



# Huons Global

Investor Relations

2022. 3Q



**Huons Global**

## Disclaimer

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All information in this book including business performance and financial report is written by Korean-International Financial Reporting Standards(K-IFRS) .

This book includes a “forecast” about future. It is not about the past, but the future business plan including expected management status and financial performance, and sometimes there can be word such as ‘anticipation’, ‘forecast’, ‘plan’, ‘expectation’, and ‘(E)’.

A “forecast” often means uncertain factors which can affect the company either positively or vice versa, and those can include:

- Domestic or international financial market trends including fluctuation of foreign exchange rate or interest rate.
- Company’s very important strategic decision such as M&A
- Unexpected business environment change in the main industry
- Other internal and external change that can affect the company’s management and finance.

Because of those uncertain risks, company’s actual business performance can be different from the “forecast” in this booklet. Also the information we provide is written as of the day we deliver the presentation, so it can be changed due to unexpected external status of industry or internal company’s revision of strategies without any prior notice in the future.

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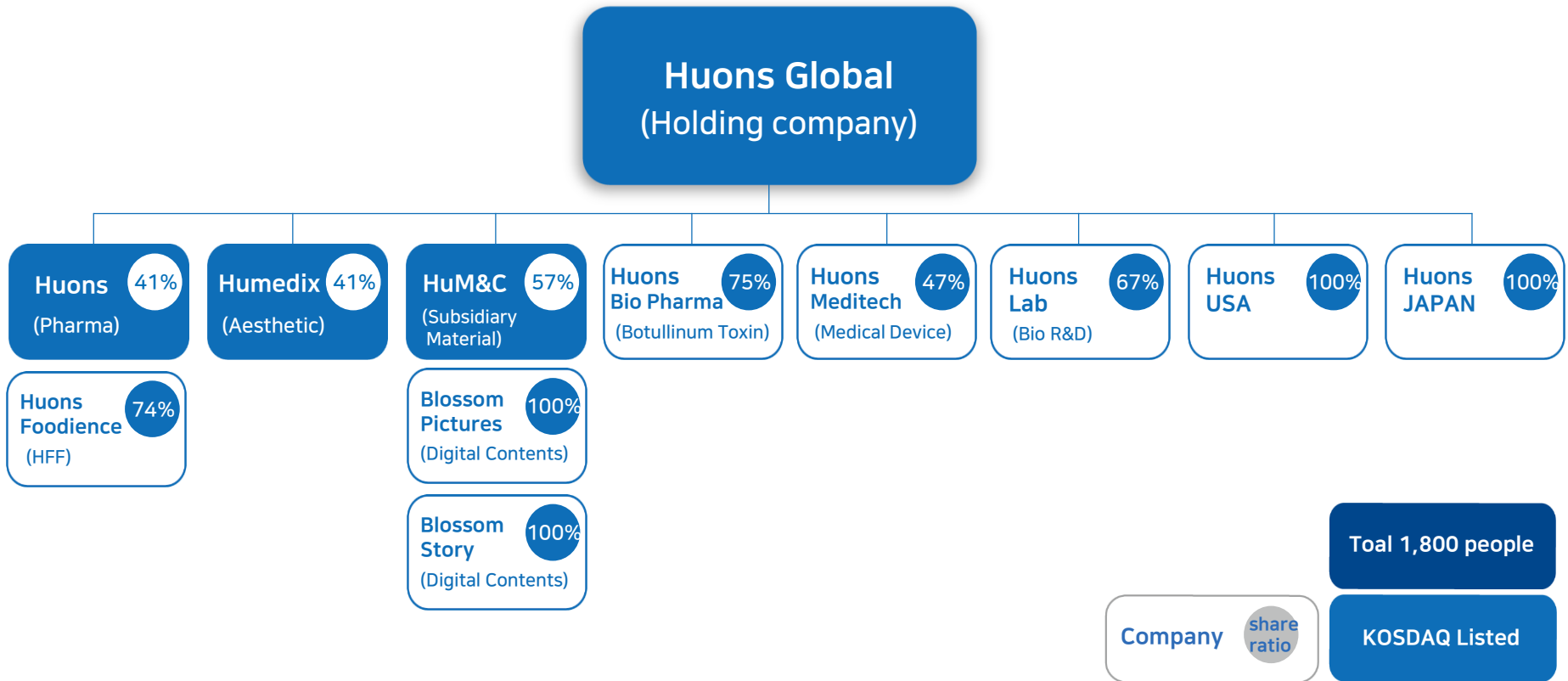
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**“Total Healthcare Group”**  
 Includes Pharma, Medical Device, Health Functional Food and Cosmetic business



※ HuM&C merged Hubena by absorption on July 1<sup>st</sup>  
 ※ Huons JAPAN was established on May 18<sup>th</sup>

## Board Members

		Soo-Young Song	Sung-Tae Yoon	WanSeop Paul Kim	Kyu-Yeon Lee	Byung-Hun Tak	Jin-Woo Chang
Position		President C.E.O	Chairman	President	Director Outside Director	Director Outside Director	Director Outside Director
P r o f i l e	Current	C.E.O. of Huons Global and Huons	Board Chairman of KPBMA (Korea Pharmaceutical and Bio-Pharma Manufacturers Association)	Director of Huons Global CEO of HuonsLab	Advisor of law firm Lee&Ko	-	Director of YonSei Univ. Brain Research Institute
	Recent & Past	C.E.O. of Deloitte Consulting Korea C.E.O of Deloitte Consulting Japan Senior Vice President of PwC Japan	C.E.O of Huons Global IBM Korea MS Project Mgt. at Hanyang Univ.	BMS/GSK/Diosynth MIT Scientist PhD Biology at Korea Univ. MSc Molecular Biology in CANADA	Managing Director of Korea Exchange (KRX)	Commander of Seoul Police Department BS Fine Chemistry at Seoul National Univ. of Science & Technology	Professor of YonSei Univ. College of Medicine M.D., PH.D.

