

# SAMYANG SUSTAINABILITY REPORT 2024

Samyang Holdings | Samyang Corporation  
Samyang Packaging | Samyang KCI

**SAMYANG**  
SINCE 1924

# About this Report

## Report Overview

This report is an integrated Sustainability Report for Samyang Group's four affiliates: Samyang Holdings, Samyang Corporation, Samyang Packaging, and Samyang KCI. It aims to transparently disclose the Group's sustainability management directions and achievements to stakeholders and to promote active communication based on this information. Now in its fourth year, the Sustainability Report is published annually in both Korean and English. Through this publication, Samyang Group aims to provide management and sustainability-related information to a broad range of stakeholders and to actively incorporate their feedback into future management activities.

## Reporting Period

This report covers Samyang Group's sustainability management activities and performance from January 1 to December 31, 2024. To enable comparison, quantitative data for the years 2022 through 2024 have also been included. In addition, select qualitative achievements deemed significant are presented from the first half of 2025.

## Reporting Scope

In this report, the term "SAMYANG GROUP" refers to activities and results encompassing all four affiliates: Samyang Holdings, Samyang Corporation, Samyang Packaging, and Samyang KCI. The financial data conform to the consolidated standards of the Korean International Financial Reporting Standards (K-IFRS). For non-financial data, Samyang Group collected sustainability performance information from all domestic business sites across the four affiliates. Where the reporting scope differs by performance indicator, specific details are provided in the report with footnotes.

## Reporting Principles and Standards

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021 and incorporates the disclosure recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). To address key industry-specific issues, the report also references the Sustainability Accounting Standards Board (SASB) indicators and takes into account the principles of the United Nations Sustainable Development Goals (SDGs). Each ESG material issue is disclosed following the "Governance-Strategy-Risk Management-Metrics and Targets" framework.

## Third-party Assurance

The financial information in this report has been independently audited by an external accounting firm. To ensure objectivity, fairness, and reliability, the report has also undergone third-party assurance by an independent certification body with no conflicts of interest related to Samyang Group. The third-party assurance statement can be found on pages 163–165.

## For Inquiries

This Sustainability Report can be viewed and downloaded from the Samyang Group website. For further details or inquiries, please contact us using the information below.

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**Date of issue** | August 2025



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## CEO Messages of Samyang Holdings

### Samyang Group will practice sincere ESG management that reflects the values of moderation and integrity.



CEO, Samyang Holdings  
Tae-Ung Eom

We extend our heartfelt gratitude to all stakeholders for your unwavering interest and trust in Samyang Group.

Last year, as **Samyang Group** celebrated its 100th anniversary, we announced a new corporate Purpose, heralding the beginning of another century. Samyang is dedicated to advancing its specialty businesses centered on Health & Wellness and Advanced Materials, continuing to generate value for our customers and ultimately aiming "Beyond life's potential and innovate the future," reflecting the core of our Purpose. As the holding company, Samyang Holdings will lead the internalization of our Purpose across the entire Group and contribute to enhancing the competitiveness of our affiliates, thereby ensuring the Group's stable growth.

In today's unpredictable business environment—shaped by a global economic slowdown and intensifying trade conflicts—forecasting even the near future has become increasingly challenging. Amid such uncertainty, Samyang Holdings strives to lay the foundation for a new century of growth by committing to authentic ESG management, guided by the Group's core management philosophy of moderation and integrity. To achieve these goals, Samyang Holdings will serve as the anchor of the Group's ESG management by implementing the following three strategies:

#### First, Samyang Group will generate social value by advancing our specialty businesses.

**Samyang Group** is accelerating the advancement of its global specialty businesses. Specifically, we are strengthening high value-added businesses in Health & Wellness and Advanced Materials to drive sustainable growth. Through these initiatives, we will discover and realize the infinite potential of daily life, ensuring that future generations enjoy healthier and more convenient lives. In this process, Samyang Holdings will lead the restructuring of the Group's core businesses to enhance profitability and expedite the attainment of mid- and long-term objectives.

