Say Pain!' global campaign in Indonesia • Donation of medicines to Ukrainian war refugees • Support for overseas medical volunteer initiatives by the Korea Medical Tourism Promotion Association • Donation of medicines valued at KRW 80 million to the international relief and development NGO, 'KFHI(Korea Food for the Hungry International)'	• Donation of KRW 300 million and regular in-kind contributions to the 'BeautifulStore Foundation(Nonhyeon Branch)' • Project for constructing the 'Barrier-Free Playground' to promote interaction between children with and without disabilities • Donation of support items to local welfare centers
Management Philosophy	Patriotism through Medicine		

Process and Cases for Identifying Adverse Impacts

Daewoong Pharmaceutical systematically manages potential impacts and risks to local communities arising from its business operations. The company identifies adverse impacts through grievance channels and stakeholder engagement and proactively reviews environmental, human rights, and safety-related risk factors. When necessary, the company establishes and implements corrective action plans and transparently shares relevant information with local communities, thereby maintaining responsible community engagement and management.

1

Identification of Adverse Impacts

- Reporting of grievance channel inputs or adverse event cases
- Identification of community-related risks during Daewoong Pharmaceutical's business activities and projects
Example) Identifying types of hazardous chemicals handled

2

Community Risk Assessment

- Assessment of the scale and scope of risks related to adverse impacts on the environment and human rights
Example) Identifying hazards and accident risks, determining the scope of impact in case of an incident

3

Community Feedback Collection

- Conducting meetings with relevant local government offices
- Engaging in communication with nearby residents
Example) Holding a meeting with Hwaseong Fire Station and identifying potential risk factors

4

Corrective Action Plan Establishment and Implementation

- Establishment and implementation of corrective action plans
Example) During the reporting period, Daewoong Pharmaceutical did not experience any related risks affecting local communities.

5

Monitoring and Reporting

- Disclosure of key information on the company website and public portals for community access
Example) Notification of response information in the event of an incident through community disclosure of the Risk Management Plan



Social Contribution

Social Contribution Programs

Approach to Digital Healthcare-Based Social Contribution

Moving beyond social contribution centered on donations and support, Daewoong Pharmaceutical pursues sustainable social value creation by leveraging digital healthcare technologies and its professional capabilities. Daewoong Pharmaceutical's management has identified the transition toward prevention- and prediction-focused healthcare and the reduction of healthcare gaps as key priorities and is working to alleviate community health disparities through healthcare management systems based on AI, wearable devices, and remote monitoring. Accordingly, the company continues to expand customized health screenings, digital healthcare-based medical outreach, and prevention-focused health management activities for residents of islands and underserved areas and populations with limited access to healthcare.

Activities for Shared Growth with Local Communities

Daewoong Pharmaceutical supports sustainable shared growth with local communities through disaster relief, citizen-participatory health campaigns, and digital healthcare-based health management activities. In particular, the company uses AI- and wearable-based digital healthcare technologies to promote community health and a prevention-focused healthcare culture and continues to expand social value creation by improving access to healthcare and supporting community recovery.

Daewoong Pharmaceutical's 2025 Social Contribution Programs for Local Communities

Date	Activity	Primary Beneficiaries	Key Activities	Key Achievements
March 2025 / October 2025	Support for Gyeongbuk Wildfire-Affected Areas	Residents Displaced by the Gyeongbuk Wildfires and Local Communities	- Provided emergency relief supplies to areas affected by prolonged wildfire damage - Delivered pharmaceuticals, health functional foods, and daily necessities - Supported pharmaceutical relief activities in cooperation with the Gyeongbuk Pharmaceutical Association	- Supported five cities and counties: Andong, Uiseong, Cheongsong, Yeongyang, and Yeongdeok - Provided support to approximately 4,200 people - Donated a total of 5,000 relief kits - Provided approximately 5,000 pharmaceutical products and more than 10,000 general goods
June 2025	ESG Blindness Prevention Campaign for Busan Citizens	Busan Citizens and Local Communities	- Conducted an AI-based fundus screening experience campaign - Raised awareness of the early detection and prevention of blinding eye diseases - Conducted a citizen-participatory ESG initiative based on digital healthcare	- Conducted fundus screenings for approximately 1,000 citizens - Attracted approximately 10,000 visitors to the event booth - Provided information on the risks of diabetic retinopathy, macular degeneration, and glaucoma
2025	Digital Healthcare-Based Community Health Management	Local Healthcare Institutions and Communities	- Operated an AI- and wearable-based health monitoring system - Expanded digital healthcare through connections between hospitals and local communities - Established a prevention- and early diagnosis-focused health management framework	- Operated the thynC™ smart bed monitoring system - Supported real-time patient monitoring based on vital signs - Pursued the expansion of remote home monitoring

Support for Gyeongbuk Wildfire-Affected Areas

Daewoong Pharmaceutical donated emergency relief supplies to support the recovery of daily life in communities that had suffered prolonged damage from wildfires in Gyeongbuk. The company delivered relief kits containing pharmaceuticals, health functional foods, and daily necessities to displaced residents, supporting their immediate needs and recovery while seeking to contribute to a sustainable framework for shared growth with local communities beyond one-time assistance.



ESG Blindness Prevention Campaign for Busan Citizens

Daewoong Pharmaceutical conducted an AI-based fundus screening campaign for Busan citizens to raise awareness of the importance of the early detection and prevention of blinding eye diseases. Designed to enable citizens to experience digital healthcare technology firsthand, the campaign went beyond providing health information to promote community health and a prevention-focused healthcare culture, while broadening public awareness of the value of sustainable health management.



Digital Healthcare-Based Community Health Management

Daewoong Pharmaceutical is expanding a prevention- and early diagnosis-focused health management framework through digital healthcare technologies. Based on the thynC™ smart bed monitoring system, the company monitors patients' vital signs in real time and plans to expand its scope to home-based healthcare, contributing to a sustainable healthcare environment that improves access to healthcare and health management efficiency in local communities.



Social Contribution

Social Contribution Programs

Social Contribution Activities for Vulnerable Populations

Daewoong Pharmaceutical continues to expand digital healthcare-based social contribution activities to improve access to healthcare and promote the right to health among vulnerable populations. The company provides practical medical support through customized health screenings, disease prevention education, psychological wellness programs, and other initiatives for residents of island communities, North Korean defectors, patients with dementia, and patients with type 1 diabetes and their families. In particular, the company uses AI- and wearable-based digital health technologies to address healthcare gaps and establish a prevention-focused health management framework.

Daewoong Pharmaceutical's 2025 Social Contribution Programs for Vulnerable Populations

Date	Activity	Primary Beneficiaries	Key Activities	Key Outcomes
August 2025	Type 1 Diabetes Family Camp	Children and Adolescents with Type 1 Diabetes and Their Families	- Provided hands-on experience and education on continuous glucose monitors (CGMs) - Provided blood glucose management coaching sessions - Conducted psychological wellness and family communication programs	- Approximately 130 participants, including patients, family members, healthcare professionals, and volunteers - Supported education and hands-on experience in using continuous glucose monitors
September 2025	Creating a Dementia-Friendly Community	Patients with Dementia and Their Families	- Participated in Dementia Partner training - Promoted activities to create a dementia-friendly environment - Supported a stable supply of dementia treatments	- Designated by the Seoul Metropolitan Government as a "Leading Company in Overcoming Dementia" - Provided Dementia Partner training to employees
August 2025	ESG Medical Outreach for North Korean Defectors	North Korean Defectors	- Conducted AI-based health screenings - Supported analyses for heart failure, musculoskeletal conditions, and sarcopenia - Provided customized health consultations and preventive care	- Conducted health screenings for 73 North Korean defectors - Identified postural imbalance in approximately 29% of participants - Identified suspected sarcopenia in approximately 13.7% of participants
October 2025	Medical Outreach in an Underserved Area (Hongcheon County)	Older Adults and Residents of Medically Underserved Areas	- Conducted AI- and wearable-based health screenings - Supported fundus, electrocardiogram, and sarcopenia screenings - Provided customized health consultations	- Approximately 80 residents participated - Identified suspected arrhythmia in 38% of participants - Identified suspected blinding eye diseases in 46% of participants - Identified suspected sarcopenia in 42% of participants
June 2025	Medical Outreach in an Island Community (Yukdo Island)	Residents of Island Communities and Older Adults	- Conducted health screenings using digital health devices - Provided one-on-one customized health consultations	- Conducted screenings for 11 residents - Identified abnormal findings in four of the 10 participants who received fundus examinations - Identified suspected cases of glaucoma, macular degeneration, and diabetic retinopathy
August 2025	ESG Medical Outreach in an Island Community (Daebudo Island)	Residents of Medically Underserved Areas	- Conducted AI-based fundus, electrocardiogram, and sarcopenia screenings - Conducted sleep apnea screenings and provided guidance on lifestyle improvements	- Conducted screenings for 76 residents - Identified suspected blinding eye diseases in approximately 40% of participants - Identified suspected or elevated risk of sarcopenia in approximately 48% of participants - Identified postural alignment abnormalities in approximately 65% of participants
2025	Digital Health-Based Public Interest Campaign	Medically Vulnerable Populations and High-Risk Occupational Groups	- Conducted medical outreach in island and rural communities - Supported health management for North Korean defectors - Conducted the SAVE THE HERO free electrocardiogram screening campaign for police officers at Yongsan Police Station and Jungbu Police Station	- Continued to expand digital health-based medical support activities - Promoted ESG initiatives to address healthcare gaps

Type 1 Diabetes Family Camp

Daewoong Pharmaceutical sponsored a family camp to help patients with type 1 diabetes and their families share the emotional burden and psychological challenges associated with the disease and learn appropriate management methods. The event featured hands-on experience using continuous glucose monitors and special lectures on the disease, while psychological wellness programs and experiential activities for patients and their families provided opportunities for empathy and communication among participants.



Creating a Dementia-Friendly Community

Daewoong Bio participated in activities to create a dementia-friendly environment in which patients with dementia and their families can live more safely within their communities. Employees learned about dementia and appropriate ways to interact with patients through Dementia Partner training, while the company also contributes to improving the treatment environment by ensuring a stable supply of pharmaceuticals for dementia prevention and treatment.



ESG Medical Outreach for North Korean Defectors

Daewoong Pharmaceutical conducted digital healthcare-based medical outreach to support the healthy integration of North Korean defectors into society. Considering the health vulnerabilities and barriers to healthcare access that may arise during the defection process, the company provided customized health screenings and consultations using AI-based analytical solutions and wearable devices and raised awareness of the importance of prevention-focused health management.



Social Contribution

Social Contribution Programs

Medical Outreach in a Medically Underserved Area (Hongcheon County)

Daewoong Pharmaceutical conducted digital healthcare-based medical outreach in Hongcheon County, where population aging and limited healthcare infrastructure have raised concerns about gaps in medical services. At the event, AI- and wearable-based screening solutions were used to assess residents' health, while guidance was provided on lifestyle improvements and referrals for further medical care, strengthening the community health management support framework.



Medical Outreach in an Island Community (Yukdo Island)

Daewoong Pharmaceutical provided personalized health screenings and consultations for residents of an island community with limited access to healthcare institutions. Portable digital healthcare devices enabled detailed screenings even in a resource-limited healthcare environment, helping residents understand their health status and how to manage their health going forward.



ESG Medical Outreach in an Island Community (Daebudo Island)

Daewoong Pharmaceutical conducted medical outreach using digital healthcare technologies for residents of Daebudo Island. In addition to general health screenings, the company offered an integrated program covering fundus, electrocardiogram, musculoskeletal, and other examinations, helping to raise community awareness of the importance of early disease detection and prevention-focused health management.



Digital Health ESG Activities Recognized with a UN PEACEKOR SDGs Award

Daewoong Pharmaceutical continues to expand social contribution activities that use digital healthcare technologies to address healthcare gaps and improve health equity. The company provides AI- and wearable-based health screenings and personalized health management support for residents of island communities, North Korean defectors, older adults, and other groups, while continuing initiatives to protect high-risk occupational groups, including electrocardiogram screening campaigns for police officers. In recognition of these contributions, CEO Chang-jae Lee was selected as a 2025 UN PEACEKOR SDGs Award recipient in the "Health and Well-Being" category.



UN PEACEKOR SDGs Award



GOVERNANCE

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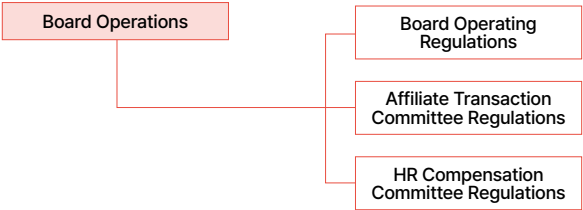
Board of Directors and Governance Structure

Daewoong Co., Ltd.

Board Regulations and Operations

Board Regulations

Daewoong Co., Ltd. and Daewoong Pharmaceutical have established key governance-related regulations, including Board operating regulations, Affiliate Transaction Committee regulations, and HR Compensation Committee regulations, and disclose them on their respective corporate websites so that stakeholders can access and download them directly. Through these measures, the companies ensure transparency and fairness in the operation of the Board and its committees, clearly define the roles of each committee and review procedures, and maintain a responsible governance framework.



Role of the Board

As the company's highest decision-making body, the Board of Directors of Daewoong Co., Ltd. makes key decisions on the allocation of directors' responsibilities, operation of the general meeting of shareholders, and overall financial and management matters. The company has also established succession policies for key positions, with the Personnel Committee overseeing fair evaluations, systematic talent development, and ongoing management. The succession policies are implemented in accordance with documented internal regulations and have been expanded to cover organizational leaders, team leaders, and team managers, including the Representative Director, thereby establishing a company-wide human resources management framework. In particular, the Personnel Committee ensures fair evaluations and an appropriate compensation framework for candidates for Representative Director and organizational leader positions. However, these policies are internal human resources regulations and are not disclosed externally, while the Board's specific duties and authority are exercised in accordance with the relevant regulations.

Board Operations

In 2025, the Board of Directors of Daewoong Co., Ltd. convened eight meetings to receive reports on key management matters and conduct deliberations and resolutions. Board resolutions require the attendance of a majority of all directors and approval by a majority of directors present, and meetings may be convened by the Chair or a director designated by the Board. As a rule, each director must be notified in writing or verbally at least seven days before a meeting; however, this procedure may be waived with the consent of all directors.

Key Board Resolutions of Daewoong Co., Ltd.

Session	Meeting Date	Agenda Items	Approval Status	Approval Rate	Attendance Rate
1	Feb. 10, 2025	Items for Resolution 1. Approval of the draft 2024 financial statements	Approved	100%	80%
2	Feb. 25, 2025	Items for Resolution 1. Resolution to convene the 65th Annual General Meeting of Shareholders 2. Review of the preliminary financial statements and determination of the proposed dividend Reporting Items 3. Approval of the treasury share report 1) Report on the operational status of the internal accounting control system	Approved	100%	80%
3	Mar. 07, 2025	Items for Resolution 1. Finalization of the financial statements for the 65th fiscal year (2024) 1) Approval of the finalized financial statements 2) Finalization of the proposed statement of appropriation of retained earnings	Approved	100%	80%
4	Mar. 26, 2025	Items for Resolution 1. Appointment of the Representative Director (Representative Director Jae-chun Yoon) 2. Appointment of the Chair of the Board (Other Non-Executive Director Seongsoo Park) 3. Change of Registered Manager Reporting Items 1) Key matters, including 2024 performance and the 2025 business plan 2) Key research and investment plans 3) Proposed Board operating plan 4) Changes in the business environment	Approved	100%	80%
5	Apr. 28, 2025	Items for Resolution 1. Stock-based compensation (RSUs) Reporting Items 1) Report on first-quarter 2025 performance	Approved	100%	100%
6	Jul. 30, 2025	Reporting Items 1) Report on second-quarter 2025 performance 2) Management updates 3) Annual Board schedule	-	-	100%
7	Nov. 06, 2025	Reporting Items 1) Report on third-quarter 2025 performance 2) Management updates 3) Annual Board schedule	-	-	100%
8	Dec. 23, 2025	Items for Resolution 1. Disposal of treasury shares	Approved	100%	100%

※ Independent Directors Seung-shin Yoo and Jong-soo Woo were newly appointed at the 65th Annual General Meeting of Shareholders on March 26, 2025.

※ Independent Directors Lee Hoon-seok and Kang Young-chul retired upon expiration of their terms on March 26, 2025.

Board of Directors and Governance Structure

Daewoong Co., Ltd.

Board Composition

Four Key Features of Board Policies

Board Diversity

The Board operates under an independent management system led by professional executives and comprises individuals with management capabilities in the pharmaceutical and biotechnology industry and specialized expertise across relevant fields. Independent directors provide checks and oversight over management decisions from an independent standpoint, proactively review key risks by incorporating the perspectives of external experts, and enhance the effectiveness of internal controls. The Board also includes one female independent director to promote gender diversity and ensure that diverse perspectives are reflected in a balanced manner.

Board Independence

To safeguard the independence of the Board, Daewoong Co., Ltd. applies strict voting restrictions to agenda items that may involve conflicts of interest, prohibiting directors with a special interest from exercising voting rights on the relevant item. The company also applies enhanced voting requirements to matters involving self-dealing and corporate opportunities to promote fair decision-making. The roles of CEO and Board Chair are separated, with a non-executive director serving as Chair to balance efficiency and independence in management decisions. Independent directors are appointed only if they are not subject to any disqualification criteria under the Commercial Act. If any such criteria arise after appointment, they are required to relinquish their positions, thereby maintaining the Board's independence.

Board Transparency

To ensure transparency in Board operations, Daewoong Co., Ltd. provides directors and the auditor with advance notice at least seven days before a meeting, thereby enhancing predictability in the decision-making process. The company also prepares meeting minutes covering agenda items, proceedings, outcomes, and dissenting opinions, and requires attending directors and the auditor to sign them, strengthening accountability in the decision-making process and systematic record management. The auditor is also guaranteed the right to attend Board meetings and express opinions, while procedures for obtaining external expert opinions when necessary further enhance the objectivity and transparency of decision-making.

Board Expertise

The Board of Directors of Daewoong Co., Ltd. comprises individuals with expertise in a wide range of fields, including management, pharmaceuticals and biotechnology, industry and technology, digital and IT, finance, and legal and regulatory affairs. The Board's composition ensures that the experience and professional capabilities of each director contribute diverse perspectives to key decision-making processes.