## Audit Committee

**Chairman** Kyu-Yeon Lee

**Member** Byung-Hun Tak

**Member** Jin-Woo Chang

## ESG Committee

**Chairman** Soo-Young Song

**Member** Kyu-Yeon Lee

**Member** Jin-Woo Chang

**Group Vision**

**Global Total Healthcare Group :  
Provides Medical Solutions for Human Being's Health**

**Group Strategy**

- Discovering New Growth Engines & Expanding Business Area
- Open Innovation with In-House R&D

**Business Area**

**Pharma  
Bio-Pharma**

**Core Biz**

- Comprehensive portfolio covering various fields
- R&D : Open Innovation + In-House R&D
- Pipelines of Bio-Pharma

**Companies**

Huons, Humedix  
Huons Bio Pharma  
Huons Meditech  
Huons Lab

**Medical Device**

**New Growth**

- Diversified products from medical to aesthetic
- Continuous R&D and patent acquisition

**Companies**

Huons  
Humedix  
Huons Meditech

**Health  
Functional Food**

**New Growth**

- Develop IAFF Ingredient
- Lactobacillus, beauty, Ginseng, diet, etc.
- Value chain (raw&new materials development, production, OEM/ODM, distribution)

**Companies**

Huons  
Huons Foodience

**Medical  
Container & etc.**

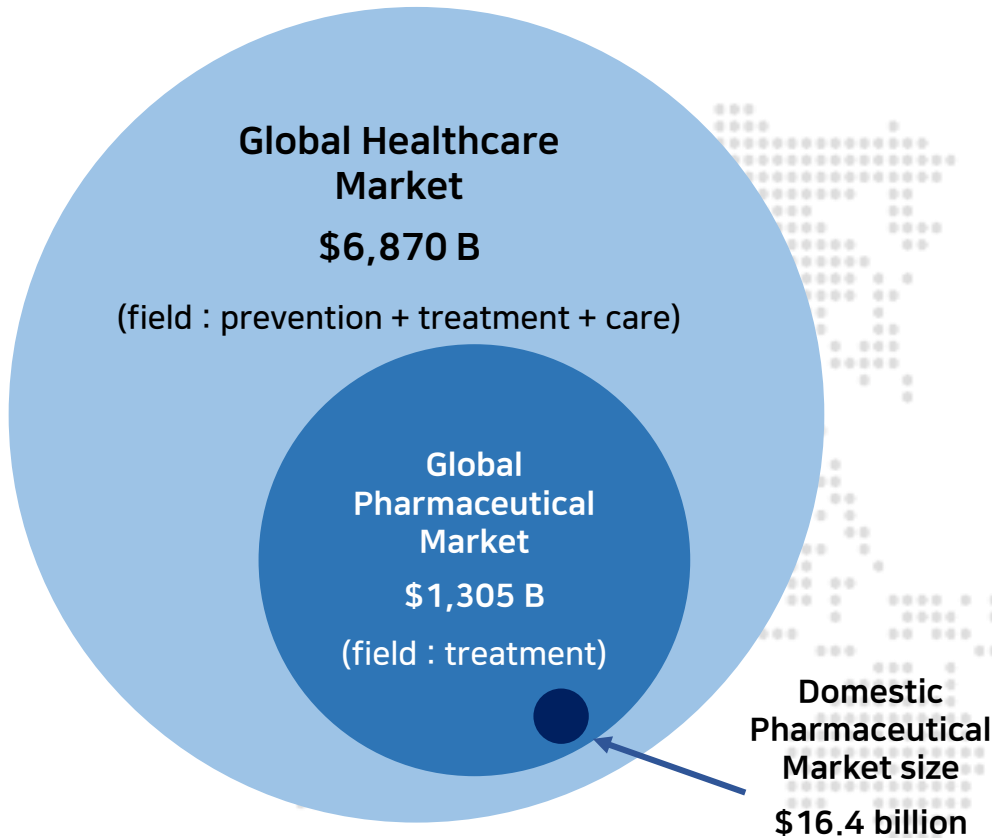
**Expand & assistant**

- Total subsidiaries for healthcare
- Develop overseas market
- Medical container

**Companies**

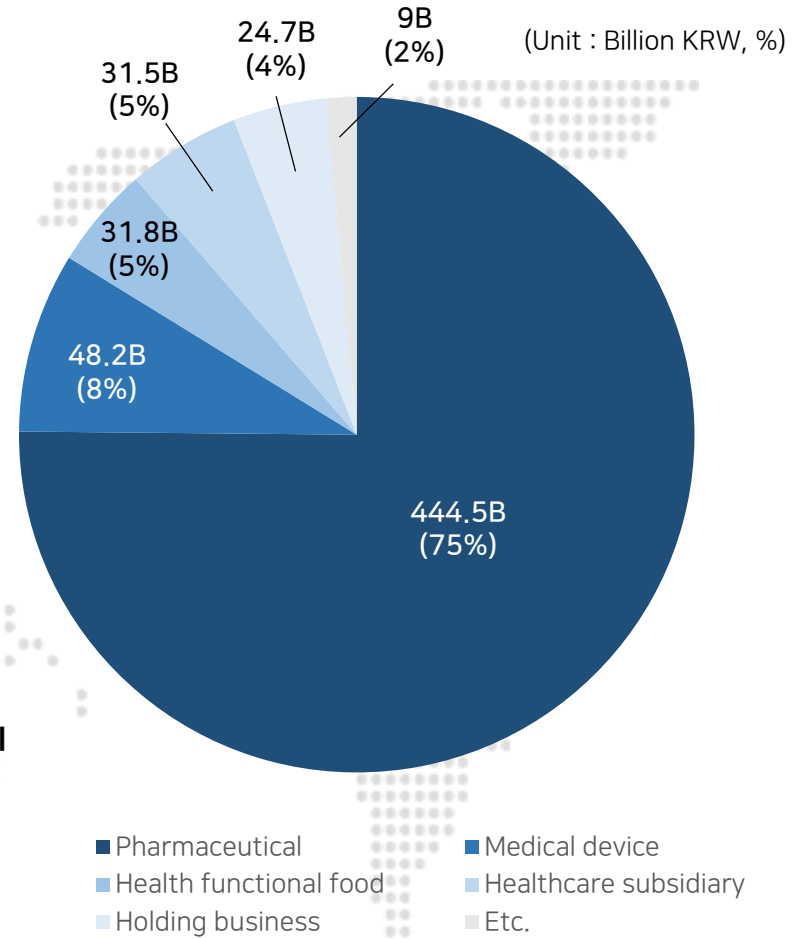
HuM&C  
HUONS USA  
HUONS JAPAN

**Market Size of Healthcare**



New markets grow continuously ;  
Health care business through digital and telemedicine.

