

Dong-A Pharm. Compliance Policy (English)

Established on July 25, 2025

Dong-A Pharm. (referred to as "the Company") hereby establishes and declares this Compliance Policy to fulfill its social responsibilities to stakeholders through Jeong-do Management and to build a transparent and sustainable compliance management system that upholds compliance management as the company's top corporate value in its pursuit of becoming a global healthcare leader.

Article 1 .

The Company prohibits any violations of law by its executives and employees. All executives and employees shall comply with applicable domestic and international laws, regulations, guidelines, and internal policies related to their duties.

Article 2.

The Company shall establish and continuously improve a compliance management system to meet stakeholder requirements and achieve corporate objectives, and shall ensure its effective operation.

Article 3.

The Company shall appoint a Compliance Officer who possesses appropriate authority and qualifications, and shall ensure that the officer has the duty to directly and regularly report to the Board of Directors.

Article 4.

Executives and employees who discover or suspect any act of non-compliance shall promptly report it to the Company. The Company shall protect all whistleblowers and shall not take any disadvantageous action against them.

Article 5.

The Company shall take appropriate disciplinary measures, in accordance with internal regulations, against executives and employees who violate compliance obligations.

Article 6.

This Policy shall apply to all business sites and employees of the Company. The Company shall conduct continuous monitoring to identify and improve potential risk factors.