Board Skills Matrix				
Category	Executive Directors	Other Non-Executive Directors	Independent Directors	
	Jae-chun Yoon	Seongsoo Park	Seung-shin Yoo	Jong-soo Woo
Pharmaceuticals and Biotechnology	●	●	●	●
Management	●	●	●	●
Finance and Risk Management	●	●		●
Accounting		●		
Legal and Regulatory Affairs			●	●
Industry and Technology	●	●	●	●
ESG and Consumer Protection			●	●

Board Composition of Daewoong Co., Ltd.

As of the end of May 2026

Category	Executive Directors		Other Non-Executive Directors	Independent Directors				
Name	Jae-chun Yoon	Ki-ho Song (Retired)	Seongsoo Park (Newly appointed)	Seung-shin Yoo (Newly appointed)	Jong-soo Woo (Newly appointed)	In-hyuk Choi (Retired)	Young-chul Kang (Retired)	Hoon-seok Lee (Retired)
Gender	Male	Male	Male	Female	Male	Male	Male	Male
Term ¹⁾	Mar. 15, 2013 – Mar. 26, 2028	Mar. 29, 2023 – Mar. 25, 2025	Mar. 26, 2025 – Mar. 26, 2028	Mar. 26, 2025 – Mar. 26, 2028	Mar. 26, 2025 – Mar. 26, 2028	Mar. 29, 2023 – Mar. 26, 2026	Mar. 29, 2022 – Mar. 26, 2025	Mar. 29, 2022 – Mar. 26, 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	• KAIST College of Business • CEO, Daewoong Co., Ltd. • Executive Director, HanAll Biopharma Co., Ltd.	• M.S. in Business Administration, Seoul National University • Certified Public Accountant • CFO, Hanmi Pharmaceutical Co., Ltd. • Executive Director, Daewoong Co., Ltd.	• M.S. in Pharmacy, Graduate School, Seoul National University • CEO, Daewoong Pharmaceutical Co., Ltd. • Non-Executive Director, Daewoong Co., Ltd.	• Ph.D. College of Natural Sciences, Seoul National University • Postdoctoral Fellow, Whitehead Institute, MIT • CEO, Helixmith Co., Ltd.	• Ph.D. in Pharmacy, Chungnam National University • CEO / President, Hanmi Pharmaceutical Co., Ltd. • Current) Vice President (Special Appointment), Pharmaceutical Society of Korea • Current) CEO, W Science Co., Ltd.	• M.S. in Control and Instrumentation Engineering, Seoul National University • CEO, Naver Financial Corp. • Current) CEO, Naver Tech Business	• President, Pulmuone Holdings • Director General for Regulatory Coordination, Office for Government Policy Coordination • Visiting Professor, KDI	• Accounting, Michigan State University • Legal and Strategic Advisor, UAX Branch, Korea Gas Corporation • Foreign Legal Consultant, Bae, Kim & Lee LLC
Three-year attendance rate	100%	100%	100%	100%	100%	91.7%	100%	100%

The average tenure of executive directors is approximately 6.01 years, while that of independent directors is approximately 1.58 years (Other non-executive directors were excluded because they were appointed on the reference date).

* Independent Directors Seung-shin Yoo and Jong-soo Woo were newly appointed at the 65th Annual General Meeting of Shareholders on March 26, 2025.

* Independent Directors Hoon-seok Lee and Young-chul Kang retired upon expiration of their terms on March 26, 2025.

Board of Directors and Governance Structure

Daewoong Co., Ltd.

Board Evaluation and Compensation / Board Training and Support

Board Evaluation

Daewoong Co., Ltd. evaluated overall Board activities in 2025 and regularly evaluates individual independent directors. The evaluation covered three independent directors (In-hyuk Choi, Seung-shin Yoo, and Jong-soo Woo) across four areas: ① capabilities, ② purpose of appointment, ③ performance of duties and performance evaluation, and ④ Board participation. Based on a comprehensive review of attendance rates, the depth of review of agenda items and key issues, contributions to strategic advice, and oversight of accounting and risk management, all three directors were recommended for continued service. The evaluation results will serve as key reference materials for improving Board operations and reviewing the reappointment of directors.

Compensation Policy Linked to Executive Performance Evaluations

Daewoong Co., Ltd. sets compensation for key executives at levels comparable to those of industry peers, considering the scope of their responsibilities and the scale of the business, and pays compensation within the limit approved at the General Meeting of Shareholders. Based on the compensation policy, the HR Compensation Committee compares and evaluates the compensation levels of key position holders against those of a peer group. It comprehensively reviews the scope and workload of independent directors’ duties and the market competitiveness of their compensation with advice from external committee members before final deliberation by the internal committee. The compensation framework is part of the company’s human resources system and is not separately disclosed. In accordance with applicable laws and regulations, compensation details and calculation criteria are disclosed only for executives who receive KRW 500 million or more in compensation. The company also operates a standards-based compensation framework that includes compensation adjustments, incentives, and stock-based compensation depending on changes in duties and roles and individual performance.

Status of Daewoong Co., Ltd.’s Stock-Based Compensation Programs in 2025

As of December 31, 2025

No. of Members	Payment Conditions	Total No. of Shares
28	Stock grants are awarded annually based on the compensation system	9,023 shares

Daewoong Co., Ltd. Total Compensation Status for Directors and Auditors in 2025

As of December 31, 2025, Unit: KRW million

Category	No. of Members	Amount Approved at the General Shareholders’ Meeting
Registered Directors	5	2,500
Auditor	1	200

Daewoong Co., Ltd. Compensation by Type in 2025

As of December 31, 2025, Unit: KRW million

Category	No. of Members	Total Compensation	Average Compensation per Person
Registered Directors	2	375	187
Independent Directors	3	216	72
Auditor	1	70	70

Board Training

Daewoong Co., Ltd. provides external training for independent directors to support Board expertise and responsible decision-making. This training helps independent directors gain a thorough understanding of the company’s business environment and corporate culture and continuously strengthen the expertise required to perform their roles. Following their appointment, a dedicated support organization also systematically provides information on Board agenda items and assists them in performing their duties, facilitating their effective participation in decision-making.

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

Training Date	Training Provider	Attending Independent Director	Key Training Content
Oct. 2, 2025	Samjong KPMG	In-hyuk Choi, Seung-shin Yoo, Jong-soo Woo	Understanding the Roles of Independent Directors and the Auditor System



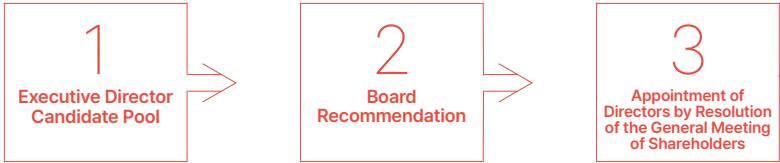
Board of Directors and Governance Structure

Daewoong
Pharmaceutical Co., Ltd.

Board Regulations and Operations

Appointment of Directors

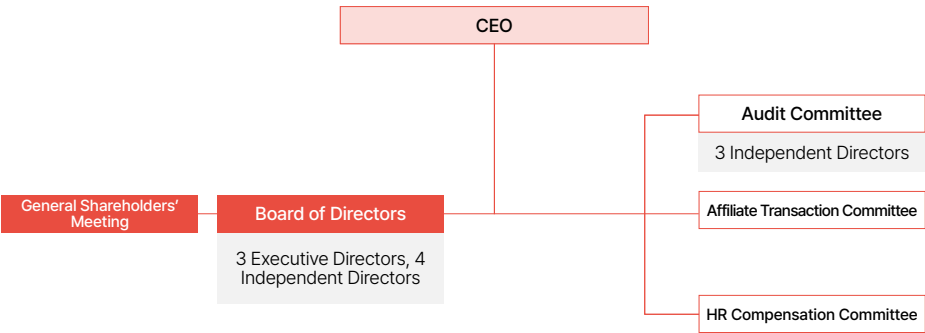
Daewoong Pharmaceutical appoints director candidates recommended by the Board following approval at the Annual General Meeting of Shareholders. When selecting independent director candidates, the company verifies that they are not subject to any disqualification criteria under the Commercial Act and reviews whether they have been held accountable for legal violations or infringements of shareholder rights to ensure their independence and eligibility. The company also discloses key information on director candidates in advance through the notice and announcement convening the General Meeting of Shareholders.



Board Operations

Board meetings are convened by the Chair or another director designated by the Board, and each director must be notified in writing or verbally at least seven days before the meeting. The convening procedure may be waived with the consent of all directors. Board resolutions require the attendance of a majority of all directors and approval by a majority of directors present. In 2025, the Board convened seven meetings to deliberate and resolve key matters and receive reports.

Governance Structure of Daewoong Pharmaceutical Co., Ltd.



Key Board Resolutions of Daewoong Pharmaceutical Co., Ltd.

Session	Meeting Date	Agenda Items	Approval Status	Approval Rate	Attendance Rate
1	Feb. 10, 2025	Items for Resolution 1. Approval of the draft 2024 financial statements	Approved	100%	100%
2	Feb. 25, 2025	Items for Resolution 1. Resolution to convene the 23rd Annual General Meeting of Shareholders 2. Review of the preliminary financial statements and determination of the proposed dividend 3. Approval of the limit on corporate bond issuance 4. Approval of the Representative Director holding a concurrent position Reporting Items 1) Report on the operational status of the internal accounting control system 2) Report on the results of the management review of the anti-bribery management system	Approved	100%	80%
3	Mar. 7, 2025	Items for Resolution 1. Finalization of the financial statements for the 23rd fiscal year (2024) 1) Approval of the finalized financial statements 2) Finalization of the proposed statement of appropriation of retained earnings	Approved	100%	100%
4	Mar. 26, 2025	Items for Resolution 1. Change of Registered Manager Reporting Items 1) Key matters, including 2024 performance and the 2025 business plan 2) Key research and investment plans 3) Proposed Board operating plan 4) Changes in the business environment	Approved	100%	80%
5	Apr. 28, 2025	Items for Resolution 1. Stock-based compensation (RSU) 2. Capital increase for Daewoong Biologics Indonesia 3. Capital increase for Selatox Reporting Items 1) Report on first-quarter 2025 performance 2) Report on the proposed strategic investment in and collaboration with OOO 3) Approval of the 2025 environmental, safety, and health plan 4) Annual Board schedule	Approved	100%	100%
6	Jul. 30, 2025	Reporting Items 1) Report on second-quarter 2025 performance 2) Introduction of new departments and report on business plans 3) Report on the status of key products 4) Management updates 5) Annual Board schedule	-	-	100%
7	Nov. 6, 2025	Reporting Items 1) Report on third-quarter 2025 performance 2) Business status report on the thynC™ smart bed monitoring system 3) Status report on subsidiary iN Therapeutics 4) Management updates 5) Annual Board schedule	-	-	100%

* Soon-yong Kwon was newly appointed as an Independent Director at the 23rd Annual General Meeting of Shareholders on March 26, 2025.
* Dae-deok Kim retired upon expiration of his term as an Independent Director, and Yong-jin Kim resigned as an Independent Director on March 26, 2025.

Board of Directors and Governance Structure

Daewoong Pharmaceutical Co., Ltd.

Board Composition

Four Key Features of Board Policies

Board Diversity

The Board comprises individuals with experience and expertise across diverse fields, including management, industry, and academia. One of the seven directors is a female executive director, reflecting gender diversity, and the company applies a competency-based approach when appointing executives.

Board Independence

In accordance with the Commercial Act and other applicable laws and regulations, Daewoong Pharmaceutical appoints independent directors with the requisite independence and expertise to provide independent oversight of management. Independent directors are restricted from holding concurrent positions or engaging in transactions without prior Board approval, and their qualifications and potential conflicts of interest are rigorously reviewed in accordance with applicable legal requirements to ensure their independence. The roles of CEO and Board Chair are currently combined to facilitate efficient management judgment and prompt decision-making; however, the company plans to establish a basis in its Articles of Incorporation and separate the roles in phases.

Board Transparency

The Board of Directors of Daewoong Pharmaceutical consists of seven members: three executive directors and four independent directors. Independent directors account for 57.1% of the Board, exceeding the statutory requirement under the Commercial Act that they comprise at least one-quarter of all directors. The company transparently discloses the decision-making process related to Board operations, including independent directors' attendance rates and votes for or against each agenda item. The Board also convenes regularly to share key management matters and reporting items and discloses discussions and resolution outcomes for each agenda item, thereby strengthening Board accountability and transparency.

Board Expertise

The Board of Directors of Daewoong Pharmaceutical comprises individuals with expertise in diverse fields, including management, pharmaceuticals and healthcare, marketing, R&D and regulatory affairs, and academia and clinical practice. Executive directors are responsible for business operations and strategy, while independent directors provide expert advice and oversight, ensuring that balanced perspectives are reflected in key decisions, including those related to ESG.

Board Skills Matrix							
Category	Executive Directors			Independent Directors			
	Chang-jae Lee	Seongsoo Park	Eun-kyung Park	Young-min Cho	Soon-yong Kwon	In-hyuk Choi	Dae Hyon Choi
Leadership	●	●	●				
Marketing	●		●				
Pharmaceutical Operations and Management	●	●					
R&D and Regulatory Affairs		●	●				
Academia, Medicine, and Clinical Practice				●	●		
Strategic Planning	●	●	●				
Audit and Internal Control				●	●	●	●
ESG and Sustainability Management	●	●	●			●	

Board Composition of Daewoong Pharmaceutical Co., Ltd.

As of the end of May 2026

Category	Executive Directors			Independent Directors			
Name	Chang-jae Lee	Seongsoo Park (Reappointed)	Eun-kyung Park (Reappointed)	Young-min Cho	Soon-yong Kwon	In-hyuk Choi (Newly appointed)	Dae Hyon Choi (Newly appointed)
Gender	Male	Male	Female	Male	Male	Male	Male
Term ¹⁾	Mar. 23, 2021 – Mar. 28, 2027	Mar. 26, 2026 – Mar. 26, 2029	Mar. 26, 2026 – Mar. 26, 2029	Mar. 29, 2023 – Mar. 28, 2027	Mar. 26, 2025 – Mar. 26, 2028	Mar. 26, 2026 – Mar. 26, 2028	Mar. 26, 2026 – Mar. 26, 2028
Position and Field	Chairperson of the Board / CEO	CEO / Business management expert	Business management expert	Medical expert (Professor)	Medical expert (Professor)	IT expert	Finance and investment expert
Key Experience	• B.A. in Chinese Literature, Dong-A University • Head of Marketing Division, Daewoong Pharmaceutical Co., Ltd. • Executive Director, Daewoong Co., Ltd. • Vice President, Daewoong Pharmaceutical Co., Ltd. • (Current) CEO, Daewoong Pharmaceutical Co., Ltd.	• M.S. in Pharmacy, Graduate School, Seoul National University • Head of U.S. Branch, Daewoong Pharmaceutical Co., Ltd. • Head of Nabota Business Division, Daewoong Pharmaceutical Co., Ltd. • Vice President, Daewoong Pharmaceutical Co., Ltd. • (Current) CEO, Daewoong Pharmaceutical Co., Ltd.	• Department of Political Science and International Relations, Kookmin University • Head of Marketing Division 2, Daewoong Pharmaceutical Co., Ltd. • Head of ETC Marketing Division, Daewoong Pharmaceutical Co., Ltd. • (Current) Head of CH Marketing Division, Daewoong Pharmaceutical Co., Ltd.	• Ph.D. in Internal Medicine, Graduate School, Seoul National University • Clinical Assistant Professor of Internal Medicine, Seoul National University Hospital • Visiting Professor, University of British Columbia, Canada • (Current) Professor of Internal Medicine, College of Medicine, Seoul National University	• Ph.D. in Medicine, Graduate School of Medicine, The Catholic University of Korea • Founding President, Eunpyeong St. Mary's Hospital, The Catholic University of Korea • (Current) Professor of Orthopedic Surgery, Seoul St. Mary's Hospital, The Catholic University of Korea	• M.S. in Control and Instrumentation Engineering, Seoul National University • CEO, Naver Financial Corp. • (Current) CEO, Naver Tech Business	• Head of Corporate Banking, Korea Development Bank • Chief Secretary, Korea Development Bank • Head of Corporate Banking Division and Executive Vice President, Korea Development Bank • Senior Executive Vice President, Korea Development Bank • (Current) CEO, KDB Investment
Three-year attendance rate	100%	100%	100%	81.8%	100%	100%	100%

The average tenure of executive directors is approximately 6.01 years, while that of independent directors is approximately 1.58 years
* Soon-yong Kwon was newly appointed as an Independent Director at the 23rd Annual General Meeting of Shareholders on March 26, 2025.
* Independent Directors In-hyuk Choi and Dae Hyon Choi were newly appointed at the 24th Annual General Meeting of Shareholders on March 26, 2026.

Board of Directors and Governance Structure

Daewoong
Pharmaceutical Co., Ltd.

Board Evaluation and Compensation
/ Board Training and Support

Board Evaluation

Daewoong Pharmaceutical conducted a Board evaluation in 2025 to assess the effectiveness of Board operations and the performance of independent directors in fulfilling their roles. The evaluation is conducted regularly using an individual evaluation approach for four independent directors. The evaluation reviews attendance rates, the depth of agenda review, contributions to strategic advice, and oversight of accounting and risk management. Considering the characteristics of the pharmaceutical and biotechnology industry, it also assesses each independent director's area of expertise, its relevance to the business, and contributions to advising on key management issues. The evaluation results will be used as reference materials when reviewing the reappointment of independent directors and improving Board operations.

2025 Independent Director Evaluation of Daewoong Pharmaceutical Co., Ltd. – Evaluation Criteria

Evaluation Criteria	Key Evaluation Details
Capabilities	Expertise, industry knowledge, and management and risk management capabilities
Purpose of Appointment	Alignment with the purpose of appointment and appropriateness of role performance
Duties Performed and Performance Evaluation	Contributions to strategic advice and oversight of accounting, internal controls, and risk management
Board Participation	Board attendance rate, depth of agenda review, expression of opinions, and level of participation

Compensation Policy Linked to Executive Performance Evaluations

Daewoong Pharmaceutical determines executive compensation following deliberation by the HR Compensation Committee, considering each executive's position and the nature of their duties, within the director compensation limit approved by the General Meeting of Shareholders. In accordance with the compensation policy, the HR Compensation Committee determines compensation for key position holders after comprehensively reviewing peer-group comparisons and evaluations, advice from external experts, the duties and responsibilities of independent directors, and external market competitiveness. The company also operates a performance-linked compensation framework and grants stock-based compensation, including stock options and restricted stock units (RSUs), to selected executives and employees to support long-term performance and enhance corporate value. In accordance with applicable laws and regulations, the individual compensation of executives receiving KRW 500 million or more annually is disclosed in the Business Report.