Samyang Holdings, which operates pharmaceutical and biotechnology businesses, initiated trial production at its new cytotoxic anticancer injection facility last year and, in August, obtained European Union (EU) Good Manufacturing Practice (GMP) certification. To further strengthen our Contract Development and Manufacturing Organization (CDMO) and drug delivery platform businesses, we also signed a joint research agreement with Gencore, a leader in gene editing technology, to develop gene therapeutics. This year, Samyang Holdings will fully operationalize the new anticancer injection facility while prioritizing the development of new drug delivery systems and innovative therapeutics essential to gene therapy advancement.

**Second, we will practice co-prosperity with stakeholders through comprehensive ESG management across our supply chain.**

**Samyang Group** is committed to responsible ESG management throughout its entire value chain, aiming to create an ecosystem that fosters co-prosperity with various stakeholders, including employees, customers, partners, and local communities. In pursuit of this commitment, we established a Supply Chain ESG Self-Assessment System and Supplier Code of Conduct last year, enabling suppliers to autonomously identify and address ESG risks. We continue to expand participation among partner companies.

Furthermore, **Samyang Group** has established a Scope 3 Greenhouse Gas Emissions Calculation System, which accounts for not only direct and indirect emissions but also those indirectly generated through our supply chain and partners. We continue to advance this system to accurately track greenhouse gas emissions across all product stages—including production, logistics, use, and disposal. This year, we will expand ESG training, assessment, and improvement support programs for our suppliers. By doing so, we will strengthen their ESG capabilities, foster a culture of fair trade and respect for human rights, and build a sustainable supply chain ecosystem. In the long term, these efforts will enhance Samyang Group's competitiveness while contributing to broader societal sustainability.

#### Third, we will establish group-wide ESG governance to drive transformation in our workflows.

**Samyang Group** systematically manages ESG strategy, risk, and performance through a governance system that includes subsidiary-level ESG committees, management councils attended by executives from each affiliate, and working-level councils comprised of operational teams. This year, we will introduce an ESG KPI-based performance evaluation system for all executives, enhancing accountability and strengthening the implementation of ESG initiatives and risk management. Moving forward, by sharing best practices from each affiliate, we aim to ensure that ESG management leads to substantive changes in our employees' daily work, rather than remaining a one-off initiative.

Dear valued stakeholders, this fourth edition of our Sustainability Report transparently details our processes and achievements in engaging with a wide range of stakeholders—including customers, employees, partners, and local communities. **Samyang Group** will continue to leverage the experience and technological expertise gained over the past century to implement effective ESG management and write a new chapter in our history. We ask for your continued interest and support as Samyang Group moves forward to unlock life's potential and shape the future of humanity.



CEO, Samyang Holdings  
Kyung-Jin Kim

# CEO Messages of Samyang Corporation

## We will create sustainable value by leveraging our DNA of challenge and innovation.

We extend our deepest gratitude to all stakeholders who have shown unwavering affection and support for Samyang Corporation.

This year marks the beginning of **Samyang Group's** next century. As the founding company, Samyang Corporation will serve as the driving force behind the Group's continued growth, drawing on a century of accumulated technological capabilities, operational experience, and a legacy of challenge and innovation.

In recent years, the external environment has become increasingly complex and uncertain, shaped by a global economic slowdown, supply chain disruptions, and climate change. Despite these challenges, Samyang Corporation has maintained stable business operations and delivered solid results, while strengthening the foundation for advanced ESG management. Looking ahead, we will continue to pursue sustainable management, focusing on the following three strategic priorities.

### First, we will implement systematic carbon reduction plans in response to the climate crisis.

As part of our "Roadmap to Net Zero Emissions by 2050," **Samyang Corporation** has raised its interim 2030 target to a 42% reduction in greenhouse gas emissions compared to 2020 levels. To achieve this ambitious goal, we are steadily implementing customized reduction strategies at each business site. Last year, we installed solar panels at six domestic sites and introduced Factory Energy Management Systems (FEMS) to enable proactive and site-specific energy conservation activities tailored to each site's operational characteristics.

**Samyang Corporation** is committed to supporting net zero strategies not only within our own operations but also throughout the entire corporate ecosystem. In particular, we have established and continually enhanced a comprehensive Scope 3 greenhouse gas emissions calculation system to accurately track indirect emissions generated across the product lifecycle—including manufacturing, logistics, usage, and disposal. As a testament to these efforts, we received the highest rating (A) in the Climate Change Response category of the Carbon Disclosure Project (CDP) 2024 assessment.