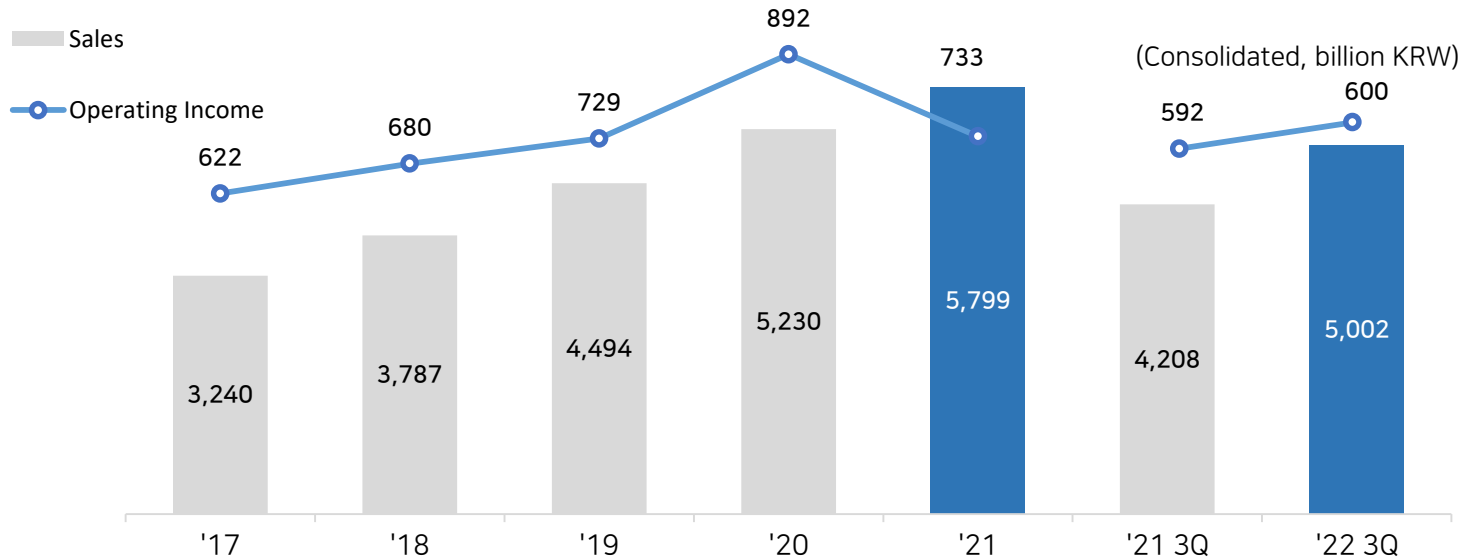
**Sales Composition of Huons Group**



※ Figures based on 3Q. '22 before adjusting internal transactions.

## Company Overview

- ✓ **Huons Global's Role : Strategic management and discovering new business opportunity.**
- ✓ Consolidated sales CAGR 15.7%, operating income CAGR 4.2% since 2016
- ✓ Converted to a holding company in 2016, and now has 8 subsidiaries and 3 sub-subsidiaries
- ✓ Spun off the bio business division in April 2021, and became a pure holding company





**3Q Results**

Net Revenues **170.9B** KRW  
(YoY 17.5%)

Operating Profit **18.9B** KRW  
(YoY -0.9%)

**Biz performance**
**Healthcare portfolio – Continuous growth and stable profits of Business companies**

- **Pharma·Bio** : Highest quarter sales performance in ETC / Stable growth in well-being OTC
- **Aesthetic/Medical device** : Rising trend in aesthetic business(filler·botulinum toxin, etc.)
- HuM&C(healthcare packaging subsidiary) remained listed on KOSDAQ.

**Strengthening new growth momentum :**

By expanding strategic MOU for long-term growth of healthcare business

- **MOU in Bio-Pharma area** : Cooperation in commercialization of bio-pharma&similar pipelines. (with Lotte Biologics)
- **Co-development** : Hair loss treatment(with Epibiotech), Donepezil injection (with G2GBio, Korea Pharma)
- **Exclusive domestic sales & commercialization** : Dressing(Won Biogen)

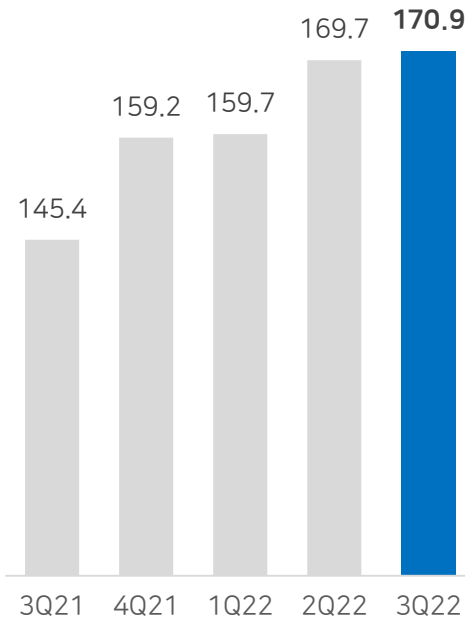
[Sales] 3Q 170.9 B KRW (YoY ▲ 17.5%, QoQ ▲ 0.7%)

[Profit] 3Q OP 18.9 B KRW (YoY ▼ 0.9%, QoQ ▼ 7.3%) / 3Q NP 10.2 B KRW (YoY ▲ 6.5%, QoQ ▲ 54.3%)

- Achieved the highest quarter sales by overall growth of the business companies, especially in ETC and aesthetic(filler, Liztox) fields.
- Operating profit decreased temporarily, due to R&D expenses, biological equivalency experiments and long-term accounts receivable provisions of subsidiaries. receivables of subsidiaries.