Status of Daewoong Pharmaceutical Co., Ltd.'s Stock-Based Compensation Programs in 2025

Category	No. of Members	Basis and Procedure for Granting	Total No. of Shares
Restricted Stock Units (RSUs)	7	RSUs are granted to executives and employees who have made significant management contributions to promote long-term performance and motivation, with recipients and grant amounts determined following review by the Personnel Committee and a Board resolution	21,607 shares
Stock Grant	61	The company operates a stock grant program to reward outstanding talent and drive performance. Each year, recipients and grant amounts are determined through deliberation by the Personnel Committee in accordance with the compensation policy, after which the grants are awarded under individual agreements	19,384 shares

2025 Compensation of All Directors and Auditor of Daewoong Pharmaceutical Co., Ltd.

As of December 31, 2025, Unit: KRW million

Category	No. of Members	Amount Approved at the General Shareholders' Meeting
Registered Directors	5	3,000
Auditor	1	200

Compensation Paid by Position at Daewoong Pharmaceutical Co., Ltd.

As of December 31, 2025, Unit: KRW million

Category	No. of Members	Total Compensation	Average Compensation per Person
Registered Directors	3	1,674	558
Independent Directors	2	81	40
Auditor	1	60	60

Support for Board Expertise

Daewoong Pharmaceutical provides human and material resources to support independent directors' participation in management and informed decision-making. Led by the ESG Team (IR Team), the company provides key information on its organizational structure, business status, and strategies through briefing materials and analytical reports to support sound Board decision-making. The company also maintains an effective collaborative framework through advance briefings on agenda items and the reporting and review of decisions made by professional management, while regular training enhances directors' understanding of key business trends, financial issues, and the industry environment.

Board Training

Daewoong Pharmaceutical conducts regular training to strengthen the expertise of Board members. In 2025, training focused on understanding the roles and responsibilities of independent directors and the auditor system, helping Board members deepen their understanding of the relevant systems and decision-making structure. The company also continues to strengthen the capabilities of Board members by providing additional training opportunities as needed.

Training Date	Training Provider	Attending Independent Directors	Key Training Content
Oct. 2, 2025	Samjong KPMG	Young-min Cho, Soon-yong Kwon	Understanding the Roles of Independent Directors and the Auditor System

Board of Directors and Governance Structure

Daewoong
Pharmaceutical Co., Ltd.

Committee Operations

Status of Committee Operations

Daewoong Pharmaceutical operates the Affiliate Transaction Committee, HR Compensation Committee, and other committees separately from committees under the Board. Through these committees, the company makes key decisions on matters such as the management of internal transactions and the establishment of executive evaluation and compensation standards. In 2026, the audit body was reorganized into the Audit Committee, which was newly established as a committee under the Board.

Committee Functions and Meetings Held

Category	Function
Auditor's Attendance at Board Meetings (Transitioned to an Audit Committee Structure in 2026 ¹⁾)	• Oversees the reliability of financial reporting, reviews the internal accounting control system, appoints the external auditor, and supervises overall audit activities (seven meetings held in 2025)
Affiliate Transaction Committee	• Conducts prior reviews and grants final approval for transactions among affiliates, and assesses the appropriateness of such transactions
HR Compensation Committee	• Establishes standards for the evaluation and compensation of group executives and key position holders and appoints new executives
Independent Director Candidate Nomination Committee	• Operates fair and objective procedures for recommending and appointing independent director candidates (established in 2026)

1) Following its qualification as a listed company with total assets of KRW 2 trillion or more as of the end of 2025, the company established the Audit Committee in March 2026. As of May 2026, the Audit Committee had convened twice, on May 7 and May 12.

Affiliate Transaction Committee

The Affiliate Transaction Committee is a dedicated review body responsible for ensuring the fairness and transparency of transactions among affiliates and conducts prior reviews and grants final approval for all new and material intra-group transactions. The committee comprehensively reviews the necessity, synergies, roles, and pricing appropriateness of transactions and provides ongoing oversight through quarterly transaction reports and periodic reviews. Transactions involving risks are subject to further review and corrective action to strengthen the management framework.

HR Compensation Committee

Daewoong Pharmaceutical reviews and determines overall executive compensation through the HR Compensation Committee. Considering rank, the nature of duties, and performance, the committee determines salaries, bonuses, and performance incentives for executives, including the CEO, and establishes and reviews compensation standards covering base compensation, incentives, and stock options. The committee also operates a process for determining compensation levels based on evaluation results and promotes fair and transparent compensation practices through the participation of internal and external committee members.

Independent Director Candidate Nomination Committee

Daewoong Pharmaceutical established the Independent Director Candidate Nomination Committee in 2026 to strengthen the independence and transparency of the Board. The committee has the authority to recommend independent director candidates and reviews and recommends candidates, including those nominated by shareholders who meet specified requirements. A majority of the committee members are independent directors, ensuring objectivity and fairness in the candidate nomination process.

Operation of the Audit Body

Full-Time Auditor System

Through 2025, Daewoong Pharmaceutical operated a full-time auditor system, under which one statutory auditor attended Board meetings and independently oversaw overall management. The auditor reviews the internal control and accounting management systems based on the authority to request the submission of accounting books and related documents and access key management information, and participates in key decision-making processes by attending Board meetings. The company also provides training through external professional institutions and maintains the effectiveness of audit activities through a dedicated audit support organization.

Status of Auditor Training at Daewoong Pharmaceutical Co., Ltd.

Training Date	Training Provider	Full-Time Auditor in Attendance	Key Training Content
Oct. 2, 2025	Samjong KPMG	Geon-Haeng Lee	Understanding the Roles of Independent Directors and the Auditor System

Audit Committee

As the company qualified as a large listed company under the Commercial Act with total assets of KRW 2 trillion or more as of the end of December 2025, it established the Audit Committee by resolution of the Annual General Meeting of Shareholders on March 26, 2026. The Audit Committee, which includes a member with accounting or finance expertise, oversees overall audit activities, including ensuring the reliability of financial reporting, reviewing the internal accounting control system, and appointing the external auditor, thereby strengthening the expertise and independence of the audit body.

Committee Composition Status

Category	Executive Directors			Independent Directors			
	Chang-jae Lee	Seongsoo Park	Eun-kyung Park	Young-min Cho	Soon-yong Kwon	In-hyuk Choi	Dae Hyon Choi
Audit Committee					●	●	Chairperson (Finance Expert)

Ethics and Compliance Management

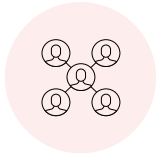
Ethical Management Compliance

Code of Ethics

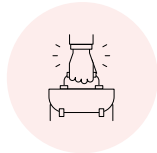
Daewoong Pharmaceutical sets out the ethical values and principles of conduct that employees must follow in performing their duties in its Code of Ethics. The company provides customers with safe, high-quality products and services, while enhancing corporate value and protecting shareholder rights and interests through transparent decision-making and the disclosure of management information. It also respects the human rights and safety of employees, promotes fair compensation and a healthy organizational culture, and contributes to the sustainable development of society through legal compliance and social contribution activities.



Responsibilities and obligations to customers



Responsibilities and obligations to shareholders



Responsibilities and obligations to employees



Social responsibilities and obligations

Code of Conduct

Daewoong Pharmaceutical's Code of Conduct provides specific guidelines and standards for applying the principles of the Code of Ethics in day-to-day operations. It guides employees in making sound judgments and acting appropriately, thereby minimizing ethical risks.

Category	Function
Attitude of Daewoong People	- We maintain an honest and sincere attitude in all external relations, safeguarding the reputation of both the company and individuals. - We do not engage in unfair solicitations or pursue unjust gains.
Fair Business Practices	- We handle all tasks fairly and transparently, without being influenced by personal interests or conflicts of interest. - We strictly comply with relevant laws and company regulations.
Prevention of Conflicts of Interest	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.
Protection of Company Assets	We handle all company assets, including physical and intellectual property, with care, do not use them for personal purposes, and manage them efficiently.
Information Protection and Sharing	- 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. - We maintain the accuracy and security of information.

Management of Ethical Violations through the Cyber Whistleblowing System

Overview of the Cyber Whistleblowing System

Daewoong Pharmaceutical receives reports on employee grievances and violations of the Code of Ethics, as well as suggestions for improving internal systems, through its ethical management whistleblowing system. Through this system, the company prevents unfair practices, strengthens transparency and integrity within the organization, and works with employees to foster a healthy corporate culture.

Category	Key Content
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.

Confidentiality standards

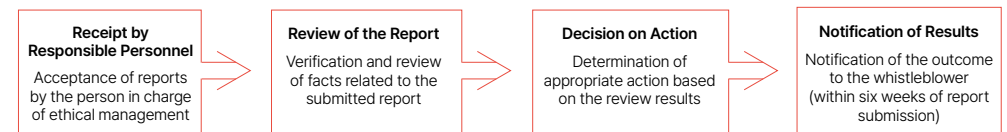
Disclosure or implication of the whistleblower's identity without their consent is strictly prohibited.

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.



User 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'.

Ethics and Compliance Management

Compliance Management and Fair Trade

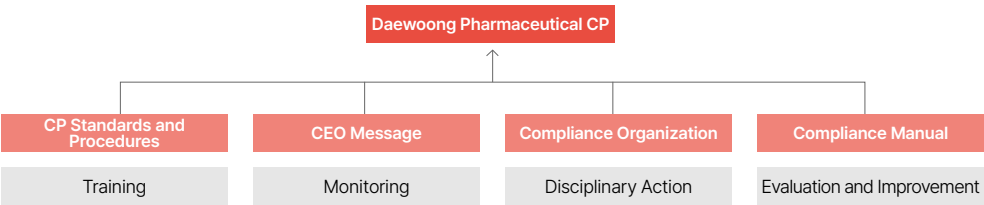
Fair Trade and Anti-Corruption Management Framework

Daewoong Pharmaceutical operates a Compliance Program (CP) to voluntarily comply with applicable laws and regulations, including the Monopoly Regulation and Fair Trade Act, the Pharmaceutical Affairs Act, the Medical Devices Act, and relevant industry codes. In 2025, the company advanced its compliance and ethical management framework by strengthening the economic benefit expenditure reporting and monitoring system and conducting anti-bribery risk assessments, internal audits, and other activities under its ISO 37001 Anti-Bribery Management System. The company is also working to establish a fair and transparent sales and marketing culture by responding to the CSO registration system and providing company-wide anti-bribery training.

Category	Key Operational Details
Management of Economic Benefit Expenditure Reports	Prepared and retained expenditure records for economic benefits, including product presentations, sample provision, support for participation in academic conferences, clinical trial support, post-marketing surveillance, and discounts based on payment terms, and completed submission to the Health Insurance Review & Assessment Service
Monitoring of Sales and Marketing Expenses	Conducted ongoing reviews of sales and marketing expenses and further segmented monitoring scenarios for corporate card use
Advancement of Systems and Standards	Improved expenditure management systems for product presentations, lectures and advisory services, samples, and other categories, and strengthened operating standards for product presentations by the Sales Division
ISO 37001 Operations	Conducted bribery risk assessments, internal audits, surveillance audits, and management reviews, and maintained ISO 37001 certification
Company-wide Compliance Activities	Obtained fair trade and anti-bribery pledges from employees and provided anti-bribery training
Response to the CSO Registration System	Completed registration of pharmaceutical and medical device sales promotion service providers and proceeded with mandatory training, course completion, and submission of completion certificates

CP (Fair Trade Compliance Program)

Daewoong Pharmaceutical operates a CP (Fair Trade Compliance Program) to voluntarily comply with fair trade laws and regulations. Led by a dedicated CP organization of 10 members, the company has established training, monitoring, disciplinary, and evaluation systems and conducts ongoing reviews of product presentations, operates the CP Committee, and takes disciplinary action against violators. The company also strengthens its fair and transparent compliance management framework by supporting group affiliates and responding to periodic audits of partner companies.



Fair Trade and CP Training

Daewoong Pharmaceutical provides CP training through various formats, including online, in-person, and live virtual sessions, to enhance employees' compliance awareness and promote a culture of fair trade. The company provides fair trade and CP training to employees transferring to sales and marketing departments, employees changing roles, and position holders, while supporting external training and certification courses to strengthen the expertise of the compliance officer and CP practitioners. The company also continuously communicates compliance messages through CP Letters and training on the public disclosure system for expenditure reports and reinforces its ethical management culture through its "No Giving or Receiving Holiday Gifts during Lunar New Year and Chuseok" campaign.

Date	Participants	Training and Workshops	
First Half/Second Half	Employees Transferring to Sales/Marketing Departments	CP Training	Basic and advanced fair trade training for employees transferring to sales and marketing departments
Oct. 17, 2025	All Employees		Anti-Bribery Training
First Half/Second Half	Sales/Marketing Departments		CP Training for Learning and Communication within the Sales/Marketing Division
Jul. 4, 2025	Sales/Marketing Departments		CP Training for Partner Companies Provided to Daewoong Pharmaceutical Employees
Ongoing	All Employees		Issuance of CP Letters and Communication of Key Messages
Quarterly	Sales/Marketing Departments		Communication and Training on the Public Disclosure System for Expenditure Reports
Jun. 21, 2025	Compliance Officer and CP Practitioners	Completion of Capability-Building Training	Refresher training and certification and renewal for the Compliance Management Professional (CCP) Levels 1 and 2 courses
Apr. 10, 2025			Korea Fair Competition Federation Training
May 13, 2025			Training for CP Rating Assessment Practitioners
May 23, 2025			Briefing Session on Economic Benefit Expenditure Reports
May 30, 2025 Nov. 28, 2025			Pharmaceutical Industry Ethical Management Workshop
May 16, 2025			Participation in the ISO 37001 Internal Auditor Course and Certification
Ongoing			

Plan to Advance the CP Operating Framework

Daewoong Pharmaceutical became the first company in the pharmaceutical industry to receive an AA rating for its Fair Trade Compliance Program (CP) and achieved the highest rating for two consecutive assessments. In 2026, the company plans to strengthen its compliance management framework by improving CP standards and SOPs, undergoing an ISO 37001 transition audit, strengthening CSO management, expanding the monitoring of product presentations, providing customized CP training, and conducting awareness assessments.

Strengthening the Operating Framework	Enhancing Training and Awareness	Monitoring and Review	Operating an Evaluation and Improvement Framework
- Revision of CP SOPs - Advancement of the CSO process - ISO 37001:2025 transition audit, etc.	- CP training by job category - Training for new employees - Expanding support for external training to develop CP professionals, etc.	- Review of product presentations - Strengthening CSO Due Diligence - Due diligence on partner companies - Operating a penalty system, etc.	- CP awareness assessment - Conducting internal audits - Preparation for the CP rating assessment - Participation in forums and symposiums

Risk Management

Management Policies and Operations by Major Risk Type

Company-wide Risk Management Policies and Operations

Daewoong Pharmaceutical has established a company-wide risk management policy, with risk management activities primarily undertaken by the CP Team, which supports the Auditor and audit activities.

Risk Monitoring through Audit Activities

Risk Monitoring

The company monitors risks across its management activities by reviewing the establishment and implementation of internal audit plans, monitoring external audits, discussing key audit matters in advance, and evaluating and approving the internal accounting control system.

Establishing a Foundation for Internal Control Policies

Policy Foundation

The company maintains internal control-related regulations, including audit regulations and internal accounting control regulations, and revises or enacts them as necessary to appropriately reflect changes in relevant laws and regulations.

Advancement of the Internal Accounting Control System

Internal Accounting

Following the enforcement of the Act on External Audit of Stock Companies in 2018, the company revised its internal accounting control regulations and operating guidelines and established the scope of evaluation based on the Risk Control Matrix (RCM). The company has also designed and operated its internal accounting control system since 2020.

Operation of the Internal Transaction Committee

Internal Transaction Committee

A committee comprising the CEO, Auditor, and personnel responsible for planning and taxation conducts prior reviews and resolutions when new internal transaction items are introduced or the pricing or transaction terms of existing transactions are changed. The committee also receives quarterly status reports and conducts regular reviews.

Continuous Improvement of Internal Control Policies

Continuous Improvement

Key departments continuously improve and supplement internal control policies in response to changes in relevant laws and regulations to manage a wide range of risks.

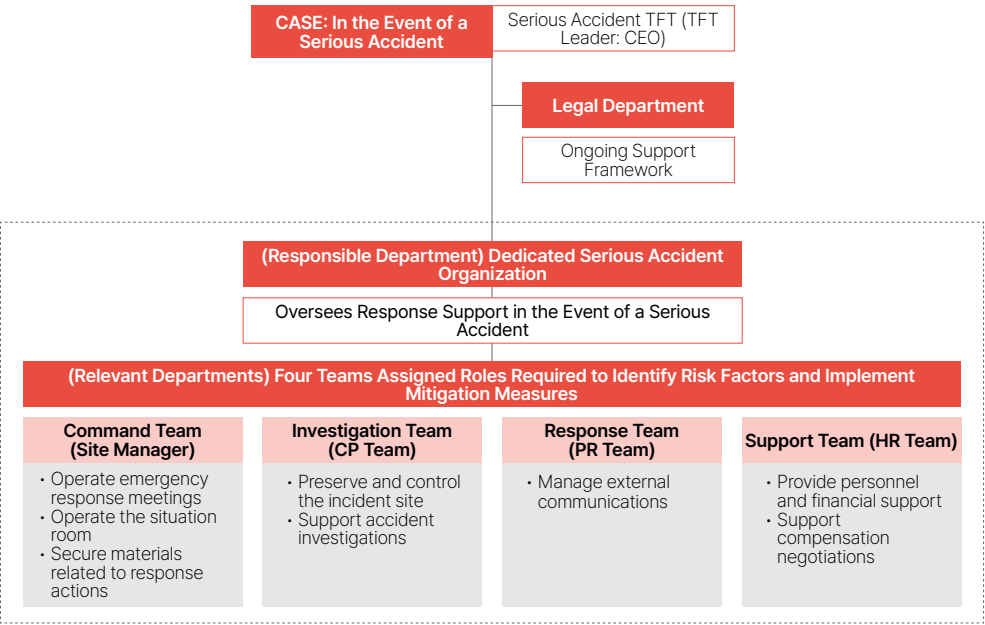
Disclosure Information Management Policies and Operations

Since 2025, the IR Team has been exclusively responsible for disclosure activities to ensure the accuracy and timeliness of Daewoong Pharmaceutical's disclosure information. The IR Team operates a disclosure organization comprising a disclosure officer and responsible personnel and designates disclosure coordinators in each department to prevent omissions in disclosure activities. The company has also established and implemented disclosure information management regulations and regularly communicates precautions regarding insider trading, disclosure standards, and disclosure checklists to prevent unfair trading and enhance employees' understanding of disclosure requirements and compliance awareness.