### Second, we will focus on global specialty businesses to create greater social value.

Aligned with the Group's business strategy, **Samyang Corporation** is prioritizing the Health & Wellness and Advanced Materials sectors. In the food division, we are leveraging R&D and biotechnology capabilities to develop functional ingredients that contribute to healthier and more convenient lifestyles. Last year, we completed the construction of a comprehensive specialty plant in Ulsan, securing the largest domestic production capacity for allulose, while also expanding overseas exports of "resistant dextrin," a water-soluble dietary fiber.

In the chemical division, Samyang Corporation is expanding its specialty business by focusing on advanced green materials. We are strengthening R&D in eco-friendly materials and refining our portfolio around high-value-added products, such as lightweight battery pack cases for electric vehicles. We are especially committed to producing environmentally friendly products using recycled raw materials and are continuously obtaining global certifications, including International Sustainability and Carbon Certification (ISCC) Plus, to enhance our environmental responsibility and credibility in global markets.

### Third, we will build a sustainable supply chain ecosystem to achieve win-win growth with our stakeholders.

ESG management cannot be fully implemented without strong and healthy partnerships with suppliers. To this end, Samyang Corporation has established a Supplier Code of Conduct and introduced an ESG Self-Assessment System, providing the structural foundation for suppliers to independently identify and improve ESG-related risks. This year, we plan to broaden the range of assessed suppliers and expand tailored ESG training and support programs to further strengthen their ESG capabilities.

Dear valued stakeholders, Samyang Corporation is committed to fulfilling the Group's corporate Purpose and creating sustainable value, rooted in our DNA of relentless challenge and innovation. We sincerely ask for your continued interest and support for Samyang Corporation.



CEO, Samyang Corporation  
Ho-Sung Kang



CEO, Samyang Corporation  
Nak-Hyun Choi



## CEO Messages of Samyang Packaging and Samyang KCI

**By advancing our recycling operations,  
we aim to lead the way in a new era of green packaging.**

We sincerely thank all stakeholders who have shown unlimited support and trust for Samyang Packaging.

Guided by the vision of becoming “the best beverage & packaging solution provider,” **Samyang Packaging** delivers value that exceeds customer expectations while enhancing market sustainability through mutual growth with our customers. Despite last year’s challenging environment—marked by significant volatility in raw material prices and intensified market competition—we successfully completed the expansion of Aseptic Line 6, based on our advanced aseptic filling technology, thereby greatly strengthening our product competitiveness and production capacity.

This year, we are committed to further advancing our recycling business to proactively address the issue of plastic waste and realize a circular economy. Samyang Packaging possesses Korea’s only fully integrated infrastructure that manages every step of the PET value chain, from production to recycling, within a single organization. Through our subsidiary Samyang EcoTech, we operate the high-quality recycled PET brand “RECOPET.”

Building on this foundation, we aim to pioneer the high-value-added recycled PET market, focusing on food and beverage applications. At the same time, we are expanding into new categories such as cosmetics and apparel to lead the ecosystem of the circular economy. In addition, we are continuing our transition to renewable energy by installing solar power facilities at the Gwanghyewon Plant and expanding solar infrastructure at Daejeon Plants 1 and 2.

From a supply chain perspective, we have established a Supplier Code of Conduct and implemented an ESG Self-Assessment System to proactively manage ESG risks. This year, we will expand the scope of our assessments and further enhance supply chain sustainability through expanded ESG training and consulting programs.

Furthermore, Samyang Packaging is enhancing ESG execution through regular monitoring of key ESG initiatives and implementing effective follow-up measures, led by our ESG Committee and supporting councils. To ensure ESG management is deeply integrated into our operations, we conduct improvement workshops based on employee feedback and hold structured discussions at all organizational levels. Moving forward, we remain dedicated to fostering co-prosperity with stakeholders and leading the green transformation of the beverage and packaging industries. We greatly appreciate your continued support and encouragement for Samyang Packaging’s journey.



CEO, Samyang Packaging  
Jae-Hong Kim

**We aspire to become a global materials company  
that promotes sustainable health and beauty.**

We extend our appreciation to all stakeholders who have shown continued interest and trust in Samyang KCI.