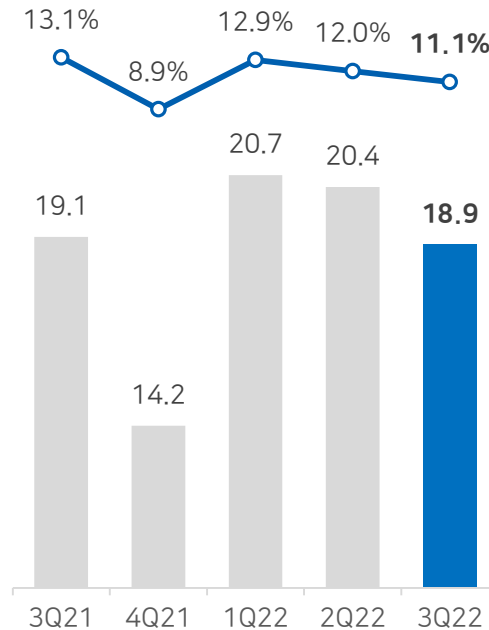
**Sales**

[Unit : billion KRW]



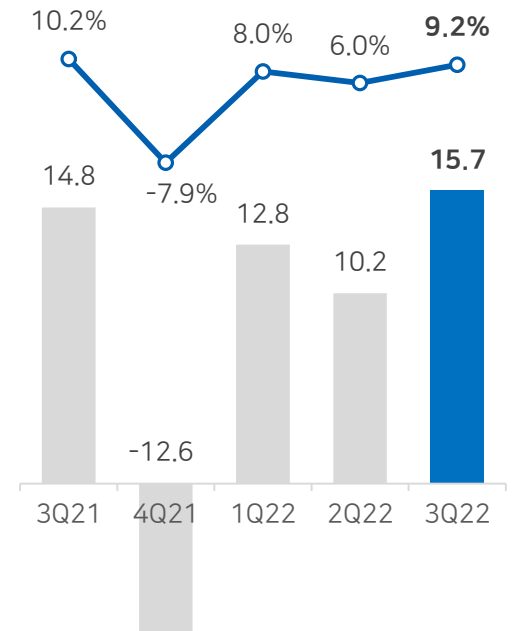
**Operating Profit**

[Unit : billion KRW]



**Net Profit**

[Unit : billion KRW]



(Unit : Million KRW)

Classification	Sales			Operating Profit			Net Profit			Reasons of fluctuation
	3Q 22	3Q 21	YoY	3Q 22	3Q 21	YoY	3Q 22	3Q 21	YoY	
<b>Huons Global (Consolidated)</b>	<b>170,922</b>	<b>145,427</b>	<b>17.5%</b>	<b>18,935</b>	<b>19,116</b>	<b>-0.9%</b>	<b>15,730</b>	<b>14,766</b>	<b>6.5%</b>	<b>Continuous sales growth</b>
Huons Global	7,167	5,681	26.2%	1,855	136	1,267.9%	-195	49,408	-100.4%	
Huons <sup>1)</sup>	123,129	112,257	9.7%	2,025	14,734	-86.3%	2,629	14,497	-81.9%	- Growth of ETC, Well-being - Reflect the cost of bad debt from expanding overseas biz.
Humedix <sup>2)</sup>	31,891	22,871	39.4%	7,847	2,582	204.0%	6,207	2,220	179.6%	- Diversified demand of aesthetic & export growth. - Improved cost ratio.
HuM&C <sup>3)</sup>	13,637	3,658	272.8%	1,066	18	5,876.4%	839	46	1,715.9%	- Improved operating profit after Merger of Hubena.
Hubena <sup>4)</sup>	-	6,194	-	-	498	-	-	358	-	- Merged into HuM&C
Huons Meditech <sup>4)</sup>	14,453	14,609	-1.1%	2,345	2,116	10.8%	1,867	2,021	-7.6%	- Increased Aesthetic devices export - Slight decrease in Pharm sales
Huons Biopharma	6,754	6,098	10.8%	1,549	1,686	-8.1%	1,600	1,398	14.4%	- Increase in aesthetic and CMO
Huons Lab	-	-	-	-400	-876	Deficit continuing	-444	-927	Deficit continuing	
Huons USA	-	1	-	-4,390	-185	Deficit continuing	-3,647	-152	Deficit continuing	- Reflected loss of inventory.
Huons JAPAN	-	-	-	-147	-	-	-146	-	-	

1) Consolidated results including Huons Foodience

2) Seperate performance followed by transferring shares of Huons Meditech to Huons Global.(June 22nd)

3) Consolidated results including Hubena, Blossom Story, Blossom Pictures

4) Result of 3Q. 2021 is seperate performance of Huons Medicare, before transformed into Huons Meditech.

## 1. Financial Performance

(Unit : million KRW, %)

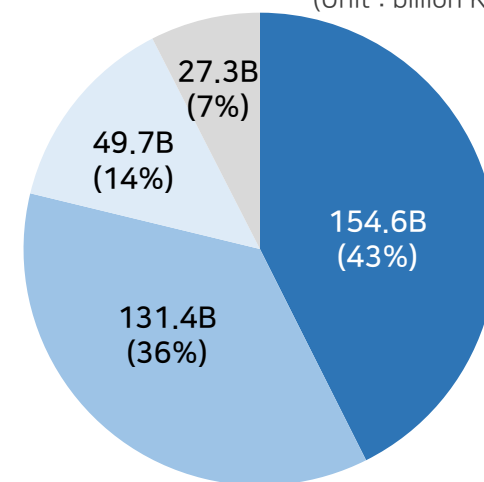
Classification	2019	2020	2021	2021 3Q	2022 3Q	YoY
Sales	365,019	406,678	436,911	323,179	363,073	12.3%
Operating Profit	48,398	54,125	45,282	40,920	24,627	-39.8%
OP ratio	13.3%	13.3%	10.4%	12.7%	6.8%	-5.9%p
Net Profit	37,413	56,586	30,581	32,220	18,844	-41.5%
NP ratio	10.2%	13.9%	7.0%	10.0%	5.2%	-4.8%p