Risk Management Framework

Daewoong Pharmaceutical has established a crisis response framework under which the CEO of the relevant corporate entity serves as the head of the TFT in the event of a serious accident. ① When a response to risks arising from a serious accident is required, the dedicated occupational health and safety organization prescribed under the Serious Accidents Punishment Act oversees response activities, and ② four teams are assigned specific roles under the TFT, with the Legal Department providing ongoing support.

When a company-wide response is required for a major risk, the company applies the TFT structure and operating procedures used for serious accidents by ① designating the department directly responsible for the relevant risk as the "lead response support department" and ② assigning relevant departments to roles within the TFT as necessary to identify risk factors and implement mitigation measures, thereby responding flexibly to the company's internal and external risk environment.



Risk Management

Management Policies and Operations by Major Risk Type

Financial Risk Management Policies and Operations

In 2025, Daewoong Pharmaceutical transferred responsibility for disclosure activities from the Finance Team to the IR Team to strengthen expertise and its response framework for disclosures. Accordingly, the company updated the designation of its disclosure officer and responsible personnel, as well as its Disclosure Information Management Regulations, while the IR Team assumed full responsibility for investor communications and disclosure management. Financial risk management remains the responsibility of the Finance Team, maintaining a systematic framework led by specialized departments for each function.

Category	Key Operational Details
Financial Risk Management Responsibilities	The CEO has overall responsibility for risk management, while the Finance Team and Accounting Team lead financial risk management activities.
Transparent Information Disclosure	- The company ensures transparency in information disclosure to enhance shareholder value and protect shareholder rights and interests. - Information on the company's financial position, business performance, and disclosures is made readily accessible to shareholders and stakeholders through its sustainability management website and the electronic disclosure system.
Designation of Disclosure Officer and Responsible Personnel	The disclosure organization consists of the disclosure officer (Head of the Financial Planning Office) and the IR Team (four members), with two disclosure personnel designated to prevent omissions in disclosure activities.
Establishment and Implementation of Disclosure Information Management Regulations	The IR Team has established and implemented the Disclosure Information Management Regulations to control and manage disclosure information.
Operation of the Internal Accounting Control System	Since 2020, the company has designed and operated its internal accounting control system in accordance with the "Internal Accounting Control System Design and Operating Framework." This system is a key internal control over financial reporting designed to ensure accounting transparency and reliability and prevent fraud and errors.
Establishment of Internal Accounting Control Regulations and Guidelines	The regulations specify the authority and responsibilities of the CEO, internal accounting control officer, Auditor, and departments involved in internal accounting control and establish requirements for training, performance evaluations, and other measures to ensure professional and accountable operations. The company regularly reviews areas requiring internal controls through internal audits and other activities and establishes and implements control operating plans.
Communication with the External Auditor	If the external auditor identifies a violation of accounting standards, the company may appoint an external expert at its own expense to conduct an investigation and, based on the findings, require the company's representative to take corrective action. The company also provides its financial statements to the external auditor six weeks before the Annual General Meeting of Shareholders and its consolidated financial statements four weeks before the meeting, ensuring sufficient time for the audit.

Financial Risk Management Status and Performance

Daewoong Pharmaceutical operates a financial risk management framework to maintain a stable financial structure and build a foundation for sustainable growth. In 2025, revenue and operating profit increased year on year, resulting in solid financial performance, based on which the company is pursuing a consistent dividend policy and shareholder return measures. At the 24th Annual General Meeting of Shareholders held on March 26, 2026, the company amended its Articles of Incorporation to allow the dividend record date to be separated from the voting rights record date, thereby improving dividend predictability. Building on this change, the company plans to gradually develop a medium- to long-term shareholder return policy by comprehensively considering business performance and financial conditions and to continue improving dividend predictability for shareholders.

Key Financial Highlights

KRW 1,570,891 million	KRW 196,782 million
2025 Consolidated Revenue ▲ 10.4%	2025 Operating Profit ▲ 33.0%
KRW 192,909 million	KRW 2,362,799 million
2025 Net Income	2025 Consolidated Total Assets

Efforts to Improve Dividend Predictability

- > Dividend decisions are made by the Board, and information on such decisions is disclosed before the General Meeting of Shareholders.
- > At the 24th Annual General Meeting of Shareholders held on March 26, 2026, the company amended its Articles of Incorporation to allow the dividend record date to be separated from the voting rights record date, thereby improving dividend predictability.

Consistent Dividend Policy

- The company has consistently paid annual dividends to enhance shareholder value.
- > Dividends are determined by comprehensively considering investments for the company's sustainable growth, business performance, cash flow, and dividend stability. As a general policy, dividends are maintained at the previous year's level or increased moderately, taking into account the dividend payout ratios over the past three years and those of industry peers.

Appropriate Discussion of Shareholder Returns

- > Although dividends have occasionally been constrained by capital expenditures (CapEx), including facility investments, the company plans to explore comprehensive measures to expand shareholder returns based on continued growth in revenue and operating profit and sound financial performance.

Risk Management

Management Policies and Operations by Major Risk Type

Legal and Regulatory Risk Management

Daewoong Pharmaceutical minimizes legal and regulatory risks by strictly complying with domestic and international laws and regulations and strengthening corporate ethics.

Category	Key Operational Details
Establishment of Compliance System	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.
Operation of the Compliance Program (CP)	- We operate the Compliance Program (CP) to build a fair competition system and enhance internal and external trust. - To this end, we have established a dedicated CP team (10 members) to eliminate risks related to unfair trade practices and to continuously implement compliance management.
Reflecting Ongoing Regulatory Changes	Our key departments continuously revise and enhance internal control policies in line with changes in relevant laws and regulations, striving to manage various risks.

Operational Risk Management

Daewoong Pharmaceutical manages operational risks through management systems covering key areas, including quality, safety, the environment, and information security. In 2025, the company newly obtained ISO 50001 Energy Management System certification to improve energy efficiency and strengthen the management of energy-related risks.

Category	Key Operational Details
Quality and Process Management	We manage risks related to product and service quality through the operation of our quality management system and smart processes.
Information Security and Privacy Protection	By maintaining ISO 27001 (Information Security) and ISO 27701 (Privacy Information Management System) certifications, we protect the company's information assets and customers' personal data from leakage and misuse.
Disclosure Information Management Policy	The IR Team has established and enforces the Disclosure Information Management Regulations to control and manage disclosure information, and regularly informs employees of insider trading precautions and disclosure standards.
Occupational Health and Safety Management System Certification	We maintain ISO 45001 (Occupational Health and Safety Management System) certification to conduct systematic occupational health and safety management.
Compliance with Environmental Management System	We comply with ISO 14001 (Environmental Management System) and prepare EHS reports to manage environmental risks.
Operation of Energy Management System	The Hyangnam Plant has obtained ISO 50001 (Energy Management System) certification and operates a systematic management framework to improve energy use efficiency and manage energy-related risks.
Partner Management	We continuously conduct partner evaluations and management to ensure stable supply chain operations.

Tax Strategy

Daewoong Pharmaceutical complies with the tax laws and regulations of each country across all domestic and overseas operations, including its consolidated subsidiaries, and faithfully fulfills its tax filing and payment obligations. All tax-related procedures are conducted based on the principles of accuracy and transparency, and the company submits relevant documentation in good faith to maintain relationships of trust with tax authorities. For affiliate transactions, the company also complies with the arm's length principle under the OECD Transfer Pricing Guidelines and applicable local laws and regulations. The company systematically manages international transaction-related issues by preparing country-by-country reports in response to BEPS requirements and working with external professional organizations to prepare transfer pricing documentation. Through these efforts, Daewoong Pharmaceutical ensures that taxable income is appropriately allocated across jurisdictions and fulfills its responsibilities as a responsible global taxpayer.

Tax Management Framework

Daewoong Pharmaceutical's fundamental principles across all domestic and overseas entities are compliance with tax laws and the maintenance of transparent, cooperative relationships with tax authorities. The company faithfully fulfills its tax obligations in accordance with the tax laws of each country and actively responds to unreasonable or excessive taxation through tax appeals, administrative litigation, and other legal procedures. Benefits derived from lawful tax planning are used to create social value and fulfill the company's corporate social responsibilities. The company also identifies and manages potential tax risks in advance throughout its global operations and maintains a stable tax framework based on compliance with domestic and international tax laws and regulations. Assessments of major tax risks are conducted based on a comprehensive review of the opinions of external tax experts and tax authorities, and key tax decisions are made accordingly.

Tax Risk Management

Daewoong Pharmaceutical systematically manages tax risks in compliance with domestic and international tax laws and related regulations. In accordance with its principles of transparent tax management, the company responds faithfully to requests from tax authorities to verify or clarify facts and submits sufficient supporting documentation. The company also strictly prohibits tax avoidance through the use of tax havens or artificial tax structures that lack a substantive business purpose. In its global operations, the company operates a preventive risk management framework that thoroughly reviews national tax laws and policies and identifies and manages potential tax risks in advance. In particular, the company complies with the arm's length principle in affiliate transactions to minimize the risk of double taxation arising from conflicts between national taxing rights.

Enhancing Shareholder Value

Protection of Shareholder Rights

Daewoong Pharmaceutical works to improve access to information on the General Meeting of Shareholders so that shareholders can fully exercise their voting rights and express their views. The company has also systematically established and operates relevant procedures to facilitate the exercise of shareholders' legitimate right to submit proposals.

Efforts to Protect Shareholder Rights

Category	Key Content
Advance Disclosure of the General Meeting of Shareholders	Daewoong Pharmaceutical provided notice and public announcement of matters related to the 24th Annual General Meeting of Shareholders four weeks before the meeting, allowing shareholders sufficient time to review the agenda items before exercising their voting rights. The company plans to maintain and further enhance this process.
Efforts to Provide Information to Foreign Shareholders	- To improve foreign shareholders' access to information, the company currently operates a proxy voting consent process through the Korea Securities Depository and is strengthening support for foreign shareholders' exercise of voting rights by expanding English-language disclosures. - From April 15, 2024, through the reporting date of June 30, 2026, the company submitted 33 English-language disclosures: six in 2024, seven in 2025, and 20 in 2026. - The company also continues to enhance its disclosure framework to improve foreign shareholders' understanding and accessibility, expanding the number of English-language disclosure categories from four in both 2024 and 2025 to 12 in 2026.
Avoiding Peak General Meeting Dates	To increase minority shareholder participation and encourage active engagement in the General Meeting of Shareholders, the company participates in the Korea Listed Companies Association's voluntary compliance program for dispersing general meeting dates and holds its meetings on dates other than designated peak dates. The company will continue to avoid peak general meeting dates to expand shareholders' substantive participation.
Providing Diverse Voting Methods	- Daewoong Pharmaceutical has operated an electronic voting system since its 19th General Meeting of Shareholders. At the 24th Annual General Meeting of Shareholders in 2026, the company amended its Articles of Incorporation to remove the provision excluding cumulative voting. This aligns with the mandatory cumulative voting requirements for listed companies with total assets of KRW 2 trillion or more and strengthens minority shareholders' participation in director elections and the protection of shareholder rights. - In addition to electronic voting, the company conducts proxy solicitation, expanding opportunities for diverse shareholders, including foreign shareholders, to exercise their voting rights without attending the meeting in person.
Providing Opportunities for Shareholders to Speak	The company systematically allocates time for questions and answers at the General Meeting of Shareholders to ensure that the views of all shareholders, including minority shareholders, are adequately reflected. This promotes substantive shareholder participation and enhances transparency and communication in the decision-making process.

Ensuring Shareholder Proposal Rights

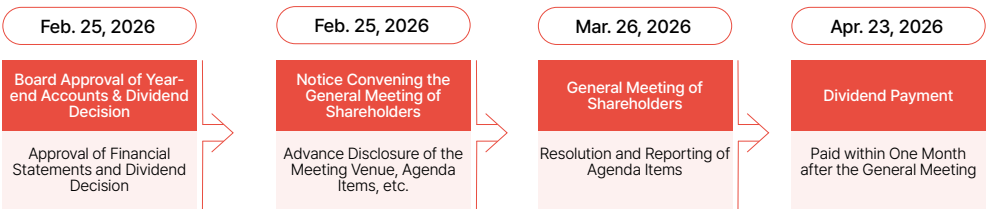
Category	Key Content
Guidance on Exercising Shareholder Proposal Rights	- The company allows shareholders to exercise their proposal rights when the requirements prescribed by the Commercial Act and relevant laws and regulations are met. - Matters related to shareholder proposals are guided based on applicable laws and regulations, and detailed guidance is provided through the responsible department upon separate inquiry.
Establishment of Procedures and Standards for Handling Shareholder Proposals	- The IR Team is responsible for receiving shareholder proposals, and the company operates procedures to ensure that proposals submitted by shareholders who meet the statutory requirements within the prescribed deadline may be placed on the agenda of the general meeting of shareholders. - For proposals received, the company has established procedures to provide a response in writing or by electronic document within the prescribed period after internal review.
Operation of Inquiry Channel	The company discloses the official email address of the IR Team and operates a channel through which shareholders can communicate with the company at any time.

Protection of Shareholder Rights and General Meeting of Shareholders Operating Framework

General Meeting of Shareholders Operating Framework

Following the Board's approval of the year-end accounts and dividend decision, the company discloses the schedule and agenda items in advance through the notice convening the General Meeting of Shareholders and presents key agenda items for resolution and reporting at the meeting. Dividends are subsequently paid within a specified period in accordance with resolutions adopted at the General Meeting of Shareholders.

Key Schedule for the 24th Annual General Meeting of Shareholders



24th Annual General Meeting of Shareholders

Category	Agenda Items	Approval Status
Agenda Item No. 1	Item 1-1. Partial amendment to the Articles of Incorporation following classification as a large listed company Item 1-2. Partial amendment to the Articles of Incorporation to reflect revisions to the Commercial Act Item 1-3. Partial amendment to the Articles of Incorporation to improve dividend predictability Item 1-4. Partial amendment to the Articles of Incorporation concerning treasury shares Item 1-5. Amendment of business purposes and other provisions of the Articles of Incorporation (→ Addition of "solar power generation business" to the company's business purposes to advance ESG management and energy efficiency)	Approved
Agenda Item No. 2	Item 2-1. Appointment of Seongsoo Park as an Executive Director (three-year term) Item 2-2. Appointment of Eun-kyung Park as an Executive Director (three-year term) Item 2-3. Appointment of In-hyuk Choi as an Independent Director (two-year term)	Approved
Agenda Item No. 3	Appointment of Dae Hyon Choi as an Independent Director to Serve on the Audit Committee (two-year term)	Approved
Agenda Item No. 4	Item 4-1. Appointment of In-hyuk Choi as an Audit Committee Member (two-year term) Item 4-2. Appointment of Soon-yong Kwon as an Audit Committee Member (two-year term)	Approved
Agenda Item No. 5	Approval of the Director Compensation Limit (KRW 3 billion)	Approved

Enhancing Shareholder Value

Protection of Shareholder Rights and General Meeting of Shareholders Operating Framework

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	- Daewoong Pharmaceutical has continuously provided annual dividends to enhance shareholder value. - Dividend amounts are determined by comprehensively considering factors such as investment for the company's future sustainable growth, business performance, cash flow, and dividend stability. - The company maintains 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.
Efforts to Enhance Dividend Predictability	- To enhance shareholders' dividend predictability, Daewoong Pharmaceutical completed the relevant amendment to its Articles of Incorporation at the 24th Annual General Meeting of Shareholders in March 2026. - Under the amended Articles of Incorporation, the company has separated the record date for voting rights from the dividend record date and established a framework that enables the dividend record date to be separately determined by resolution of the Board of Directors, allowing the dividend amount to be confirmed first and the dividend record date to be set afterward. - Through this, the company has established a dividend procedure based on global standards, enabling investors to make investment decisions after confirming the dividend amount. The company will continue to review shareholder-friendly dividend policies and its mid- to long-term shareholder return direction going forward.
Communication through IR Activities	- Daewoong Pharmaceutical states and discloses its dividend principles on its official website and provides guidance on its shareholder return policy during IR events. - In addition, Daewoong Pharmaceutical has issued English disclosures and will work to provide its shareholder return policy in English materials going forward.
Review of Shareholder Returns beyond Dividends	- The company's cash dividend payout ratio fluctuates depending on net income for the period; however, dividend decisions are made by considering growth and investment strategies for the future, the dividend payout ratios of the past three years, and industry dividend payout ratios. - 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.

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-vote Principle	- Daewoong Pharmaceutical recognizes the one-share-one-vote principle for all shareholders and ensures the fair exercise of shareholders' voting rights in accordance with the Commercial Act and other applicable laws so that such rights, which are inherent to shareholders, are not infringed. - 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 2025, a total of 11,586,575 registered common shares had been issued. - No class shares have been issued to date.
Information Disclosure through IR Activities	- Daewoong Pharmaceutical's IR Team sets transparent and fair information disclosure, continuous and systematic investor engagement, and the use of easy-to-understand IR content as its key objectives, and holds various investor relations (IR) events throughout the year for various investors. - From January 1 to December 31, 2025, the company conducted a total of 471 IR engagements, including 138 NDR and Corporate Day sessions for domestic and international institutional investors, as well as 333 conference calls and face-to-face meetings. - In addition, conferences targeting retail investors, including individual investors, are held on an ongoing basis.
Communication with Overseas Investors	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 separate request from overseas investors.
Disclosure of Inquiry Channels	- Daewoong Pharmaceutical provides the telephone number and general email address of the IR department on its website to ensure ongoing guidance for investor inquiries. - However, in consideration of information security and personal data protection, the personal contact information and email addresses of IR personnel are not disclosed.
English Website and English Disclosures	Daewoong Pharmaceutical operates an English-language website and has designated personnel responsible for communication with foreign investors. Since April 15, 2024, the company has provided English-language disclosures through the Korea Exchange's Korean Disclosure Translation Support Service for Listed Companies. At the group level, press releases, including earnings results and business updates, are regularly distributed to global investment media through international PR agencies, including PR Newswire.

Enhancing Shareholder Value

Protection of Shareholder Rights and General Meeting of Shareholders Operating Framework

Protection of Shareholders from Unfair Intra-group Transactions and Self-Dealing by Controlling Shareholders and Other Related Parties

Daewoong Pharmaceutical has established and operates controls to prevent management or controlling shareholders from engaging in intra-group transactions or self-dealing for personal gain.