**Samyang KCI** has adopted ESG management as a core corporate strategy and is actively implementing initiatives to become a materials company aligned with global standards. In an external environment shaped by intensifying climate change, the shift to a low-carbon economy, and evolving consumer values, Samyang KCI is steadily reinforcing its foundation for sustainable growth.

As part of these efforts, Samyang KCI is actively reducing energy consumption and carbon emissions by replacing traditional lighting with high-efficiency LED systems at our production sites. We plan to further invest in facility upgrades for energy savings and develop eco-friendly materials—such as biodegradable and plant-based ingredients—by incorporating environmental considerations from the earliest product design stages.

Samyang KCI is committed to reinforcing ethical practices and protecting human rights across our entire supply chain to solidify our ESG management system. We have implemented a policy of supplying only Roundtable on Sustainable Palm Oil (RSPO) certified palm oil-derived raw materials and are communicating this standard to our customers. Starting this year, we have also introduced a Human Rights Impact Assessment Process to identify potential risks early and to systematically develop effective response measures for ongoing improvement.

Furthermore, Samyang KCI plans to strengthen the credibility of our ESG strategy execution through an accurate, data-driven management system. From this year, we have begun conducting in-house verification of greenhouse gas emissions—a responsibility previously handled at the group level—thereby improving the precision and transparency of our internal management. In parallel, we are developing a more advanced system for calculating Scope 3 emissions, enabling us to more thoroughly analyze climate-related risks and opportunities across the entire value chain.

In recognition of these efforts, Samyang KCI received a comprehensive A grade in the KCGS ESG assessment last year and achieved Platinum grade in the EcoVadis ESG assessment for two consecutive years. Moving forward, Samyang KCI will continue to advance our ESG management system as a global materials company dedicated to sustainable health and beauty. Through transparent and responsible management, we remain committed to building a more sustainable future for all.



CEO, Samyang KCI  
Jin-Yong Lee

# Introduction to Samyang Group

## PURPOSE Beyond life's potential, innovate the future.

One hundred years ago, Samyang was born to meet the needs of the time. Our next hundred years will go way beyond that, to explore new possibilities and shape future lifestyles for those we serve. With the best of openness and creativity, we will unlock the infinite potential of life.

Our shared Purpose is about turning life's potential into things that make human life even more valuable, through our innovations that enrich each and every life, for another century of abundance and convenience.

Samyang Group upholds the founding spirit of its founder, known as the "Sudang Spirit," and practices "the pioneer spirit with respect for humanity and in service to society," rooted in the values of 'Service to society, Respect for humanity, and Practical pioneering spirit'. This philosophy aligns directly with Samyang's purpose ("Beyond life's potential, innovate the future") and clearly guides the Group's direction for the next century.

Samyang Group practices "Live on Purpose" as its core value system. Every Samyang employee adheres to six core attributes as a practical code of conduct: Objective and Professional Judgement; Out-of-the-box thinking and inquisitive mind; Unwavering courage and spirit of challenge; End-to-end ownership; Trust based on ethics and principles; Communication and collaboration towards common purpose. Samyang Group will continue to move forward as a company committed to realizing the limitless possibilities of everyday life and to building a future in which human life is healthier and more convenient.

Name	Samyang
Founding Date	October 1924 (founded as Samsu Company)
Listing	Samyang Corporation in 1968
Headquarters Address	31, Jongno 33-gil, Jongno-gu, Seoul, Republic of Korea
Affiliates	12 domestic and 17 overseas affiliates





Sales (*) KRW 5.2 trillion	Current Net Income (*) KRW 215.5 billion
Total Assets (*) KRW 8.1 trillion	Number of Employees (*) 3,708

(\*) Simple total of all business sites of the group companies as of the end of December 2024