## 2. Recent Highlights

- 1) Sales growth : Sales grew 12.3%(YoY) due to the strong performance of ETC and HFF.
- 2) Decrease in profit ratio : R&D cost increase for business Expand
  - Long-term overseas accounts receivable loss recognition(due to endemic)
  - Cost of management : increase in R&D cost(clinical trial extend), biological equivalency experiments(avoid risk of drug subsidies cut), adjusting HFF marketing costs and payment fee
- 3) Stable growth of HFF & launching new product
  - Quarter sales(KRW) : Menolacto(10 B), Obesity& Vitamins(6 B)
  - New HFF launched : Sagunja(for prostate health)
  - Huons Foodience turned to surplus by growth of OEM and overseas sales.
- 4) Preparing operation of the 2<sup>nd</sup> factory for eye drops.

## 3. Sales Composition ('22. 3Q)

(Unit : billion KRW, %)



■ Pharma ■ Beauty, Well-Being ■ CMO ■ Etc.

### 4. Business area : Pharma(ETC) with stable expanding to related businesses

#### Pharma(ETC)

- Medications that require prescription
- Comprehensive portfolio covering various fields
- Expanding markets(export local anesthetics to the U.S)



#### Beauty·Well-being·Others

- Medications and others for health maintenance
- Health Functional Food and Medical Device



#### CMO

- Produce multiple items(eye drops, injections, etc)
- Customers : Multiple domestic and foreign pharmaceutical companies



### Growth Strategy "Open Innovation"

- Make an exclusive domestic sales rights contracts and Joint research agreements
- Aim to find a next-generation growth-engine through Open Innovation

Classification	Indication	Status
New Chemical Entities	Liver disease	Selection of candidate materials in 2023
	Heart failure	Planning to start non-clinical in 2022
	Ocular disease	Planning to start IND in 2023

### Subsidiary "Huons Foodience"

- Health functional food company
- Business in OEM/ODM, Own brand and export
- Building Value chain from raw materials to logistics
- Continuous development in raw materials

## 1. Financial Performance

(Unit : million KRW, %)

Classification	2019	2020	2021	2021 3Q	2022 3Q	YoY
Sales	69,035	80,351	93,693	80,624	90,489	12.2%
Operating Profit	9,377	12,187	12,196	11,320	19,778	74.7%
OP ratio	13.6%	15.2%	13.0%	14.0%	21.9%	7.8%p
Net Profit	8,769	13,278	8,990	9,943	23,021	131.5%
NP ratio	12.7%	16.5%	9.6%	12.3%	25.4%	13.1%p

## 2. Recent Highlights

### 1) Improved sales and profit ratio by focusing on main business.

- 3Q Sales 31.9B KRW (YoY ▲ 20.8%)
- 3Q OP 7.8B KRW (YoY ▲ 149.4%)

### 2) Keep growing aesthetic & CMO business

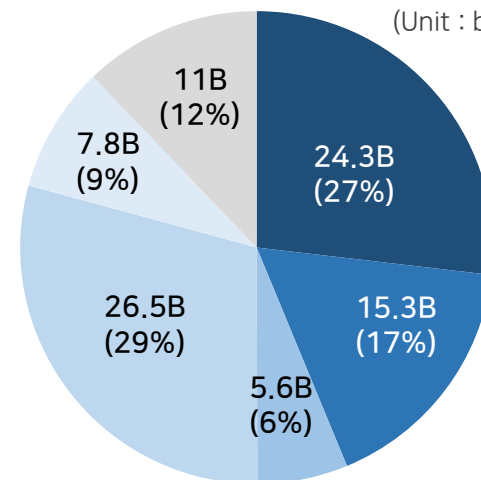
- Diversification of demand groups brought increase of overall aesthetic demand.
- Increased filler export(South American market: Newly carved out.)
- CMO : Increased orders for disposable eye drops

### 3) Expanding Business area to acquire new growth engine

- Bio API biz : 1<sup>st</sup> localization of heparin sodium in Korea(DMF progress)
- Approval of joint injection in progress

## 3. Sales Composition ('22. 3Q)

(Unit : billion KRW, %)



- Filler
- Arthritic injection
- Biosimilar API
- Botulinum Toxin
- ETC
- Cosmetics, Etc.

### 4. Business area : Aesthetic and Pharmaceutical products using HA·PDRN

Filler	Pharma·CMO	Cosmetics·etc.
<ul style="list-style-type: none"> <li>Used for beauty and healthcare such as wrinkle improvement</li> <li>Registered in China and Europe</li> </ul> 	<ul style="list-style-type: none"> <li>ETC based on API, Manufacturing PFS, Amp, Vial, Eye drops</li> <li>Launched 1 shot arthritis(2<sup>nd</sup> in Domestic), L/O to China, EU CE certification</li> </ul> 	<ul style="list-style-type: none"> <li>Functional cosmetics using HA·PDRN, Achieved approval in China</li> <li>Launched LIZTOX('19.06)</li> </ul> 

### Growth Strategy "Biosimilar APIs"

- Strengthening aesthetic portfolio and becoming Bio-specialized company by expanding biosimilar API business

Classification	DMF Approval	Remarks
HA	2008	Raw material : Filler, injection of arthritis, eyedrops
PDRN	2018	Raw material : Regenerative medicine and beauty
Heparin	2022	First in localizing animal origin API
Hyaluronidase	2022	Less side effects

## 1. Financial Performance

(Accumulated, Unit : million KRW, %)

Classification	2019	2020	2021	2021 3Q	2022 3Q	YoY
Sales	27,789	34,468	19,387	12,066	33,770	179.9%
Operating Profit	974	-7,821	-2,655	-379	1,663	Turn a profit
OP ratio	3.5%	-22.7%	-13.7%	-3.1%	4.9%	8.1%p
Net Profit	-5,623	-38,115	-6,178	256	1,401	447.8%
NP ratio	-20.2%	-110.6%	-31.9%	2.1%	4.1%	2.0%p

※ Performance of 3Q '22. is consolidated result after merger of Hubena.