Category	Key Content
Internal Transaction and Self-dealing Control Policy	• Daewoong Pharmaceutical specifies in its Board of Directors Regulations that the "approval of transactions between directors and the company" is a matter for resolution. The company strengthens control over internal transactions and self-dealing by restricting the voting rights of directors who have a special interest in relevant Board agenda items.
Approval by the Affiliate Transaction Committee	• In accordance with Article 542-9 (3) of the Commercial Act, if the annual transaction amount with the company's specially related persons is 5% or more of total assets/sales, or if a single transaction amount is 1% or more, the company obtains approval from the Affiliate Transaction Committee. • In addition, pursuant to Article 398 of the Commercial Act, the company complies with controls over internal transactions and self-dealing by obtaining Board approval for transactions with major shareholders and others, as well as transactions with companies where there may be a conflict of interest due to concurrent directorships.

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

For changes in corporate ownership structure or major business operations and capital-raising policies that may give rise to differing interests among shareholders, the company provides shareholders with sufficient explanations and implements shareholder protection measures, including soliciting minority shareholder opinions and protecting the rights of dissenting shareholders.

Category	Key Content
Policy on Collecting Minority Shareholder Opinions and Protecting Their Rights	• In the reporting year, Daewoong Pharmaceutical did not experience any merger, business transfer, spin-off, including a physical spin-off, or comprehensive stock exchange or transfer that would result in significant changes to the company's ownership structure or major businesses. • Nevertheless, to collect minority shareholder opinions and protect the rights of dissenting shareholders, the company has established supplementary policies such as the introduction of electronic voting, allocation of time for questions and answers during general meetings of shareholders, and collection of opinions through the IR Team.
Introduction of Electronic Voting	• The company has introduced electronic voting at general meetings of shareholders to enable shareholders to exercise their voting rights.
Allocation of Q&A Time during General Meetings of Shareholders	• During general meetings of shareholders, sufficient time is allocated for questions and answers to allow minority shareholders to express their opinions.
Collection of Opinions through the IR Team	• The company's IR Team serves as a channel through which minority shareholders can express their opinions, and important matters are reflected in decision-making through reports to the Board of Directors.

Dividend Performance

2025 Dividend Performance under a Stable Shareholder Return Policy

Daewoong Pharmaceutical continues to maintain a stable cash dividend policy to enhance shareholder value. The company determines the dividend amount by comprehensively considering its future growth and investment strategies, dividend payout ratios over the past three years, industry dividend levels, and stable cash flows. In 2025, the company declared a cash dividend of KRW 600 per common share, with total dividends amounting to KRW 6,904 million. The consolidated cash dividend payout ratio was 3.5%, while the cash dividend yield was 0.3%. The company has also maintained a stable dividend per share over the past three years, continuing to provide consistent returns to shareholders.

Shareholder Return Performance

Category		Unit	2023	2024	2025
Cash Dividend Payout Ratio (Consolidated)		%	5.7	27.9	3.5
Cash Dividend Yield		%	0.5	0.5	0.3
Cash	Total Dividends	KRW million	6,904	6,904	6,904
	Dividend per Share	KRW	600	600	600

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Economic Data¹⁾

Financial Performance of Daewoong Co., Ltd.

Category		Unit	2023	2024	2025
Financial Status					
Assets	Current Assets	KRW billion	862	954	1,032
	Non-Current Assets	KRW billion	1,497	1,767	2,200
	Total	KRW billion	2,359	2,721	3,232
Liabilities	Current Liabilities	KRW billion	719	716	770
	Non-Current Liabilities	KRW billion	203	502	695
	Total	KRW billion	922	1,218	1,465
Equity	Common Stock Capital	KRW billion	29	29	29
	Additional Paid-In Capital	KRW billion	121	121	129
	Other Components of Equity	KRW billion	-108	-100	-91
	Retained Earnings	KRW billion	893	946	1,109
	Non-Controlling Interests	KRW billion	502	506	591
	Total	KRW billion	1,437	1,502	1,767
Equity Ratio (Equity/Assets)		%	61	55	55
Debt Ratio (Liabilities/Equity)		%	64	81	83
Total Investment in Affiliates as a Percentage of Equity		%	30	31	27
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

1) Economic Data for Daewoong Co., Ltd. and Daewoong Pharmaceutical Co., Ltd. is presented on a consolidated basis.

Category		Unit	2023	2024	2025
Business Performance					
Operating Revenue		KRW billion	1,814	1,937	2,068
Operating Expenses		KRW billion	(1,618)	(1,655)	(1,807)
Operating Profit		KRW billion	196	282	262
EBITDA		KRW billion	250	341	323
Profit Before Tax		KRW billion	203	116	244
Income Tax Expense		KRW billion	(11)	(47)	(16)
Net Income		KRW billion	191	69	228
Tax Indicators					
Pre-Tax Profit		KRW billion	203	116	244
Nominal Tax Amount		KRW billion	60	39	61
Nominal Tax Rate		%	30	33	25
Actual Tax Amount		KRW billion	11	47	16
Actual Tax Rate		%	5	40	6
Difference Between Nominal and Actual Tax Amount		KRW billion	49	-8	45
Non-Taxable Income/Expenses		KRW billion	-9	0	3
Corporate Tax Refund Amount		KRW billion	-	17	4
Tax Deductions and Credits		KRW billion	-25	-35	-35
Change in Unrecognized Deferred Tax Effects		KRW billion	-	16	0
Others		KRW billion	-8	0	-5

Economic Data

Financial Performance of Daewoong Pharmaceutical Co., Ltd.

Category		Unit	2023	2024	2025
Financial Status					
Assets	Current Assets	KRW billion	575	613	732
	Non-Current Assets	KRW billion	1,195	1,364	1,630
	Total	KRW billion	1,770	1,977	2,363
Liabilities	Current Liabilities	KRW billion	696	629	589
	Non-Current Liabilities	KRW billion	162	421	639
	Total	KRW billion	858	1,050	1,228
Equity	Common Stock Capital	KRW billion	29	29	29
	Additional Paid-In Capital	KRW billion	150	151	151
	Other Components of Equity	KRW billion	-30	-21	-7
	Retained Earnings	KRW billion	619	636	834
	Non-Controlling Interests	KRW billion	145	132	129
	Total	KRW billion	913	927	1,135
Equity Ratio (Equity/Assets)		%	52	47	48
Debt Ratio (Liabilities/Equity)		%	94	113	108
Total Investment in Affiliates as a Percentage of Equity		%	44	42	42
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
Business Performance					
Revenue		KRW billion	1,375	1,423	1,571
Cost of Sales		KRW billion	(687)	(689)	(748)
Gross Profit		KRW billion	688	734	823
Operating Profit		KRW billion	123	148	197
EBITDA		KRW billion	166	197	247
Profit Before Tax		KRW billion	122	57	192
Income Tax Expense		KRW billion	2	33	(1)
Net Income		KRW billion	120	23	193

Category			Unit	2023	2024	2025
Tax Indicators						
Pre-Tax Profit			KRW billion	122	56	192
Nominal Tax Amount			KRW billion	29	18	40
Nominal Tax Rate			%	24	32	21
Actual Tax Amount			KRW billion	20	33	-1
Actual Tax Rate			%	16	59	0
Difference Between Nominal and Actual Tax Amount			KRW billion	9	-15	41
Non-Deductible Expenses			KRW billion	3	7	3
Tax Credits			KRW billion	-23	-26	-33
Deferred Tax Effect of Carryforward Tax Credits			KRW billion	-5	11	-12
Change in Unrecognized Deferred Tax Effects			KRW billion	-0.01	11	0
Others			KRW billion	-2	-4	-4
Creation and Distribution of Economic Value						
Distribution of Economic Value (Consolidated Basis)	Revenue		KRW billion	1,375	1,423	1,571
	Operating Expenses		KRW billion	687	689	748
	Employee Salaries and Benefits		KRW billion	211	233	228
	Payments to Shareholders and Investors	Total Dividends	KRW billion	6	6	7
		Interest Expenses	KRW billion	14	21	31
	Corporate Tax (Government)		KRW billion	2	33	-1
	Raw Material Costs (Partners)		KRW billion	177	185	202
	Donations (Community)		KRW billion	3	3	5
	Total		KRW billion	2,475	2,593	2,791
Distribution of Economic Value (Separate Basis)	Revenue		KRW billion	1,222	1,265	1,391
	Operating Expenses		KRW billion	614	614	667
	Employee Salaries and Benefits		KRW billion	160	165	174
	Payments to Shareholders and Investors	Total Dividends	KRW billion	6	6	7
		Interest Expenses	KRW billion	13	22	27
	Corporate Tax (Government)		KRW billion	0	32	0
	Raw Material Costs (Partners)		KRW billion	163	171	184
	Donations (Community)		KRW billion	2	2	5
	Total		KRW billion	2,180	2,277	2,456
Government Subsidies			KRW billion	1	1	1

Economic Data

Research and Development¹⁾

Category		Unit	2023	2024	2025
Enhancement of R&D Capabilities					
Status of R&D Personnel	Ph.D.	persons	76	69	80
	Master's	persons	124	122	144
	Others	persons	48	33	47
	Total	persons	248	224	271
Status of R&D Investment	R&D Expenditure	KRW 100 million	2,066	2,346	2,199
	R&D Intensity (R&D Investment as a Percentage of Revenue)	%	16.9	18.5	16
Government-supported R&D Project Expenses	Government Subsidies	KRW 100 million	35	21	22

1) Data on R&D personnel, R&D investment status, and government-funded R&D project expenses is presented on a separate basis for Daewoong Pharmaceutical

Category			Unit	2023	2024	2025
R&D Achievements						
Pharmaceuticals in Portfolio			number	105	189	207
Pharmaceuticals Under Development (Phase 1-3)			number	29	72	80
Status of Intellectual Property Rights						
Domestic	Patents	Applications	number	28	30	44
		Registrations	number	12	10	10
Overseas	Patents	Applications	number	236	248	417
		Registrations	number	101	97	65

Environmental Data¹⁾

Greenhouse Gas Emissions

Category			Unit	2023	2024	2025		
Greenhouse Gas Emissions								
Daewoong Pharmaceutical		Direct Emissions (Scope 1)	LNG, etc.	tCO2eq	10,184	11,534	12,772	
		Indirect Emissions(Scope 2)	Electricity	tCO2eq	24,522	30,903	31,373	
		Total Emissions (Scope 1+2)		tCO2eq	34,706	51,200 ²⁾	44,144	
		GHG Emission Intensity (based on Revenue) ³⁾		tCO2eq/KRW 100 million	2.84	3.35	3.17	
		Scope 3 Total ⁴⁾		Subtotal	tCO2eq	-	-	1241.8
				Cat.5 ⁵⁾	tCO2eq	-	-	161.5
				Cat.6 ⁶⁾	tCO2eq	-	-	755.2
				Cat.7 ⁷⁾	tCO2eq	-	-	325.1
Affiliates	Daewoong Bio ⁸⁾	Direct Emissions (Scope 1)	LNG, etc.	tCO2eq	3,939	3,923	5,389	
		Indirect Emissions(Scope 2)	Electricity	tCO2eq	11,738	12,009	13,288	
		Total Emissions (Scope 1+2)		tCO2eq	15,677	15,932	18,677	
		GHG Emission Intensity (based on Revenue) ³⁾		tCO2eq/KRW 100 million	3.06	2.75	2.91	
		Daewoong Group ⁸⁾ (Total)						
		Direct Emissions (Scope 1)	LNG, etc.	tCO2eq	14,123	15,457	18,160	
		Indirect Emissions(Scope 2)	Electricity	tCO2eq	39,268	42,912	44,661	
		Total Emissions (Scope 1+2)		tCO2eq	53,391	58,369	62,821	
		GHG Emission Intensity(based on Revenue) ³⁾		tCO2eq/KRW 100 million	3.08	3.16	3.09	
Violations of Environmental Regulations								
Daewoong Pharmaceutical		No. of Legal/Regulatory Violations		cases	1 ⁹⁾	1 ⁹⁾	-	
		Amount of Fines Related to Above		KRW million	3	3	-	
		No. of Lawsuits Filed		cases	-	-	-	
		No. of Non-Monetary Sanctions		cases	-	-	-	

1) Among quantitative environmental data, Daewoong Pharmaceutical data was calculated including the Hyangnam Plant, Osong Plant, research institutes, Daewoong Management Development Institute, and headquarters (Seoul), while environmental performance data for Daewoong Bio, a major affiliate, was calculated and disclosed separately

2) Increase due to the expansion and trial operation of the new Nabota plant

3) Revenue on a separate basis was applied as the denominator for GHG emissions intensity

4) Scope 3 data is newly calculated from 2025 and represents self-calculated figures based on unverified internal data

5) Calculated based on 2025 Allbaro System reporting data for the Osong Plant

6) CO₂ only (excluding RF). Self-calculated figures based on raw data from the business travel management system (flight payment details, domestic business travel expense settlements, and overseas business trip reports)

7) Self-calculated figures based on 2025 commuter bus operation records. Commuting by private car and public transportation is not included

8) 2023 data recalculated due to a change in Daewoong Bio's calculation scope

9) Administrative fines were imposed for violations related to failure to repair damaged machinery and equipment attached to air pollution prevention facilities under the Clean Air Conservation Act at Daewoong Pharmaceutical's Osong Plant in 2023 and Hyangnam Plant in 2024

Energy Usage¹⁰⁾

Category			Unit		2023	2024	2025	
Energy Usage								
Daewoong Pharmaceutical	Non- renewable Energy	Direct Energy Usage	LNG	TJ	201.8	227.9	251.7	
			Gasoline	TJ	-	-	-	
			Diesel	TJ	0.280	0.450	0.353	
		Indirect Energy Usage	Electricity	TJ	559.8	635.0	664.1	
		Total Energy Usage		TJ	761.9	863.4	916.2	
		Energy Intensity (based on Revenue) ¹¹⁾		TJ/KRW 100 million	0.062	0.068	0.066	
	Renewable Energy	Solar Power Generation ¹²⁾		TJ	0.494	1.002	1.556	
Affiliates	Daewoong Bio ⁸⁾	Non- renewable Energy	Direct Energy Usage	LNG	TJ	78.2	77.7	103.8
				Gasoline	TJ	-	-	-
				Diesel	TJ	0.173	0.176	0.163
		Indirect Energy Usage	Electricity	TJ	237.4	242.9	293.9	
		Total Energy Usage		TJ	315.8	320.8	397.9	
		Energy Intensity (based on Revenue) ¹¹⁾		TJ/KRW 100 million	0.062	0.055	0.062	
	Renewable Energy	Solar Power Generation ¹²⁾		TJ	0.436	0.469	0.436	
Daewoong Group ⁸⁾ (Total)	Non- renewable Energy	Direct Energy Usage	LNG	TJ	280.0	305.6	355.5	
			Gasoline	TJ	-	-	-	
			Diesel	TJ	0.453	0.626	0.515	
		Indirect Energy Usage	Electricity	TJ	797.2	878.9	958.0	
		Total Energy Usage		TJ	1,077.7	1,184.1	1,314.0	
		Energy Intensity (based on Revenue) ¹¹⁾		TJ/KRW 100 million	0.062	0.064	0.065	
	Renewable Energy	Solar Power Generation ¹²⁾		TJ	0.930	1.471	1.992	

10) The Hyangnam Plant is subject to the Target Management System, while other business sites are not subject to it and are self-calculated figures based on Korea Energy Agency calculation standards

11) Revenue on a separate basis was applied as the denominator for energy intensity

12) Increase due to the expansion and trial operation of the new Nabota plant

Environmental Data

Energy Usage

Category		Unit	2023	2024	2025
Energy Savings ¹⁾					
Daewoong Pharmaceutical	Energy Savings Amount	KRW million	369	555	957
	Energy Savings Volume	TJ	12.7	22.9	38.4
	Carbon Emission Reduction	tCO ₂ eq	626	1,146	1,908
Affiliates Daewoong Bio	Energy Savings Amount	KRW million	501	214	237
	Energy Savings Volume	TJ	19.1	11.9	6.88
	Carbon Emission Reduction	tCO ₂ eq	953	331	174
Daewoong Group (Total)	Energy Savings Amount	KRW million	870	769	1,194
	Energy Savings Volume	TJ	32	35	45
	Carbon Emission Reduction	tCO ₂ eq	1,579	1,477	2,082

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

Water Usage

Category			Unit	2023	2024	2025
Water Withdrawal Volume						
Daewoong Pharmaceutical	Daewoong Pharmaceutical (Total)	Industrial Water	ton	188,459	220,567	220,217
		Domestic Water	ton	134,831	138,771	157,598
		Groundwater	ton	-	-	-
		Reused Wastewater	ton	19,793	40,960	59,287
		Total Water Withdrawal	ton	343,083	400,298	437,102
		Water Usage Intensity (based on Revenue)	ton/KRW 100 million	28.078	31.634	31.424
		Water Reuse Rate ²⁾	%	5.77%	10.23%	13.56%
	Hyangnam Plant	Industrial Water	ton	138,230	170,832	166,477
		Domestic Water	ton	-	-	-
		Groundwater	ton	-	-	-
		Reused Wastewater	ton	18,892	40,060	58,387
	Osong Plant	Industrial Water	ton	50,229	49,735	53,740
		Domestic Water	ton	70,533	70,952	89,544
		Groundwater	ton	-	-	-
		Reused Wastewater	ton	901	900	900
	Research Center	Domestic Water	ton	21,524	23,177	24,633
		Groundwater	ton	-	-	-
	Daewoong Management Development Institute	Domestic Water	ton	19,277	18,865	20,980
		Groundwater	ton	-	-	-
		Headquarters (Seoul)	Domestic Water	ton	23,497	25,777
Affiliates	Daewoong Bio (Total)	Industrial Water	ton	182,320	170,360	222,932
		Domestic Water	ton	25,538	24,519	9,089
		Groundwater	ton	-	-	-
		Reused Wastewater	ton	3,366	2,863	4,282
		Total Water Withdrawal	ton	211,224	197,742	236,303
		Water Usage Intensity (based on Revenue)	ton/KRW 100 million	41.3	34.90	36.847
		Water Reuse Rate	%	1.56%	1.41%	1.81%
	Hyangnam Plant	Industrial Water	ton	163,214	149,056	152,743
		Domestic Water	ton	-	-	-
		Groundwater	ton	-	-	-
Reused Wastewater		ton	3,366	2,863	4,282	