## VISION Global partner changing the future of humanity through specialty materials and solutions

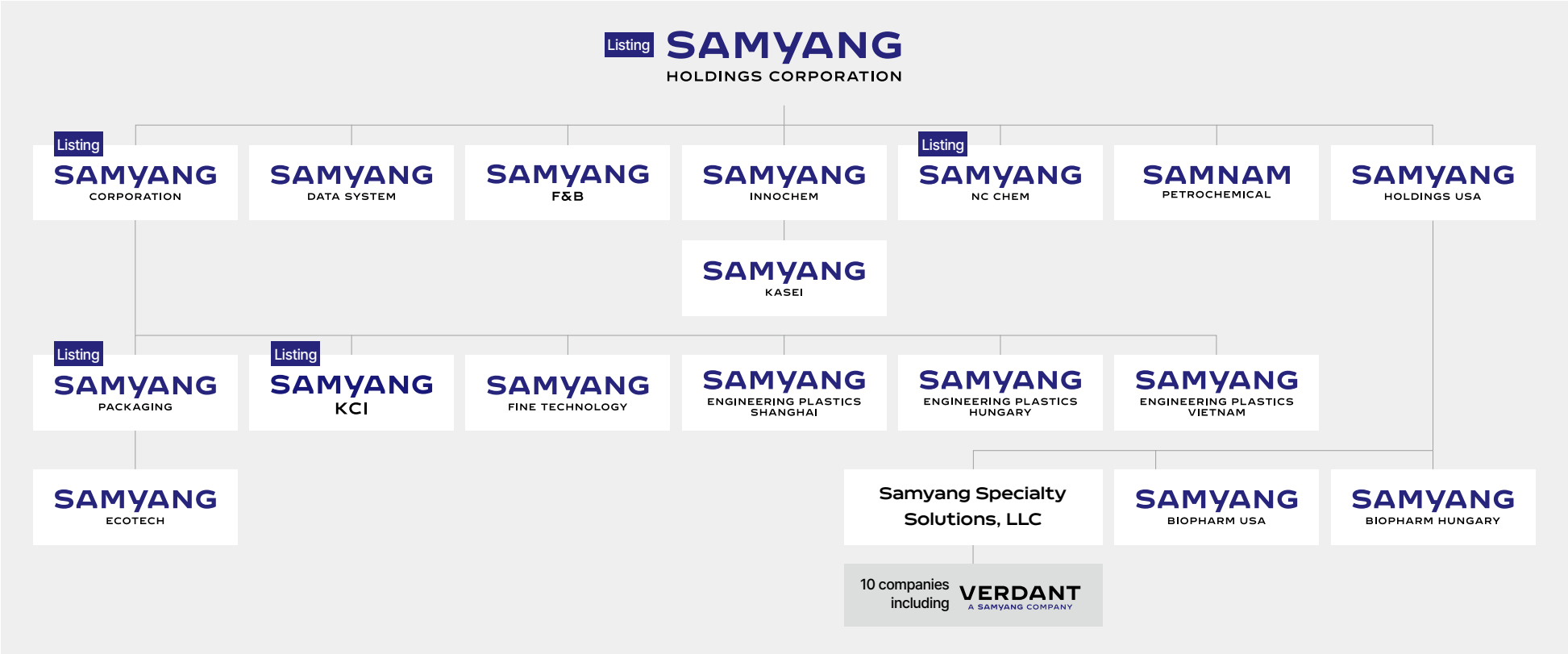
Samyang provides specialty materials and solutions with its deep insights and unique technologies. As a global partner for innovation, Samyang will empower customers' businesses to build a better tomorrow for all.

To ensure sustainable growth beyond its 100-year history, Samyang Group is building a future-oriented business portfolio and continuously identifying new business opportunities. The Group is accelerating digital innovation to respond proactively to the era of the Fourth Industrial Revolution. Focusing on two core themes—"Health & Wellness" and "Advanced Materials & Solutions"—across all business sectors, including chemicals, food, biopharmaceuticals, and packaging, the Group aims to deliver distinctive value for a healthier and more convenient life for future generations. Samyang encourages ongoing innovation, refusing to remain complacent with established practices. By boldly advancing research and development and strengthening collaborations with leading global organizations, Samyang Group will continue to grow as a future-oriented company with global competitiveness.