## 2. Recent Highlights

### 1) Sales growth & Profit margin improvement by stable revenue

- 3Q Sales 13.6B KRW (YoY ▲ 272.8%, QoQ ▲ 0.6%)
- 3Q Operating Profit 1.1B KRW (YoY ▲ 5,876.4%, QoQ ▲ 27.2%)
- 3Q Medical device sales 7.5B KRW, Cosmetics subsidiary sales 9.9B KRW(YoY 8%)

### 2) Improved profit with diversified business portfolio by M&A (Merged Hubena : medical container company)

### 3) Seeking ways to obtain business competitiveness

- Increased cost competitiveness by expanding factories
- Enter to new market with overseas clients



### 3. Business area : Healthcare total subsidiaries

- Incorporate Hubena into a subsidiary ('22.04), merged('22.07) to diversify business area
- Diversifying business area through cosmetic packaging to medical container(ampulem, vial, Cartridge), etc.
- Work with affiliates to increase profitability and secure growth momentum

#### Cosmetic Packaging

- Manufacture puff, sponge, container for make-up
- Supplying materials to cosmetics companies(domestic&foreign)



#### Medical container

- Manufacture medical glass containers through special glass technology
- 120 clients including Huons Group



#### Physical and chemical equipment distribution

- Merged chemical equipment distribution business
- Distribute by establishing regional agencies and online malls



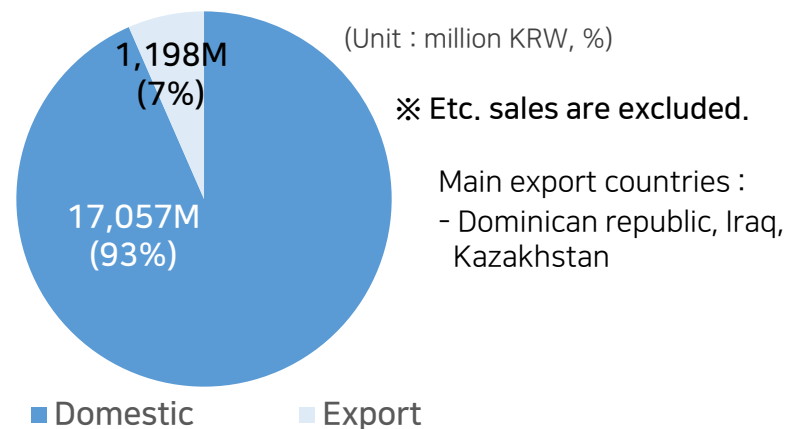
## 1. Financial Performance

(Accumulated, Unit : million KRW, %)

Classification	2021	2022 3Q
Sales	15,155	19,600
Operating Profit	2,803	3,974
OP ratio	18.5%	20.3%
Net Profit	2,503	3,962
NP ratio	16.5%	20.2%

※ Huons Biopharma was established on April 2021.

## 2. Domestic & Export composition ('22. 3Q)



## 3. R&D status : Expansion of indications and development of small molecule formulations

Pipe-line	Indications	Discovery	Pre-clinical	Phase I	Phase II	Phase III	Registration
HBPB1-001 (900kDa)	Glabellar lines						Finished
	Crow's feet lines						Finished
	Post stroke-upper limb spasticity					On going	
	Benign masseteric hypertrophy				Finished		
HBPB1-002 (150kDa)	Glabellar lines				On going		
HBPB1-004	Glabellar lines	On going					
HBPB1-005	Glabellar lines	On going					
HBPB3-003	Cellulite	On going					

### 4. Business area : Biological Pharma including botulinum toxin

- Bio business division was spun off from Huons Global ('21.04)
- Attracted 155.4 B KRW investment from IMEIK(China) ('21.06)
- Share Holding Ratio('21.09) : Huons Global(74.6%), IMEIK(25.4%)

Manufacturing Facilities	Product line-up	
	HUTOX(export)	Liztox(domestic)
<ul style="list-style-type: none"> <li>▪ Facilities in Jecheon                             <ul style="list-style-type: none"> <li>- Plant 1(1 mil Vials)</li> <li>- Plant 2(5 mil Vials)</li> <li>- Plant 3(9 mil Vials) : complete till 2024, operate in 2025</li> </ul> </li> <li>▪ Selected as an institution of merit for biosafety management('20.10)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Approval for export('16.10)</li> <li>▪ 32 countries, 26 partner contracts</li> <li>▪ Supply Agreement with IMEIK in China('18.10)                             <ul style="list-style-type: none"> <li>→ <b>Clinical trial ph.3 on going</b></li> </ul> </li> <li>▪ Drug Approval in Russia</li> <li>▪ License and Supply Agreement with HAEMATO PHARM in EU('21.10)                             <ul style="list-style-type: none"> <li>→ <b>Planning Clinical trial</b></li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ Launched('19.06)</li> <li>▪ Co-sales in domestic market : Huons and Humedix</li> <li>▪ 50unit('21.06), 100unit('19.04), 200unit('21.07) approved</li> </ul>
		

## 1. Financial Performance

(Accumulated, Unit : million KRW, %)

Classification	2019	2020	2021	2022 3Q
Sales	47,277	57,897	60,621	48,169
Operating Profit	10,457	9,239	9,891	7,210
OP ratio	22.1%	16.0%	16.3%	15.0%
Net Profit	5,933	7,944	6,522	5,938
NP ratio	12.5%	13.7%	10.8%	12.3%

※ Huons Meditech(previously Huons Medicare) merged Huons Medical on Feb. '22.  
Results of '19~'21 are sum of both company's performance before merger.

## 2. Recent Highlights

### 1) 3Q Results






- Sales 14.5B KRW (YoY ▼ 1.1%, QoQ ▼ 10.8%)
- Operating Profit 2.3B KRW (YoY ▲ 10.8%, QoQ ▲ 27.4%)
- Export growth in Aesthetic devices, Slight decrease in Pharmaceutical sales

### 2) Discover new business : Strengthening specialized field & Create new growth engine

- Merged Huons Medical(medical device company) by absorption on Feb. 4<sup>th</sup>.
- Biz expand in Medical device, with cash cow(pharma) biz supporting Open innovation.
- Direct producing and R&D of disinfectants, medical devices, and subsidiary materials(injection needles).