2) (Reused water / Total water withdrawal) × 100

Environmental Data

Water Usage

Category		Unit	2023	2024	2025
Water Withdrawal Volume					
Seongnam Plant	Industrial Water	ton	-	-	-
	Domestic Water	ton	25,538	24,519	-
	Groundwater	ton	-	-	-
	Reused Wastewater	ton	-	-	-
Anseong Plant	Industrial Water	ton	19,106	21,304	33,832
	Domestic Water	ton		-	-
	Groundwater	ton		-	-
	Reused Wastewater	ton		-	-
Daewoong Group (Total)	Industrial Water	ton	370,779	390,927	443,149
	Domestic Water	ton	160,369	163,290	166,687
	Groundwater	ton	-	-	-
	Reused Wastewater	ton	23,159	43,823	63,569
	Total Water Withdrawal	ton	554,307	598,040	673,405
	Water Usage Intensity (based on Revenue)	ton/KRW 100 million	32.0	32.4	33.1
	Water Reuse Rate	%	4.18%	7.3%	9.4%

Waste Generation¹⁾

Category			Unit	2023	2024	2025
Waste Emissions						
Daewoong Pharmaceutical	General Waste	Incineration	ton	637	304	270
		Landfill	ton	-	9	14
		Recycling	ton	388	470	749
	Hazardous (Designated) Waste	Disposal	ton	127	171	190
		Recycling	ton	728	763	803
	Total Waste Generation		ton	1,880	1,717	2,026
	Waste Recycling Rate		%	59.4	71.8	76.6
Affiliates Daewoong Bio	General Waste	Incineration	ton	100	57	62
		Landfill	ton	-	-	-
		Recycling	ton	441	395	371
	Hazardous (Designated) Waste	Disposal	ton	286	572	755
		Recycling	ton	8,260	8,299	8,677
	Total Waste Generation		ton	9,087	9,323	9,865
	Waste Recycling Rate		%	95.8	93.3	91.7
Daewoong Group (Total)	General Waste	Incineration	ton	737	361	332
		Landfill	ton	-	9	14
		Recycling	ton	829	866	1,120
	Hazardous (Designated) Waste	Disposal	ton	412	742	945
		Recycling	ton	8,987	9,062	9,480
	Total Waste Generation		ton	10,967	11,040	11,891
	Waste Recycling Rate		%	89.5	89.9	89.1

1) Waste data for 2023–2025 was recalculated by including wastewater treatment sludge from the Hyangnam Plant in the calculation scope. Figures have changed from the previous report as sludge generated from the joint wastewater treatment facility, which had previously been excluded, was reflected as recycled waste

Environmental Data

Hazardous Substances · Air Quality · Water Quality

Category			Unit	2023	2024	2025
Hazardous Chemicals ¹⁾						
Daewoong Pharmaceutical	Hyangnam	Emissions	ton	5.48	5.59	8.04
Affiliates	Daewoong Bio-Hyangnam	Emissions	ton	3.00	2.87	3.19
Daewoong Group (Total)		Total Emissions	ton	8.48	8.46	11.23
Air Pollutant Emissions ²⁾						
Daewoong Pharmaceutical		Dust	Emissions	ton	0.453	0.738
		SOx	Emissions	ton	0.266	0.006
		NOx	Emissions	ton	5.386	4.176
Affiliates	Daewoong Bio ³⁾	Dust	Emissions	ton	0.108	0.535
		SOx	Emissions	ton	0.005	0.040
		NOx	Emissions	ton	0.169	0.385
Daewoong Group (Total)		Dust ⁴⁾	Emissions	ton	0.561	1.273
		SOx	Emissions	ton	0.272	0.046
		NOx	Emissions	ton	5.555	4.561
Water Pollutants ⁵⁾						
Daewoong Pharmaceutical		TOC	ton	4.706	3.355	2.305
		SS	ton	1.219	2.359	0.566
		BOD	ton	1.405	0.906	0.830
		T-N	ton	4.685	2.418	3.210
		T-P	ton	0.353	0.047	0.029
Affiliates (Daewoong Bio)		TOC	ton	0.385	2.353	1.206
		SS	ton	1.920	2.432	0.927
		BOD	ton	4.367	4.076	1.432
		T-N	ton	1.251	0.456	0.359
		T-P	ton	0.054	0.071	0.080
Daewoong Group (Total)		TOC	ton	5.091	5.707	3.511
		SS	ton	3.139	4.791	1.493
		BOD	ton	5.771	4.982	2.262
		T-N	ton	5.936	2.874	3.569
		T-P	ton	0.407	0.118	0.109

Category			Unit	2023	2024	2025	
Chemical Substance Manager Training ⁶⁾							
Daewoong Pharmaceutical		No. of Employees Who Completed Environmental and Chemical Safety Training	persons	691	615	582	
		No. of Employees Who Completed Hazardous Chemical Handler Training	persons	186	157	195	
		No. of Employees Who Completed Hazardous Chemical Worker Training	persons	505	457	386	
Affiliates	Daewoong Bio	No. of Employees Who Completed Environmental and Chemical Safety Training	persons	217	211	257	
		No. of Employees Who Completed Hazardous Chemical Handler Training	persons	49	50	110	
		No. of Employees Who Completed Hazardous Chemical Worker Training	persons	168	161	214	
Daewoong Group (Total)		No. of Employees Who Completed Environmental and Chemical Safety Training	persons	908	826	839	
		No. of Employees Who Completed Hazardous Chemical Handler Training	persons	235	207	305	
		No. of Employees Who Completed Hazardous Chemical Worker Training	persons	673	618	600	
Raw and Subsidiary Material Usage ⁶⁾							
Daewoong Pharmaceutical		Total		ton	641.358	732.602	847.532
		Active Ingredients		ton	232.275	331.438	391.887
		Excipients		ton	409.083	401.164	455.645
		Usage Intensity	Per Sales	ton/KRW 100 million	0.052	0.058	0.061
			Per Production Value	ton/KRW 100 million	0.077	0.084	0.085

- 1) Reports only emissions from Daewoong Pharmaceutical, Daewoong Bio's Hyangnam Plant, and HanAll Biopharma
- 2) Only dust, SOx, NOx, and VOCs are generated at domestic business sites, and only these emissions are reported
- 3) 2023 data recalculated due to a change in Daewoong Bio's calculation scope
- 4) Total revised due to a change in the calculation method for the Osong Plant
- 5) COD is not calculated, as TOC is used as the measurement indicator
- 6) Daewoong Infion is excluded from the report.

Social Data

Employee Status at Daewoong Co., Ltd.¹⁾

Category			Unit	2023	2024	2025
Employees						
By Employment Type	Regular Employees	Male	persons	145	130	155
		Female	persons	227	213	250
		Subtotal	persons	372	343	405
	Contract Employees	Male	persons	1	1	1
		Female	persons	3	5	7
		Subtotal	persons	4	6	8
	Total		persons	376	349	413
	External Employees	Male	persons	3	5	5
		Female	persons	4	4	1
		Subtotal	persons	7	9	6
By Gender		Male	persons	146	131	156
		Female	persons	230	218	257
		Total	persons	376	349	413
Average Length of Service		Male	years	4.7	4.7	4.7
		Female	years	4.0	4.6	4.6
		Total	years	4.2	4.7	4.6
Executives		Male	persons	8	8	5
		Female	persons	-	-	1
		Total	persons	8	8	6
By Age Group ²⁾		Under 30	persons	-	52	73
		30-50	persons	-	283	326
			persons	-	14	14
Compensation and Reward System						
Average Annual Salary per Employee		Female (A)	KRW million	57	69	65
		Male (B)	KRW million	74	85	76
		Female to Male Ratio (A/B)	%	77	81 ³⁾	86

1) Since 2024, the employee calculation criteria have been aligned with the disclosure criteria used in the Business Report
2) Disclosed from 2024 due to changes in internal calculation criteria
3) Corrected disclosure due to an error in the 2024 figure

Category			Unit	2023	2024	2025
Employee Diversity						
Status of Female Employees by Rank	Female Employees		persons	230	218	256
	Female Executives		persons	-	-	1
	Female Executive Ratio		%	-	-	16.7
	Female Managers		persons	20	19	24
	Female Manager Ratio		%	44	40	42.9
	Female Employee Ratio in Total Workforce		%	61.1	62.5	62.4
Employees with Disabilities ⁴⁾		No. of Employees with Disabilities	persons	6	5	4
		Ratio of Employees with Disabilities	%	1.6	1.4	1.0
Ethnicity	Managers	Asian	persons	-	-	-
		Black/African American	persons	-	-	-
		Hispanic/Latino	persons	-	-	-
		White	persons	-	-	-
		Native American/Indigenous Peoples	persons	-	-	-
		Other Ethnicities	persons	-	-	-
	Other Employees	Asian	persons	10	7	8
		Black/African American	persons	-	-	-
		Hispanic/Latino	persons	-	-	-
		White	persons	-	-	-
		Native American/Indigenous Peoples	persons	-	-	-
		Other Ethnicities	persons	-	-	-

4) Ratio of employees with disabilities = No. of employees with disabilities / No. of regular employees

Social Data

Employee Status at Daewoong Co., Ltd.¹⁾

Category		Unit	2023	2024	2025
Recruitment Status					
By Gender	Male	persons	56	37	51
	Female	persons	84	66	64
By Age Group	In Their 20s	persons	42	43	30
	In Their 30s	persons	74	45	65
	In Their 40s	persons	20	12	14
	Over 50	persons	4	3	6

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

Employee Status at Daewoong Pharmaceutical Co., Ltd.¹⁾

Category			Unit	2023	2024	2025
Employees						
By Employment Type	Regular Employees	Male	persons	1,121	1,105	1,125
		Female	persons	553	564	617
		Subtotal	persons	1,674	1,669	1,742
	Contract Employees	Male	persons	15	20	11
		Female	persons	43	68	41
		Subtotal	persons	58	88	52
	Total		persons	1,732	1,757	1,794
	External Employees	Male	persons	177	195	195
		Female	persons	165	137	133
		Subtotal	persons	342	332	328
By Gender		Male	persons	1,136	1,125	1,136
		Female	persons	596	632	658
		Total	persons	1,732	1,757	1,794
Average Length of Service		Male	years	6.9	7.4	7.5
		Female	years	4.9	5.4	5.7
		Total	years	6.2	6.7	6.9
Executives		Male	persons	12	15	14
		Female	persons	1	1	1
		Total	persons	13	16	15
By Age Group ²⁾		Under 30	persons	-	435	450
		30-50 ²⁾	persons	-	1,251	1,251
		Over 50	persons	-	71	93
Compensation and Reward System						
Average Annual Salary per Employee		Female (A)	KRW million	59	62	62
		Male (B)	KRW million	81	85	86
		Female to Male Ratio (A/B)	%	72.8	72.9 ³⁾	72.1

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

2) Disclosed from 2024 due to changes in internal calculation criteria

3) Corrected disclosure due to recalculation of 2024 data

Social Data

Employee Status at Daewoong Pharmaceutical Co., Ltd.¹⁾

Category			Unit	2023	2024	2025
Employee Diversity						
Status of Female Employees by Rank		Female Employees	persons	596	632	658
		Female Executives	persons	1	1	1
		Female Executive Ratio	%	7.7	6.3	7.1
		Female Managers	persons	16	18	16
		Female Manager Ratio	%	9	10	8.4
		Female Employee Ratio in Total Workforce	%	34.4	36.0	36.7
Employees with Disabilities ²⁾		No. of Employees with Disabilities	persons	29	28	25
		Ratio of Employees with Disabilities	%	1.4	1.6	1.6
Ethnicity	Managers	Asian	persons	-	-	-
		Black/African American	persons	-	-	-
		Hispanic/Latino	persons	-	-	-
		White	persons	-	-	-
		Native American/Indigenous Peoples	persons	-	-	-
		Other Ethnicities	persons	-	-	-
	Other Employees	Asian	persons	86	98	118
		Black/African American	persons	-	-	-
		Hispanic/Latino	persons	-	-	-
		White	persons	-	-	-
		Native American/Indigenous Peoples	persons	-	-	-
		Other Ethnicities	persons	-	-	-

Category		Unit	2023	2024	2025
Recruitment Status					
By Gender	Male	persons	279	207	137
	Female	persons	210	189	120
By Age Group	In Their 20s	persons	225	258	95
	In Their 30s	persons	235	114	111
	In Their 40s	persons	24	17	36
	Over 50	persons	5	7	15

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

2) Ratio of employees with disabilities = No. of employees with disabilities / No. of regular employees

Social Data

Employee Status at Daewoong Bio Co., Ltd.

Category			Unit	2023	2024	2025
Employees						
By Employment Type	Regular Employees	Male	persons	237	285	348
		Female	persons	100	123	144
		Subtotal	persons	337	408	492
	Contract Employees	Male	persons	5	3	9
		Female	persons	3	6	26
		Subtotal	persons	8	9	35
	Total		persons	345	417	527
	External Employees	Male	persons	-	22	37
		Female	persons	-	20	22
		Subtotal	persons	-	42	59
By Gender		Male	persons	242	288	357
		Female	persons	103	129	170
		Total	persons	345	417	527

Labor Practices (Aggregated Data for Daewoong and Daewoong Pharmaceutical)

Category		Unit	2023	2024	2025
Labor Union					
Ratio of Employees Covered by Collective Bargaining	Union Members	persons	29	36	36
	Employees Eligible for Union Membership	persons	2,022	2,106	2,276
	Union Membership Rate	%	1.4	1.7	1.6
	Notice Period for Operational Changes	weeks	4	4	4
Labor-Management Council					
Labor-Management Council Operation Performance	No. of Meetings Held	times	12	10	10
	Issue Resolution Rate	%	75	83	80
Employee Satisfaction¹					
Satisfaction Survey	Participation Rate	%	N/A	53.2	N/A
	No. of Participants	persons	N/A	1,120	N/A
	Total Score (All Employees)	points	N/A	73	N/A
Certification as a Good Workplace by External Agencies		certifications	2	2	1
Employee Training					
No. of Employees Participating in Cyber Training Center Online/Offline Training (Cumulative)		persons	3,094	4,441	4,356
Hours of Cyber Training Center Online/Offline Training	Total Training Hours	hours	33,820	31,315	36,965
	Average Training Hours per Employee	hours	10	7	8
Cyber Training Center Online/Offline Training Expenses	Total Training Cost	KRW million	569	587	629
	Average Training Expenses per Employee	KRW million	0.16	0.13	0.14
Pharmacovigilance Training	No. of Target Employees	persons	2,502	2,330	2,331
	No. of Participants	persons	2,502	2,330	2,331
Average Job Training Hours	Job Training Hours per Employee	hours	8	9	9
Job Training Cost per Employee		KRW	120,000	165,091	138,435
Leadership Training²)	New Manager Training	persons	-	-	40
		hours	-	-	564
	New Executive Training	persons	-	-	-
		hours	-	-	-

1) The employee satisfaction survey was not conducted in 2023 and 2025 due to the change in the survey cycle (conducted biennially)

2) Leadership training data has been newly compiled since 2025

Social Data

Labor Practices (Aggregated Data for Daewoong and Daewoong Pharmaceutical)

Category			Unit	2023	2024	2025
Sexual Harassment Prevention Training			persons	2,456	2,063	2,341
			hours	4	4	4
Employee Welfare Expenses						
Total Welfare Expenses			KRW million	18,938	17,826	19,144
Welfare Expenses per Employee			KRW million	9.0	8.5	8.7
Human Rights Management						
Mandatory Legal Training	Training Hours		hours	9,824	8,344	9,364
	No. of Employees Participating in Training		persons	3,588	2,086	2,341
Parental Leave ¹⁾						
Parental Leave Employees	Eligible for Parental Leave	Male	persons	499	501	510
		Female	persons	161	172	175
		Subtotal	persons	660	673	685
	Parental Leave Users	Male	persons	14	15	20
		Female	persons	42	43	68
		Subtotal	persons	56	58	88
Return to Work after Parental Leave		Male	persons	11	12	11
		Female	persons	43	34	40
		Subtotal	persons	54	46	51
Continued Employment for Over One Year after Returning from Parental Leave	No. of Employees	Male	persons	5	-	11
		Female	persons	35	10	25
		Subtotal	persons	40	10	36
Average No. of Days Used for Parental Leave			days	263	242	254

1) The calculation criteria for data on the No. of parental leave users and support for employees who remained employed for at least one year after returning from parental leave were aligned with the 2025 Business Report, and the 2023–2024 data was revised accordingly

Occupational Safety of Daewoong Co., Ltd.

Category			Unit	2023	2024	2025
Safety Training						
Safety and Health Training	Total Training Hours (Regular + New + Job Training)		hours	7,302	7,340	6,915
	No. of Employees Completing Training		persons	588	601	558
	Total Training Hours per Employee		hours	12.4	12.2	12.4
Accident Rate						
Work-related Fatalities	Employees		persons	0	0	0
Industrial Accidents	Employees	No. 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	No. of Accidents	cases	0	0	0
		Occurrence Rate	%	0	0	0
Severity Rate	Employees	Lost Workdays	days	0	0	0
		Occurrence Rate	cases	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	Employees			1	0	0
	Partner Company Employees			0	0	0

Social Data

Occupational Safety of Daewoong Pharmaceutical Co., Ltd.

Category		Unit	2023	2024	2025
Compliance					
Violation Status	Violations of Safety and Health Regulations	cases	0	0	0
	Others	cases	0	0	0
	Total	cases	0	0	0
Fines	Total Amount	KRW million	-	-	-
Safety Training					
Safety and Health Training	Total Training Hours (Regular + New + Job Training)	hours	49,291	48,226	50,236
	No. of Employees Completing Training	persons	2,547	2,598	2,290
	Total Training Hours per Employee	hours	20	18.6	22
Accident Rate					
Work-related Fatalities	Employees	persons	0	0	0
Industrial Accidents	Employees	No. of Injured Employees	0	2	1
		Occurrence Rate	%	0.00	0.07
	Employees	Occupational Disease	persons	1	0
		Occurrence Rate	%	0.03	0.00
Frequency Rate of Injury	Employees	No. of Accidents	cases	0.0	2.0
		Occurrence Rate	%	0.0	0.47
Severity Rate	Employees	Lost Workdays	days	0.0	74.8
		Occurrence Rate	cases	0.0	0.02
Lost Time Injury Frequency Rate (LTIFR)	Employees		0	0	0
	Partner Company Employees		0	0	0

Occupational Safety of Daewoong Bio Co., Ltd.