 Chemicals KRW 2.8 trillion	 Food KRW 1.6 trillion	 Biopharmaceuticals KRW 0.15 trillion	 Packaging KRW 0.5 trillion
Engineering plastics Ion exchange resins Personal care materials Semiconductor materials Eco-friendly materials	Food base ingredients Specialty ingredients Distribution of food ingredients Hangover relief products, cosmetics (B2C)	Medical devices Pharmaceuticals Gene Therapeutics	PET preform PET bottles Aseptic PET recycling

# Relationships within Samyang Group

As of the report date, **Samyang Holdings** owns major affiliates including Samyang Corporation, Samyang Data Systems, Samyang F&B, Samyang Innochem, Samyang NC CHEM, Samnam Petrochemical, and Samyang Holdings USA. Samyang Corporation, in turn, owns multiple subsidiaries such as Samyang Packaging, Samyang KCI, Samyang Fine Technology, Samyang Engineering Plastics (Shanghai) Co., Ltd., Samyang EP Hungary, Samyang EP Vietnam, and Samyang Kasei. Notably, Samyang Holdings established Samyang Holdings USA as a strategic hub in the United States to pursue global business opportunities. In 2023, the company acquired Verdant Specialty Solutions, a U.S.-based specialty chemical company, accelerating its expansion into high value-added chemical materials and its entry into the global market. As a holding company, Samyang Holdings strengthens the Group's business competitiveness through strategic management and efficient operation tailored to each affiliate's industry characteristics. Based on this approach, the company aims to further advance its business portfolio and achieve sustainable growth.





# History

## A Century of Passion: 100 Years of Samyang History

[Samyang Centennial History Website](#) 



**1924**  
Founded as  
Samsu Company



**1955**  
Launched the food business  
  
Constructed the Ulsan Sugar  
Manufacturing Plant

Diversifying business  
and contributing to enriching people's lives



**1975**  
Constructed  
the Headquarters Building



**1988**  
Fully developed the engineering  
plastics business and founded  
Samnam Petrochemical

Advancing our business structure  
and establishing future growth engines



**1996**  
Launched biopharmaceutical  
business and constructed the  
Daedeok Pharmaceutical Plant

**2002**  
Launched "Q.one,"  
an integrated food  
brand

### Early Stage (1924 - 1950)

Dreaming of national economic independence  
and modernization

**1931**  
Changed the company name to  
"Samyang Corporation"



### Pioneering Stage (1951 - 1974)

**1969**  
Launched chemical business  
  
Constructed  
the Jeonju Polyester Plant



### Leap Stage (1975 - 1987)

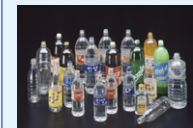
Launching our new half-century  
of business

**1986**  
Founded the Women's Cycling  
Team of Samyang Corporation



### Growth Stage (1988 - 2003)

**1996**  
Launched the packaging  
business and constructed the  
first PET bottle recycling plant  
in South Korea



**1993**  
Opened Samyang Group  
Central R&D Center



# History

## A Century of Passion: 100 Years of Samyang History

[Samyang Centennial History Website](#) 



**2004**  
Founded Samyang Engineering Plastic (Shanghai) Co., Ltd. and entered into the Chinese market



**2011**  
Transitioned to a holding company system  
Founded Samyang Holdings

Transforming into a stronger Samyang through continuous innovation



**2017**  
Acquired KCI, a company specializing in personal care materials



**2022**  
Samyang Holdings constructed the Suture Plant in Hungary

Samyang Innochem constructed the Gunsan Isosorbide Plant

**2024**  
Samyang Group 100th Anniversary

### Development Stage (2004 - 2010)

Creating corporate value with prosperity and convenience

**2010**

Founded Samyang EP Hungary and entered into the European market



### Revival Stage (2011 - 2020)

**2015**  
Entered the aseptic business

**2016**

Constructed Samyang Discovery Center

Constructed the Gunsan Plant for Samyang Fine Technology



### Expansion Stage (2021 - 2024)

Continuing to surmount challenges for a better future beyond a centennial company

**2021**

Merged with Samyang Biopharm

Acquired NC Chem, a fine chemical company for semiconductors



**2023**

Samyang Holdings acquired Verdant Specialty Solutions, a global chemical company





# Business Sites

## Business Sites in Korea

Samyang Group's headquarters, which are located in Jongno, Seoul, serve as the central hub for the Group's mid- to long-term strategy planning and key management decisions. The Samyang Discovery Center in Pangyo is the Group's core center for exploring future business opportunities and R&D, continually securing innovative technologies and advancing convergence research. The Chemical R&D Center in Daejeon carries out critical research focused on developing advanced chemical technologies and improving product quality. In the production sector, the Group operates manufacturing facilities for chemicals, food, biopharmaceuticals, and packaging across major industrial centers in Korea, including Ulsan, Incheon, Daejeon, Jeonju, Yeosu, and Jincheon. Each business site is strategically distributed and allocated according to product characteristics and demand, supporting an efficient supply chain and stable production capacity. This allows Samyang Group to deliver high-quality products to customers in a timely manner.