### 3. Business area : Medical disinfectors, Disinfectants and Sterilizers

- Established Huons Meditech : Merged Huons Medicare and Huons Medical ('22.02)
- Portfolio of medical devices(Beauty, Therapy, Sterilizers, etc.)

Antiseptic and Pharma(ETC)	Medical Device			
	Medical Sterilizers	Space Sterilizers	Beauty	Therapy
<ul style="list-style-type: none"> <li>▪ Antiseptic products for artificial kidney, endoscope instrument sterilization, body/hands tissue, and etc.</li> <li>▪ Eyedrops, ETC for dyslipidemia and digestive system etc.</li> </ul> 	<ul style="list-style-type: none"> <li>▪ 'Huen Single'</li> <li>▪ "single use and discard" system</li> <li>▪ Target on general hospital and overseas market</li> </ul> 	<ul style="list-style-type: none"> <li>▪ 'HUEN IVH ER' Europe CE certification</li> </ul> 	<ul style="list-style-type: none"> <li>▪ 'Derma Shine' for Autsko-Injection (China NMPA, Europe CE, Australia TGA certification)</li> <li>▪ 'Derma AKNE' for acne treatment (Europe CE certification)</li> </ul> 	<ul style="list-style-type: none"> <li>▪ Extracorporeal shockwave therapy 'URO-EMX', 'URO-EX', 'IMPO 88'</li> <li>▪ 'JILL'SOF' for Vaginal dryness</li> </ul> 

**Becoming medical device company covers various fields**


**Subsidiary specialized in R&D of Biopharmaceuticals**

- Hold 4 types of biological drugs pipelines
- Research and develop new peptide and recombinant protein medicines intensively

Group	Indication	Discovery	Pre-Clinical
New Biological Drug	Metabolism (Short Bowel Syndrome)	HLB1-001	4Q, 22
	Fibrosis(Skin)	HLB1-002 (Drug delivery)	4Q, 22
	Alzheimer's disease	HLB1-006 (Recombinant antibody)	1Q, 25
Biosimilar	Osteoporosis	HLB3-001	4Q, 23

### ■ Consolidated Statement of Financial Position

[Unit : million KRW]

Classificaton	FY2020	FY2021	3Q22
<b>Assets</b>	<b>949,023</b>	<b>1,283,748</b>	<b>1,297,056</b>
Current assets	427,322	618,519	602,121
Non-current assets	521,700	665,228	694,935
<b>Liabilities</b>	<b>293,624</b>	<b>432,627</b>	<b>438,647</b>
Current liabilities	237,373	347,001	332,458
Non-current liabilities	56,251	85,626	106,188
<b>Equity</b>	<b>655,399</b>	<b>851,120</b>	<b>858,410</b>
Equity attributable to owners of parent	412,828	537,838	538,027
Issued capital	5,732	6,015	6,311
Capital surplus	247,877	374,578	373,642
Capital adjustments	-25,323	-26,605	-32,663
Other comprehensive income accumulated	409	539	-376
Retained earnings	184,132	183,311	191,113
Non-controlling interests	242,570	313,282	320,383
<b>Total equity and liabilities</b>	<b>949,023</b>	<b>1,283,748</b>	<b>1,297,056</b>

**■ Consolidated Statement of Comprehensive Income**

[Unit : million KRW]

Classificaton	3Q21	4Q21	1Q22	2Q22	3Q22
<b>Sales</b>	<b>145,427</b>	<b>159,156</b>	<b>159,673</b>	<b>169,653</b>	<b>170,922</b>
Cost of sales	126,311	144,964	138,999	149,223	151,988
<b>Operating Profit</b>	<b>19,116</b>	<b>14,191</b>	<b>20,674</b>	<b>20,431</b>	<b>18,935</b>
Gains/Losses on investments in associates	-21	-2,895	591	369	224
Other gains/losses	16,176	-24,622	-2,304	-2,319	1,402
Profit before tax	35,292	-10,431	18,370	18,111	20,337
Income tax expense	20,525	2,135	5,566	7,919	4,607
<b>Net Profit</b>	<b>14,766</b>	<b>-12,566</b>	<b>12,803</b>	<b>10,192</b>	<b>15,730</b>
Profit, attributable to owners	4,447	-14,309	5,588	2,461	5,963
Profit, attributable to non-controlling interests	10,320	1,742	7,216	7,731	9,767





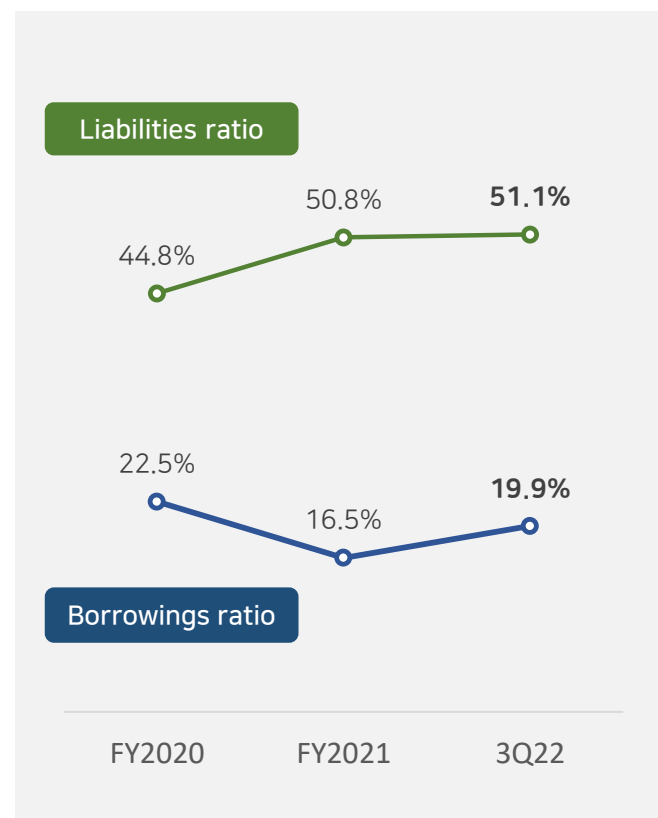
Financial Status

[Unit : million KRW]