Category		Unit	2023	2024	2025
Compliance					
Violation Status	Violations of Safety and Health Regulations	cases	0	0	0
Fines	Total Amount	KRW million	0	0	0
Accident Rate					
Work-related Fatalities	Employees	persons	0	0	0
	Partners	persons	0	0	0
Basic Information	Average Annual No. of Employees	persons	728	465	503
	Average Annual No. of Partners	persons	66	62	66
	Total Working Hours of Employees	hours	1,747,200	1,116,000	1,207,200
	Total Working Hours of Partner Company Employees	hours	158,400	148,800	158,400
Industrial Accidents	Employees	No. of Injured Employees	1	0	0
		Occurrence Rate	%	0.24	0
	Partners	No. of Injured Employees	0	0	0
		Occurrence Rate	%	0	0
Frequency Rate of Injury	Employees	No. of Accidents	1	0	0
		Occurrence Rate	%	1.01	0
	Partners	No. of Accidents	0	0	0
		Occurrence Rate	%	0	0
Severity Rate	Employees	Lost Workdays	70.8	0	0
		Occurrence Rate	%	0.07	0
	Partners	Lost Workdays	0	0	0
		Occurrence Rate	%	0	0

Social Data

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

Category			Unit	2023	2024	2025
Information Security/Cybersecurity						
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	No. of Substantiated Complaints Received from External Parties		cases	0	0	0
	No. of Complaints by Regulatory Agencies		cases	0	0	0
Information Security Investment Status (B/A)			%	6.6	7.2	8.8
Investment in Information Technology (A)			KRW million	10,054	12,909	13,702
Investment in Information Security (B)			KRW million	661	927	1,203
Information Security Training	Personal Information Protection Training		persons	2,207	2,086	2,341
	Employee Security Training	Departmental Training	persons	50	428	-
		National Core Technology Security Training	persons	550	287	299
		Other Training	persons	-	52	
Organization's Supply Chain (Suppliers)						
Total No. of Suppliers Managed by the Organization			companies	120	89	68
No. of Suppliers	Total Tier 1 Suppliers		companies	66	47	39
	Tier 2 and Higher Suppliers		companies	54	42	29
Ratio of Total Procurement Costs	Total Tier 1 Suppliers		KRW 100 million	674	658	755
			%	86	88	93
	Tier 2 and Higher Suppliers		KRW 100 million	106	88	54
			%	14	12	7

Social Contribution

Category		Unit	2023	2024	2025
Social Contribution Investment and Participation					
Social Contribution Investment Ratio to Sales ¹⁾		%	0.22	0.25	0.38
Social Contribution Participation	Annual No. of Participants	persons	19	67	35
	Total Participation Hours	hours	38	134	280
	Participation Hours per Person	hours	2	2	8
Social Contribution Expenses	Cash Donations	KRW million	1,941.2	2,340.2	4,445.4
	In-kind Donations	KRW million	473	592	626
Total Social Contribution Expenses		KRW million	2,434.2	2,932.0	5,071.0
Contributions to Participating Associations and Organizations		KRW million	228.8	242.7	238.4

1) Corrected disclosure of 2023 and 2024 figures due to alignment of calculation criteria

Social Data

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

Category		2023 Data	2024 Data	2025 Data
Headquarters				
No. of Representatives from the Employer Side		5 persons	5 persons	5 persons
No. of Representatives from the Employee Side		5 persons	5 persons	5 persons
No. of Resolutions Implemented		25 cases	27 cases	11 cases
Key Agenda Items	Q1	Establishment of OHS systems at regional offices	Report on installation status of Daewoong Safety Kits at headquarters	Revision of Daewoong Pharmaceutical headquarters emergency response plan
	Q2	Installation of gas concentration detectors in carbon dioxide fire suppression zones	Implementation of CPR and fire safety group training at headquarters	Revision of the Occupational Health and Safety Management Regulations, revision of Daewoong Pharmaceutical headquarters emergency response plan, and other matters
	Q3	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	Revision of the Occupational Health and Safety Management Regulations and expanded operation of the occupational health and safety management organization
	Q4	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	ISO 45001 certification for headquarters and other matters
Hyangnam Plant				
No. of Representatives from the Employer Side		8 persons	8 persons	8 persons
No. of Representatives from the Employee Side		8 persons	8 persons	8 persons
No. of Resolutions Implemented		20 cases	7 cases	5 cases
Key Agenda Items	Q1	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	Implementation of the 2025 regular risk assessment, revision of award criteria for best practices, additional installation of blood pressure monitors, and other measures
	Q2	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	Revision of Occupational Health and Safety management regulations	-	Provision of personal cooling gear as a preventive measure for heat-related work, installation of in-house speed bumps, revision of the Occupational Health and Safety Management Regulations, and other measures
	Q4	Report on compliance audit results for the Serious Accidents Punishment Act and results of ISO internal and surveillance audits	Report on risk assessment results, review of best practices, and introduction of SMART safety equipment	-

Category		2023 Data	2024 Data	2025 Data
Osong Plant				
No. of Representatives from the Employer Side		9 persons	9 persons	9 persons
No. of Representatives from the Employee Side		9 persons	9 persons	9 persons
No. of Resolutions Implemented		9 cases	4 cases	4 cases
Key Agenda Items	Q1	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	Implementation of the 2025 regular risk assessment, revision of award criteria for best practices, additional installation of blood pressure monitors, and other measures
	Q2	Report on first-half employee health checkups and work environment measurements	Implementation of statutory job training for supervisors	-
	Q3	English translation of OHS materials, introduction of smoking cessation program, and implementation of first aid training	-	Revision of the Occupational Health and Safety Management Regulations, provision of personal cooling gear as a preventive measure for heat-related work, and other measures
	Q4	Report on risk assessment results, revision of OHS management regulations, and ISO 14001 and ISO 45001 surveillance audits	Review of risk assessment results and best practices	-
Life Science Research Institute				
No. of Representatives from the Employer Side		5 persons	5 persons	5 persons
No. of Representatives from the Employee Side		5 persons	5 persons	5 persons
No. of Resolutions Implemented		17 cases	17 cases	8 cases
Key Agenda Items	Q1	Implementation of work environment measurements	Systematization of laboratory safety inspections and enhancement of inspection effectiveness	-
	Q2	Implementation of the 2023 ergonomic risk factor survey for physically demanding tasks	Discussion on the need for a laboratory safety management system	Measures to improve illuminance and other matters
	Q3	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	Revision of the Occupational Health and Safety Management Regulations (Laboratory Safety Management Regulations)	Development of a plan for the 2025 musculoskeletal improvement activities for employees	Improvement measures for fall hazards and other matters

Social Data

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

Category		2023 Data	2024 Data	2025 Data
Daewoong Bio				
No. of Representatives from the Employer Side		8 persons	9 persons	9 persons
No. of Representatives from the Employee Side		8 persons	9 persons	9 persons
No. of Resolutions Implemented		21 cases	21 cases	29 cases
Key Agenda Items	Q1	Submission of Process Safety Report for enavogliflozin	Submission of Process Safety Report for ARE1313	Sharing of the 2025 annual occupational health and safety activity plan, sharing of the work environment measurement plan for the first half, and other matters
	Q2	Improvement of vertical nozzle-type sealing machine	Implementation of emergency response training	Sharing matters related to health checkups, posting accident case guidance notices at accident sites (equipment), and other matters
	Q3	Training and education due to process changes	Improvement of Industrial Safety and Health Committee operations	Report on work environment measurement results for the first half, sharing of plans for the second half, communication of newly enacted and amended laboratory safety management regulations, and other matters
	Q4	Improvement of request procedures for facility management system changes	Control measures for vehicle entry at raw material loading bays	Sharing of the 2026 occupational health and safety training plan, Communication of the 2026 health checkup plan and other matters

Governance Data¹⁾

Daewoong Co., Ltd. Corporate Governance

Category			Unit	2023	2024	2025
Board Structure						
Unitary Board System	Executive Directors		persons	2	2	2
	Independent Directors		persons	3	3	2
	Total		persons	5	5	4
Board Gender Diversity	Male		persons	5	5	3
	Female		persons	-	-	1
Board Age Distribution	Executives Aged 30-50		persons	-	-	-
	Executives Aged Over 50		persons	5	5	4
Board Efficiency	No. of Board Meetings Held		times	7	5	8
	Average Attendance Rate		%	100	100	90
	Minimum Attendance Rate		%	100	100	80
	Average Attendance Rate of Independent Directors		%	100	100	95
Board Expertise	No. of Independent/Non-Executive Directors with Industry Experience		persons	-	-	3
	No. of Audit Committee Members with Accounting/Financial Expertise (CFA, CPA, accounting/finance-related experience)		persons	1	1	-
Employee Compensation						
CEO Compensation ¹⁾	Total Annual Compensation		KRW million	-	-	-
	Year-over-Year Change Rate		%	-	-	-
	Total Annual Compensation Ratio		%	-	-	-
	Total Annual Compensation Increase Rate		%	-	-	-
Employee Compensation	Average Compensation for All Employees Excluding CEO (or Equivalent Position)	Average Amount	KRW million	64	75	69
		Annual Change Rate	%	-1.5	17.2	-8.0
	Ratio of CEO Compensation to Average Employee Compensation Excluding the CEO		%	-	-	-

1) Board composition data for Daewoong Co., Ltd. and Daewoong Pharmaceutical Co., Ltd. for 2023 and 2024 was prepared as of the end of each reporting year. However, 2025 board composition information was prepared based on the latest status as of May 29, 2026, to reflect changes in the Board of Directors

2) Daewoong does not present the compensation ratio calculation because the scope of disclosure of information required to calculate the ratio is limited

Category		Unit	2023	2024	2025
Board Members and Compensation					
No. of Members	Executive Directors	persons	2	2	2
	Non-Executive Directors	persons	-	-	-
	Independent Directors	persons	3	3	2
	Total	persons	5	5	4
Total Compensation Paid	Executive Directors	KRW million	838	902	375
	Non-Executive Directors	KRW million	-	-	-
	Independent Directors	KRW million	196	220	216
	Total	KRW million	1,034	1,122	591
Average Compensation per Person	Executive Directors	KRW million	419	451	187
	Non-Executive Directors	KRW million	-	-	-
	Independent Directors	KRW million	65	73	72
Shareholders					
Shareholder Return Policy	Dividend Payout Ratio (Consolidated)	%	2.7	14.1	4.7
	Dividend Yield (Common Stock)	%	0.5	1.0	0.9
General Shareholders' Meeting	Advance Notice Period for the Date, Location, and Agenda of the Regular General Meeting of Shareholders	weeks in advance	4	4	4

Governance Data

Daewoong Pharmaceutical Co., Ltd. Corporate Governance

Category			Unit	2023	2024	2025
Board Structure						
Unitary Board System	Executive Directors		persons	3	3	3
	Independent Directors		persons	3	3	4
	Total		persons	6	6	7
Board Gender Diversity	Male		persons	6	5	6
	Female		persons	-	1	1
Board Age Distribution	Executives Aged 30-50		persons	3	3	2
	Executives Aged Over 50		persons	3	3	5
Board Efficiency	No. of Board Meetings Held		times	5	9	7
	Average Attendance Rate		%	88	96	95
	Minimum Attendance Rate		%	50	78	80
	Average Attendance Rate of Independent Directors		%	77	93	86
Board Expertise	No. of Independent/Non-Executive Directors with Industry Experience		persons	1	1	1
	No. of Audit Committee Members with Accounting/Financial Expertise (CFA, CPA, accounting/finance-related experience)		persons	1	1	1
Employee Compensation						
CEO Compensation	Total Annual Compensation ¹⁾		KRW million	580	650	801
	Year-over-Year Change Rate		%	-18.2	-	23.2
	Total Annual Compensation Ratio		%	0.12	0.12	0.10
	Total Annual Compensation Increase Rate		%	-0.22	0.11	0.23
Employee Compensation	Average Compensation for All Employees Excluding CEO (or Equivalent Position)	Average Amount	KRW million	73	76 ²⁾	78
		Annual Change Rate	%	1	4 ²⁾	3
	Ratio of CEO Compensation to Average Employee Compensation Excluding the CEO		%	-	-	-

1) If there are two or more CEOs, the calculation is based on the CEO with the highest salary

2) Data was revised due to an error in the previous report

Category		Unit	2023	2024	2025
Board Members and Compensation					
No. of Members	Executive Directors	persons	3	3	3
	Non-Executive Directors	persons	-	-	-
	Independent Directors	persons	3	3	4
	Total	persons	6	6	7
Total Compensation Paid	Executive Directors	KRW million	1,463	1,408	1,674
	Non-Executive Directors	KRW million	-	-	-
	Independent Directors	KRW million	108	99	81
	Total	KRW million	1,571	1,507	1,755
Average Compensation per Person	Executive Directors	KRW million	488	469	558
	Non-Executive Directors	KRW million	-	-	-
	Independent Directors	KRW million	36	33	40
Shareholders					
Shareholder Return Policy	Dividend Payout Ratio (Consolidated)	%	5.7	27.9	3.5
	Dividend Yield (Common Stock)	%	0.5	0.5	0.3
General Shareholders' Meeting	Advance Notice Period for the Date, Location, and Agenda of the Regular General Meeting of Shareholders	weeks in advance	4	4	4

Governance Data

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

Category		Unit	2023	2024	2025
Corporate Code of Conduct and Ethics/Compliance Training					
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	%	100	100
		Partners	%	0	0
Ethics/Compliance Management Training Hours	Total Training Hours	hours	2,940	2,375	2,309
	No. of Participants	persons	2,940	2,375	2,309
	Training Hours per Employee	hours	1	1	1
Ethics Management Violations					
By Handling Method	Disciplinary Actions	cases	8	11	19
	Follow-up Actions	cases	0	0	0
	Dismissed Cases	cases	0	0	0
	Total	cases	8	11	19
Disciplinary Actions	Sexual Harassment	cases	0	0	2
	Workplace Harassment	cases	0	0	5
	Misuse of Corporate Card	cases	1	1	0
	Gaining Unjust Benefits from Work	cases	2	1	3
	Negligence in Supervision	cases	5	2	2
	Professional Negligence	cases	0	7	7
	Total	cases	8	11	19
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	2023	2024	2025
Corruption Risk Assessment (Internal: Workplaces, Reports, and Disciplinary Actions)					
Workplaces Assessed	No. of Workplaces	sites	4	4	4
	Percentage of Workplaces Assessed	%	100	100	100
Legal and Regulatory Violations (External/Administrative Actions)					
Cases of Fines or Penalties		cases	2	0	0
Violations and Fines by Case	Unfair Trade Practices Including Anti-Competitive Conduct	No. of Violations	cases	0	0
		Fines	KRW 100 million	0	0
	Violations Related to Domestic Marketing Activities (Advertising Violations)	No. of Violations	cases	1 ¹⁾	0
		Fines	KRW 100 million	0	0
	Customer Information Protection Violations	No. of Violations	cases	0	0
		Fines	KRW 100 million	0	0
	Product Information Provision Violations	No. of Violations	cases	0	0
		Fines	KRW 100 million	0	0
	Counterfeit Product Regulations Violations	No. of Violations	cases	0	0
		Fines	KRW 100 million	0	0
	Corruption and Bribery	No. of Violations	cases	0	0
		Fines	KRW 100 million	0	0
	Other Regulatory Violations	No. of Violations	cases	1 ²⁾	3 ³⁾
		Fines	KRW 100 million	0	0

1) Administrative suspension of Urushot advertising for 1 month
2) Suspension of PenoStop manufacturing for 3 months
3) Product Recall Measures
4) Violation by holding company Daewoong Co., Ltd. related to ownership of shares in AffyXell Therapeutics

Global Standards & Commitments

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, 2025.
- [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, 11
	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	Differences from the previous year's report are marked with reasons for change in the relevant section.
	2-5	External assurance	132-133
Activities and Workers	2-6	Activities, value chain, and other business relationships	13, 119
	2-7	Employees	113-116
	2-8	Workers who are not employees	113-116
Governance	2-9	Governance structure and composition	91, 94
	2-10	Nomination and selection of the highest governance body	93
	2-11	Chair of the highest governance body	91, 94
	2-12	Role of the highest governance body in overseeing the management of impacts	15, 90, 93
	2-13	Delegation of responsibility for managing impacts	15, 24, 71, 90, 93
	2-14	Role of the highest governance body in sustainability reporting	15
	2-15	Conflicts of interest	91, 94
	2-16	Communication of critical concerns	15, 17
	2-17	Collective knowledge of the highest governance body	91, 94
	2-18	Evaluation of the performance of the highest governance body	92, 95
	2-19	Remuneration policies	92, 95
	2-20	Process for determining remuneration	92, 95
	2-21	Total annual compensation ratio	122, 123
	2-22	Statement on sustainable development strategy	5
	2-23	Policy commitments	131

Topic	Indicator	Disclosure Item	Reporting Pages
	2-24	Embedding policy commitments	24, 33-34, 62-64, 71-72, 73, 76-79, 82-84, 85
	2-25	Processes to remediate negative impacts	64, 80, 85, 97
	2-26	Mechanisms for seeking advice and raising concerns	64, 97
	2-27	Compliance with laws and regulations	124
	2-28	Membership associations	119
	2-29	Approach to stakeholder engagement	16
	2-30	Collective bargaining agreements	116

Biodiversity(GRI 101)

Topic	Indicator	Disclosure Item	Reporting Pages
GRI 101: Biodiversity	101-1	Policies to halt and reverse biodiversity loss	41-42, 49
	101-2	Management of biodiversity impacts	41-49
	101-3	Access and benefit-sharing	45, 46, 49
	101-4	Identification of biodiversity impacts	43-49
	101-5	Locations with biodiversity impacts	43-46
	101-6	Direct drivers of biodiversity loss	47
	101-7	Changes to the state of biodiversity	42-43
	101-8	Ecosystem services	49

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	18-19
	3-3	Management of material topics	20

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

Global Standards & Commitments

GRI Standards Index

Economic Performance(GRI 200)

Topic	Indicator	Disclosure Item	Reporting Pages
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed (EVG&D)	106-107
	201-2	Financial implications and other risks and opportunities due to climate change	23-31
	201-4	Financial assistance received from government	108
GRI 203: Indirect Economic Performance	203-1	Infrastructure investments and services supported	85-88, 119
GRI 205: Anti-Corruption	205-1	Operations assessed for risks related to corruption	97, 98, 101, 124
	205-2	Communication and training about anti-corruption policies and procedures	98, 124
	205-3	Confirmed incidents of corruption and actions taken	124
GRI 207: Tax	207-1	Approach to tax	101
	207-2	Tax governance, control, and risk management	101

Environmental Performance(GRI 300)