### Headquarters

- 1 Samyang Group Headquarters | Staff, Chemicals, and Packaging

### R&D Centers

- 2 Samyang Corporation Chemical R&D Center
- 3 Samyang Discovery Center | Food, Biopharmaceuticals, and Bio-Convergence
- 4 Samyang NC Chem Dongtan R&D Center

### Chemicals

- 5 Samyang Corporation Jeonju EP Plant
- 6 Samyang Kasei Jeonju Plant
- 7 Samnam Petrochemical Yeosu Plant
- 8 Samyang Innochem Gunsan Plant
- 9 Samyang Fine Technology Gunsan Plant
- 10 Samyang KCI Daesan Plant
- 11 Samyang KCI Sihwa Plant
- 12 Samyang NC Chem Jeongan Plant
- 13 Samyang NC Chem Tancheon Plant

### Food

- 14 Samayang Corporation Incheon Plant 1
- 15 Samayang Corporation Incheon Plant 2
- 16 Samayang Corporation Asan Plant
- 17 Samayang Corporation Ulsan Plant 1
- 18 Samayang Corporation Ulsan Plant 2

### Biopharmaceuticals

- 19 Samyang Holdings MD Plant
- 20 Samyang Holdings Pharmaceutical Plant
- 21 Samyang Holdings Gongju Plant

