

Anti-Bribery Management Policy

Chapter 1. General rule

HLB Pharma complies with domestic and international laws and regulations regarding the prevention of corruption and does not commit any corruption.

Chapter 2. Bribery prohibition

HLB Pharma strictly prohibits various corrupt activities such as receiving or demanding bribes from business stakeholders, giving bribes, or making illegal solicitation.

Chapter 3. Establishment of Corruption Prevention System

HLB Pharma will establish and operate an effective management system to prevent and minimize various corruption activities and continue to improve them.

Chapter 4. Anti-Corruption and Compliance Pledge to All Members

All members of HLB Pharma will comply with all internal regulations operating in accordance with this Anti-Corruption Management Policy and will regularly sign and adhere to the Anti-Corruption and Compliance Pledge.

Chapter 5. Appointment of Anti-Corruption Compliance Officer

HLB Pharma appoints an Anti-Corruption Compliance Officer for transparent and effective anti-corruption management to ensure independent status and grant the necessary authority and responsibilities to prevent corruption.

Chapter 6. Protection of rights to informants of corruption

HLB Pharma keeps the personal information of informants related to corruption strictly confidential and protects them from being disadvantaged by reporting if the informant is an employee.

Chapter 7. Disciplinary action against corruption

HLB Pharma shall take appropriate action, such as disciplinary action, if a member violates laws and regulations related to corruption or fails to take reasonable measures to prevent such violation.

2022. 3. 14

HLB PHARMA Co., Ltd.