Topic	Indicator	Disclosure Item	Reporting Pages
GRI 302: Energy	302-1	Energy consumption within the organization	36, 109
	302-3	Energy intensity	36, 109
	302-4	Reduction of energy consumption	36, 110
GRI 303: Water	303-2	Management of water discharge-related impacts	40
	303-3	Water withdrawal	40, 110-111
	303-5	Water consumption	40, 110-111
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	36, 109
	305-2	Indirect (Scope 2) GHG emissions	36, 109
	305-4	GHG emissions intensity	36, 109
	305-5	Reduction of GHG emissions	36
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	39, 112
GRI 306: Waste Material Issue 2	306-1	Waste generation and significant waste-related impacts	37
	306-2	Management of significant waste-related impacts	37
	306-3	Waste generated	37, 111
	306-4	Waste diverted from disposal	37, 111
	306-5	Waste directed to disposal	38, 111
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	84

Social Performance(GRI 400)

Topic	Indicator	Disclosure Item	Reporting Pages
GRI 401: Employment Material Issue 4	401-1	New employee hires and employee turnover	113-114
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	68-70, 117
	401-3	Parental Leave	70, 117
GRI 402: Labor/ Management Relations	402-1	Minimum notice periods regarding operational changes	116
GRI 403: Occupational Health and Safety Material Issue 2 Material Issue 4	403-1	Occupational health and safety management system	71-74
	403-2	Hazard identification, risk assessment, and incident investigation	74
	403-3	Occupational health services	68-69, 74
	403-4	Worker participation, consultation, and communication on occupational health and safety	120-121
	403-5	Worker training on occupational health and safety	73-75, 117-118
	403-6	Promotion of worker health	68-69
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	71-74
	403-8	Workers covered by an occupational health and safety management system	71-72
	403-9	Work-related injuries	117-118
	403-10	Work-related ill health	117-118
GRI 404: Training and Education	404-1	Average hours of training per year per employee	116
	404-2	Job Training and Career Transition Support Programs for Employees	67
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	69, 113-116
GRI 414: Social Impact of Suppliers Assessment	414-1	New suppliers that were screened using social criteria	82-84
	414-2	Negative social impacts in the supply chain and actions taken	82-84
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	60, 80
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	127-128
GRI 418: Customer Privacy Material Issue 3	418-1	Complaints regarding breaches of customer privacy and losses of customer data	119

Global Standards & Commitments

SASB Biotechnology & Pharmaceuticals

Accounting Metrics

Clinical Trial Participant Safety

HC-BP-210a.1 Discussion of regional management processes to ensure clinical trial quality and patient safety

Daewoong Pharmaceutical complies with applicable ethical regulations and regulatory standards for all clinical trials conducted in Korea and overseas, and places the highest priority on protecting the safety, rights, and interests of participants. The company faithfully submits the materials required for clinical trial approval and conduct to domestic and overseas regulatory authorities, including the Ministry of Food and Drug Safety and the FDA, and ensures transparency in clinical trials by promptly reporting serious adverse events in accordance with relevant procedures. Daewoong Pharmaceutical is also conducting multinational clinical trials to secure clinical data that includes diverse races, ages, and genders, while enhancing the reliability and integrity of the entire clinical trial process 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 over 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 occurred over the past three years due to legal proceedings related to clinical trials in developing countries.

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 is implementing a range of strategies to improve access to medicine in priority diseases and countries designated by the Access to Medicine Index (ATMI). Fexuclue, a treatment for gastroesophageal reflux disease, and Envlo, a treatment for type 2 diabetes, are representative examples of these efforts. As of June 2026, Fexuclue had entered 30 countries, including Latin American countries designated as ATMI priority developing countries, and had been officially launched in six countries: Mexico, Chile, Ecuador, the Philippines, India, and Indonesia. Envlo obtained its first overseas marketing approval in Ecuador in 2024, subsequently secured marketing approvals in seven Latin American countries, and obtained marketing approval in Indonesia in December 2025. Daewoong Pharmaceutical continues to expand equitable global access to medicine to fulfill its social responsibility as a pharmaceutical company.

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

No products have been listed over the past three years.

Global Standards & Commitments

SASB Biotechnology & Pharmaceuticals

Accounting Metrics

Drug Safety

HC-BP-250a.1 List of products listed in the FDA's MedWatch¹⁾ safety information reporting program database

Daewoong Pharmaceutical reports all adverse event information related to its products registered with MedWatch to MedWatch. As of June 16, 2026, no products were registered with MedWatch.

1) A drug safety monitoring system operated as the FDA's safety information and adverse event reporting program to report adverse drug events or incidents

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

No deaths related to products reported to the FDA Adverse Event Reporting System occurred over the past three years.

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

Over the past three years, the number of recalls conducted and the total number of products requested for recall were both three.

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

No products were approved for pharmaceutical collection, reuse, or disposal over the past three years.

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

No enforcement actions due to violations occurred over the past three years.

Counterfeit Drugs

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

Daewoong Pharmaceutical places the highest priority on product quality, safety, and reliability. To this end, the company complies with cGMP and the Pharmaceutical Affairs Act of the Ministry of Food and Drug Safety (MFDS), and thoroughly reviews supply chain traceability for substances used in the manufacture of finished pharmaceutical products in accordance with the Regulations on Pharmaceutical Manufacturing and Quality Control. Each item is managed through a record system to enable traceability based on batch numbers. In addition, serialization using 2D barcodes is assigned to all products supplied to the market from the packaging and shipment stages. This enables products manufactured by Daewoong Pharmaceutical to be traced within the distribution network based on the manufacturing number of each packaging unit, and the company operates a management system for product traceability and counterfeit prevention.

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

Daewoong Pharmaceutical operates response procedures to prevent customer safety risks caused by counterfeit medicines and promptly inform customers and business partners of related risks. When consumers request verification of the authenticity of products purchased online, the company checks the manufacturing number, serial number, and other information to confirm whether the product is genuine. If a product is confirmed to be counterfeit, the company immediately shares the information with relevant departments, including the Marketing Team, requests a full inspection of products stored by distributors, and implements necessary follow-up measures. In addition, through its online reporting channel, the company receives reports by email or phone, promptly handles individual cases, and strengthens its management system to block the distribution of counterfeit medicines and ensure customer safety.

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

No cases related to counterfeit medicines led to field investigations, seizures, arrests, or criminal charges over the past three years.

Global Standards & Commitments

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	2023	2024	2025
Monetary Losses	KRW million	0	29 ¹⁾	0 ²⁾

- 1) Suspension of advertising activities for Urushot for 1 month and an administrative fine of KRW 29 million, finalized in March 2025 with fine paid
- 2) A six-month advertising suspension for Impactamin Premium Once Tab. was finalized in September 2025, and no separate administrative fine was imposed

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

The CP regulations specify matters related to “false or exaggerated advertising,” and all materials used by employees are systematically controlled so that only approved materials* may be used.

* Materials reviewed by the department responsible for monitoring marketing activities

Talent Attraction, Development, and Retention

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

Daewoong Pharmaceutical is pursuing the recruitment of outstanding local talent as a key talent strategy to expand its global business and strengthen its R&D competitiveness. In 2025, the company hired 69 international professionals strengthening the human resource capabilities of its overseas subsidiaries, while Selatox Biopharma Indonesia conducted large-scale recruitment across various functions, including quality assurance, quality control, production, and engineering.

In 2025, Daewoong Pharmaceutical held a total of five DEEP Symposiums to share its R&D status and innovation achievements, and provided participants with opportunities to understand Daewoong Pharmaceutical's research capabilities and growth potential. The company also supported participants in directly experiencing its organizational culture and career development opportunities through research facility tours, recruitment information sessions, and networking sessions. Based on these efforts, Daewoong Pharmaceutical is expanding its industry-academia-research network and continuously strengthening its talent pool to secure long-term R&D capabilities.

Classification	Unit	2023	2024	2025
R&D Personnel	persons	248	224	271

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

Classification	Unit	2023	2024	2025
Voluntary Turnover Rate (Total)	%	100	100	100
(a) Executives and Senior Management	%	0.4	1.3	0.7
(b) Mid-level Managers	%	5.9	10.5	3.4
(c) Professionals	%	-	6.1	3.4
(d) All Other Employees	%	93.7	82.1	92.5
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, expiration of contract

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

Over the past three years, no facilities participated in the Rx-360* international pharmaceutical supply chain consortium audit program or an equivalent third-party audit program for pharmaceutical ingredients and supply chain security.

* A nonprofit international consortium that addresses 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	2023	2024	2025
Monetary Losses	KRW million	0	0	0

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

Daewoong Pharmaceutical has established and operates CP SOPs, which set out the Fair Competition Code and detailed standards for transactions involving pharmaceuticals and medical devices.

Global Standards & Commitments

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	Business-based social contribution activities involving employee participation (e.g., product donations and participation in BNPB)	41, 85-88
	Provision of Pharmaceuticals that Contribute to Human Health, Prevention of Drug Misuse, and Implementation of Health and Disease-Related Social Contribution Activities	Development of new drugs for intractable diseases, development of treatments for gastroesophageal reflux disease, and provision of medicines	10, 88
	Expansion of Job Training and ESG Related Education for Employees, and Implementation of Education Related Social Contribution Activities	General training (e.g., CDP and feedback) and field-specific training (e.g., customer satisfaction, safety, and information security)	67, 73, 79, 86
	Expansion of the Proportion of Female Executives and Development of Female Talent, Implementation of Anti-Gender Discrimination Training	Job-based compensation system for non-discriminatory performance evaluations	69
	Water Resource Management and Control of Water Pollutants	Establishment of a water resource management system, installation of water-saving devices on washbasins, and implementation of an R/O system	40
	Improvement of Energy Efficiency and Transition to Renewable Energy	Setting energy-use reduction targets and expanding the installation of solar power generation facilities	34, 36
	Expansion of Full-Time Employment Ratio, Strengthening of Workplace Safety and Health Management, Work-Life Balance, and Reduction of Gender Pay Gap	Health checkups, a flexible leave culture, a job-based compensation system, and ISO 45001 certification and maintenance	64, 68-70
	Expansion of New Drug Development and R&D Investment, Establishment of a Sustainability Management Foundation, and Improvement of Resource Efficiency	Open innovation, a stronger focus on R&D, and establishment of a global ADC collaboration network	54

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	Gender-equal performance evaluations, an in-house childcare center, Bear Mart operations, family-friendly certification, and human rights impact assessments	62-63, 69-70
	Reduction of Air Pollutants and Establishment of Disaster Response System	Management of air pollutant emission limits and an emergency response system	39, 75
	Minimization of Hazardous and Pollutant Emissions, Waste Reduction through Recycling and Reuse, and Promotion of Eco-Friendly Packaging	Chemical substance management system, development of eco-friendly materials, and waste reduction	37-38
	Identification of Climate Change Risks/Opportunities and Establishment of Response Strategies, Greenhouse Gas Management and Reduction	Climate change response strategies, identification of climate risks and opportunities, climate change scenario analysis, and Scope 1, 2, and 3	24-32, 36-37
	Ecosystem Conservation Activities and Biodiversity Protection	Natural capital assessment based on the TNFD LEAP approach, participation in BNPB and collaborative activities, and biodiversity risk analysis	41-45
	Human Rights Management, Anti-Corruption and Ethical Management, and Establishment of Systems for Non-Discrimination and Diversity	Human rights management policies and training, labor-management communication, fair trade and CP training programs, and operation of the Cyber Whistleblowing System	62-64, 97-98

Global Standards & Commitments

Major Policies		Link
Environment	Environmental Safety and Health Policy	Daewoong Pharmaceutical > ESG > EHS Management (https://www.daewoong.co.kr/ko/esg/sustainreport/EHS)
	Purchasing Ethics Charter	Daewoong Pharmaceutical > ESG > Win-Win Management > Compliance Program (https://www.daewoong.co.kr/ko/esg/social/ethics)
Social	Four Major Guidelines for Win-Win Cooperation	Daewoong Pharmaceutical > ESG > Win-Win Management > Compliance Program (https://www.daewoong.co.kr/ko/esg/social/ethics)
	Principles of Human Rights Management	Daewoong Pharmaceutical > ESG > Talent Management > Human Rights (https://www.daewoong.co.kr/ko/esg/social/human)
	Charter of Human Rights Management	Daewoong Pharmaceutical > ESG > Talent Management > Human Rights (https://www.daewoong.co.kr/ko/esg/social/human)
	CP Operation Guidelines	Daewoong Pharmaceutical > ESG > Win-Win Management > Compliance Program (https://www.daewoong.co.kr/ko/esg/social/ethics)
	Ethical Standards	Daewoong Pharmaceutical > ESG > Ethical Management > Daewoong Pharmaceutical Ethical Standards > Ethical Standards (https://www.daewoong.co.kr/ko/esg/governance/daewoong/ethical)
Governance	Code of Conduct	Daewoong Pharmaceutical > ESG > Ethical Management > Daewoong Pharmaceutical Ethical Standards > Code of Conduct (https://www.daewoong.co.kr/ko/esg/governance/daewoong/ethical)
	Code of Practice	Daewoong Pharmaceutical > ESG > Ethical Management > Daewoong Pharmaceutical Ethical Standards > Implementation Results (https://www.daewoong.co.kr/ko/esg/governance/daewoong/ethical)
	Anti-Corruption Guidelines	Daewoong Pharmaceutical > ESG > Ethical Management > Anti-Corruption Management System > Anti-Corruption Policy (https://www.daewoong.co.kr/ko/esg/governance/daewoong/ethical)
	Articles of Incorporation	Daewoong Pharmaceutical > ESG > Articles of Incorporation (https://www.daewoong.co.kr/ko/esg/governance/daewoong/council)
	Board of Directors Operation Regulations	Daewoong Pharmaceutical > ESG > Board of Directors > Board of Directors Operation (https://www.daewoong.co.kr/kr/csr/rule/operation)
	Regulations of the Affiliate Transaction Committee	Daewoong Pharmaceutical > ESG > Board of Directors > Board of Directors Operation (https://www.daewoong.co.kr/ko/esg/governance/daewoong/council)
	Regulations of the Personnel and Compensation Committee	Daewoong Pharmaceutical > ESG > Board of Directors > Board of Directors Operation (https://www.daewoong.co.kr/ko/esg/governance/daewoong/council)

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)

Sustainability Report Verification Daewoong Pharmaceutical Co.,Ltd Dear Stakeholders

Korean Foundation for Quality (hereinafter ‘KFQ’) has been engaged to independently verify the 2026 Sustainability Report (hereinafter ‘the Report’)²⁾ of Daewoong Pharmaceutical Co.,Ltd¹⁾ (hereinafter ‘the Company’). KFQ is responsible for providing an independent third-party verification opinion on the report based on the verification criteria and scope specified below. The responsibility for the preparation of this report lies with the Company’s management.

1) Organization Address (based on headquarters) : 12, Bongeunsa-ro 114-gil, Gangnam-gu, Seoul, Republic of Korea
2) Data Collection Period : January 1 to December 31, 2025, with selected key achievements from the first half of 2026 also included

Verification Purpose

The purpose of this verification is to ensure the reliability of the data and information stated in the Company’s report.

Verification Scope

Verification Boundary

The sustainability management status and performance of the domestic operations of Daewoong Pharmaceutical Co., Ltd., Daewoong Co., Ltd., and Daewoong Bio Inc. are included.

Verification Items (Based on the GRI Standards 2021)

Category	GRI Standards
Universal Standards	• 2-1 to 2-5 (The organization and its reporting practices) • 2-6 to 2-8 (Activities and workers) • 2-9 to 2-21 (Governance) • 2-22 to 2-28 (Strategy, policies, and practices) • 2-29 to 2-30 (Stakeholder engagement) • 3-1 to 3-3 (Material Topics Disclosures)
Topic Standards	• GRI 306 (Waste) • GRI 401 (Employment) • GRI 403 (Occupational Health and Safety) • GRI 418 (Customer Privacy)

* Topic Standards : Provisions Criteria for Material Issues

Excluded Items from Verification

The following items are not included within the scope of verification

- ❶ Performance and reporting practices of subsidiaries, affiliates, partners, and third parties
- ❷ Items related to other sustainability initiatives not based on the GRI Standards 2021 presented in the report
- ❸ Other related information such as periodic disclosure reports and financial statements

Verification Criteria

This verification has been conducted based on [AA1000AS (v3)], [AA1000AP (2018)], and [Type 2 – Moderate]

Verification Method

The audit team reviewed relevant procedures, systems, and control mechanisms, along with available performance data, to assess the reliability of the information disclosed in the Report based on the aforementioned criteria. The documents reviewed

Non-financial Information

Data provided by the company, disclosed Business Reports, and information obtained from media and/or the internet.

Financial Information

Data disclosed in the electronic disclosure system (dart.fss.or.kr) of the Financial Supervisory Service and data posted on the homepage.

※ (However, the contents of the above data are not included in the verification scope.)

The verification was conducted through document review, on-site visits, and interviews with the responsible personnel. The validity of the materiality assessment procedure in the Report, the selection of material issues considering stakeholders, the data collection, management, and report preparation procedures, as well as the appropriateness of narrative disclosures, were evaluated through interviews with the responsible personnel. However, interviews with external stakeholders were not conducted. Subsequently, it was confirmed that any errors, inappropriate information, or unclear expressions identified in the above steps were appropriately corrected before the publication of the Report.

Third-Party Verification Statement (2/2)

Verification Limitations

This verification inherently contains limitations that may arise in the process of applying the criteria and methodology.

Competency and Independence

The audit team for this verification was duly composed in accordance with KFQ's internal regulations. KFQ has no conflicts of interest that could compromise the independence and impartiality of the verification, apart from providing third-party verification services.

Verification Opinion

As a result of the verification, it is the opinion of KFQ that

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

• Inclusivity

The company has appropriately defined stakeholder groups and communicates with them through tailored communication channels that consider the characteristics of each group. The audit team did not identify any missing key stakeholders in this process and confirmed that the company is making efforts to incorporate stakeholder feedback into its management strategy.

• Materiality

The company has identified material issues through an appropriate process and has thoroughly reviewed the relevant impacts to enhance the validity of its materiality assessment. The audit team confirmed that the identified material issues were given due emphasis in this report and that all material issues recognized during the materiality assessment process were reported without omission.

• Responsiveness

The company strives to respond promptly to stakeholders' requirements and key concerns. The audit team did not find any evidence indicating that the organization's response activities and performance regarding material issues were inappropriately reported.

• Impact

The company identifies and monitors the impact of stakeholder-related material issues across its business activities and reports the findings to the extent possible. The audit team did not find any evidence indicating that the impact of material issues was inappropriately measured or reported.

2. The report has been appropriately prepared in accordance with the applicable reporting standards, such as (GRI Standards (2021) – Accordance, SASB, UN SDGs)
3. The data and information used for verification were limited to the provided materials and were found to be appropriate, with no significant errors or omissions that could affect the verification opinion.

2026. 06. 24

Korean Foundation for Quality (KFQ)

Ji Young Song