Classificaton	FY2020	FY2021	3Q22	YTD
<b>Assets</b>	<b>949,023</b>	<b>1,283,748</b>	<b>1,297,056</b>	<b>13,308</b>
Current assets	427,322	618,519	602,121	-16,398
- cash etc.	225,421	373,150	365,828	-7,322
Non-current assets	521,700	665,228	694,935	29,707
<b>Liabilities</b>	<b>293,624</b>	<b>432,627</b>	<b>438,647</b>	<b>6,020</b>
Current liabilities	237,373	347,001	332,458	-14,543
Non-current liabilities	56,251	85,626	106,188	20,562
-Total borrowings	147,643	140,189	170,730	30,541
<b>Equity</b>	<b>655,399</b>	<b>851,120</b>	<b>858,410</b>	<b>7,290</b>

※ cash etc. : cash + cash equivalents + short-term deposits

Financial Ratio



※ Borrowings ratio = (total borrowings / equity)



Strategic MOUs in healthcare business for new momentum



Cooperation in commercialization of bio-pharma pipelines. (Lotte Biologics)



Co-development : Hair loss treatment (Epibiotech)



Exclusive domestic sales & commercialization of dressing (Won Biogen)



Co-development : Donepezil injection for Alzheimer's disease (G2GBio, Korea Pharma)

1st Sustainability Report published ('22. 08.) : Contains Huons Group's ESG performance

- Established ESG indicators, and the performance will be disclosed every year
- Corporate value up : Trust worthy & Sustainable

Huons Global

# 휴온스글로벌 ESG 보고서 발간

2022 휴온스글로벌 지속가능경영보고서

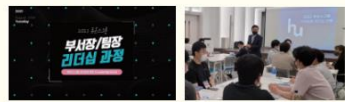
안녕하세요. 휴온스글로벌 경영기획실입니다.  
ESG(환경·사회·지배구조) 주요 성과를 담은 첫 번째 지속가능경영보고서가 발간되었습니다.  
휴온스글로벌, 휴온스, 휴메디스의 유관 부서들의 노력이 한데 모여 제약회사 중 7번째로 발행할 수 있었습니다.  
휴온스그룹의 ESG 경영전략을 바탕으로 한 2021-22년 주요 성과를 함께 살펴보겠습니다.

2021-22년 ESG경영 주요성과 요약

1 인재 채용 및 임직원 역량 강화

휴온스글로벌    휴온스    휴메디스

**리더십교육**  
2021년 리더십 모델링을 통해 10대 리더십 역량 정의 및 360도 다면진단 실시



2021년 휴온스그룹 중간관리자 리더십 과정      2022년 신입임직 리더십 과정

▶ 임문교육 및 Onboarding



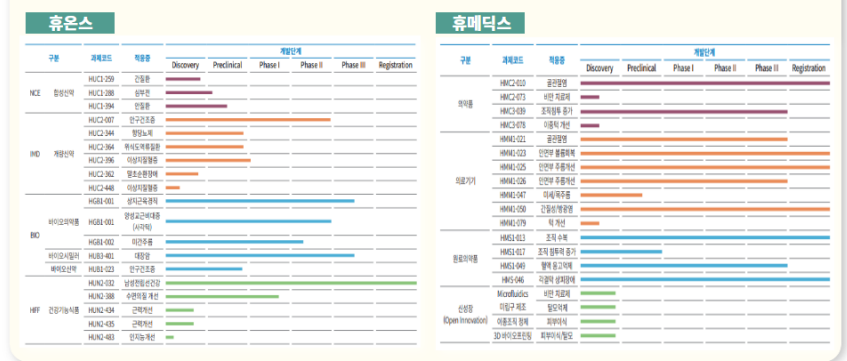
임문교육	Onboarding
신입임원(급제/인턴)	멘토링(심성관리 & H-OJT)업무지도
경력임원(수시임사)	

▶ 임문교육 및 멘토링 실적

구분	2019	2020	2021
인원(명)	137	153	190
시간(시간)	12,193	13,311	6,840

121년부터 임원 수시채용으로 전환하여 교육시간 축소됨

2 신성장 동력 창출 노력 (R&D 현황)



3 안전사고 예방 및 안전문화 확산

휴온스글로벌    휴온스    휴메디스

**ISO 45001 인증**  
안전보건경영을 체계적으로 실천하기 위해 글로벌 수준의 시스템 구축 및 다양한 안전보건 활동 수행

안전보건경영시스템(ISO 45001) 그룹 통합 인증



안전지침 포스터      휴온스그룹 ISO 45001 통합인증 수여식

▶ 산업안전보건교육

교육명	교육대상	교육시간
정기 안전보건교육	전구성원	3시간/분기(사무직) 6시간/분기(생산직)
채용 시 안전보건교육	신규입사자	8시간/1회
법정 지정 관리자교육	법정 지정 관리자	해당 규정에 따름
특별안전보건교육	특별교육 대상 작업자	해당 규정에 따름

▶ 안전보건 활동 현황

주요 활동	진행 결과
<ul style="list-style-type: none"> <li>산업안전보건법 개선 사항 검토 및 개선</li> <li>입력용기 검사</li> <li>위험성 평가</li> <li>근골격계 유해요인 조사</li> <li>독수건강검진</li> <li>개인보호구 지급</li> <li>물결안전보건자료(MSD) 비치</li> <li>소방방비 점검정밀 점검</li> </ul>	<ul style="list-style-type: none"> <li>공정안전보고서 실시</li> <li>ISO 45001 인증으로 안전보건시스템 정착</li> <li>산업안전보건위원회 활동 위임요소 안전 개선</li> <li>안전보건 공서, 별지 완료</li> <li>소방훈련 10회(2021년 10월)</li> </ul>

Thank you