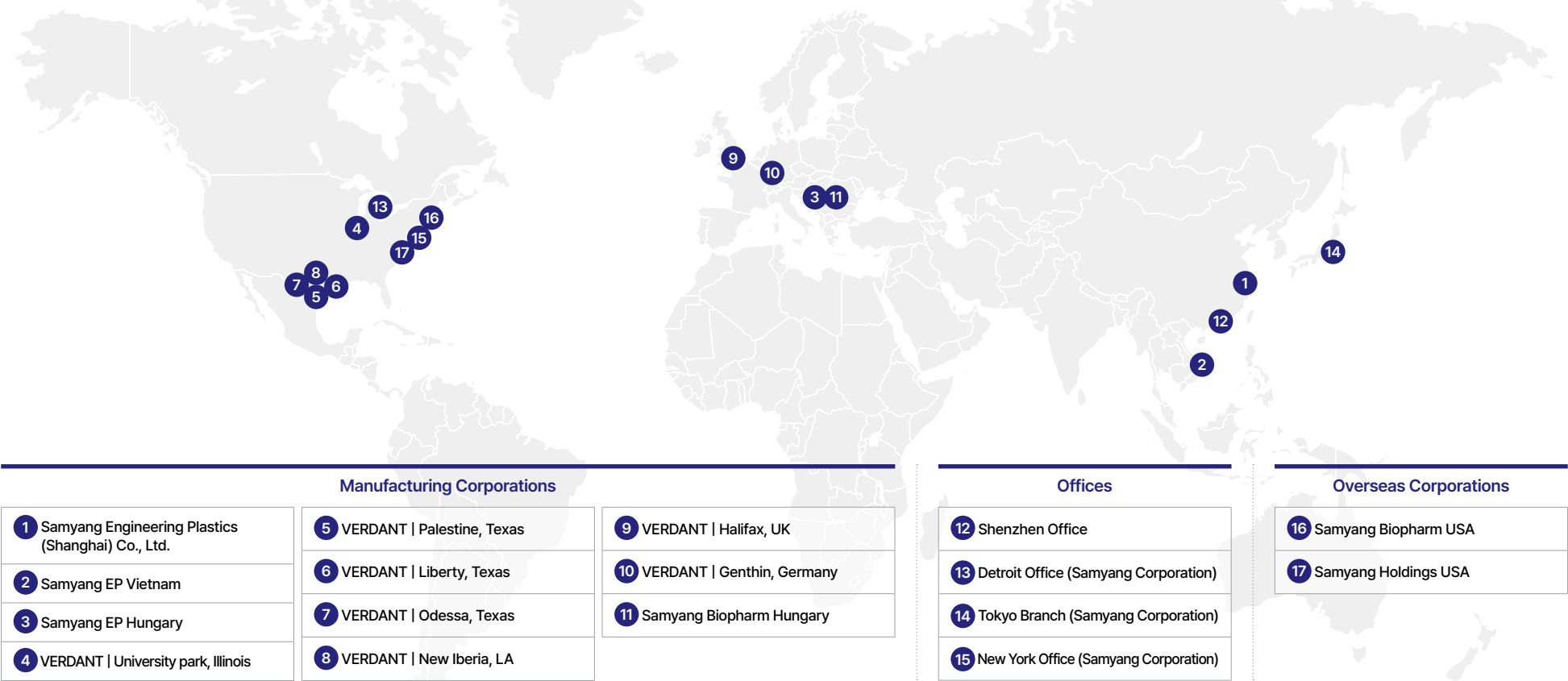
### Packaging

- 22 Samyang Packaging Gwanghyewon Plant
- 23 Samyang Packaging Jincheon Plant
- 24 Samyang Packaging Daejeon Plant 1
- 25 Samyang Packaging Daejeon Plant 2
- 26 Samyang EcoTech Sihwa Plant

# Business Sites

## Overseas Business Sites

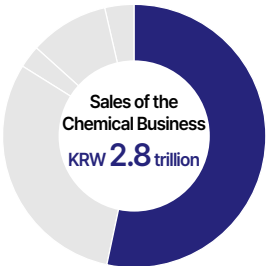
**Samyang Group** operates manufacturing subsidiaries in key global strategic locations, including the United States, China, Hungary, and Vietnam, creating a production network capable of flexibly responding to regional demand. The Group also maintains overseas offices in the United States, China, and Japan, facilitating close communication with local customers and partners to drive continuous expansion in the global market. In the biopharmaceutical sector, Samyang Biopharm USA was established in Boston to enhance global drug development capabilities, enabling open innovation projects with global pharmaceutical companies and expanding its innovative pipeline in areas such as anticancer and rare disease treatments. Additionally, in 2023, the Group acquired Verdant Specialty Solutions, a U.S.-based specialty chemical company, strengthening its personal care portfolio and creating synergies across its business operations.



# Business Areas

## Chemical Business

An Advanced Materials Partner  
for Sustainable Growth with Humanity



Good materials are the basis for good products, and good products form the foundation of a better life. Samyang is creating a more abundant and convenient daily life by developing high-quality materials that form the basis of our daily lives.

The Chemical Business secures stable results from its existing portfolio centered on the polycarbonate value chain, while reorganizing around specialty solutions to identify new business opportunities in eco-friendly products, advanced industries, and personal care. The Group is also committed to global market leadership through innovative technology development and network expansion, aiming to enhance industrial competitiveness as a global specialty provider.

Chemical Business 1

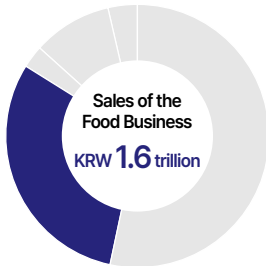
Company Name	Business Areas and Key Products
Samyang Corporation (Chemical) <a href="http://www.samyangcorp.com/en">www.samyangcorp.com/en</a>	
Samyang Engineering Plastics (Shanghai) Co., Ltd.	Engineering plastics, ion exchange resins, photoinitiator
Samyang EP Hungary	
Samyang EP Vietnam	
Samnam Petrochemical <a href="http://www.samnam.co.kr/en">www.samnam.co.kr/en</a>	TPA (Terephthalic Acid)
Samyang Kasei <a href="http://www.samyangkasei.com/en">www.samyangkasei.com/en</a>	PCR (Polycarbonate Resin)
Samyang Innochem <a href="http://www.samyanginnochem.com/en">www.samyanginnochem.com/en</a>	BPA (Bisphenol A), ISB (Isosorbide)
Samyang Fine Technology <a href="http://www.samyangfinetechnology.com/en">www.samyangfinetechnology.com/en</a>	Uniform ion exchange resins

Chemical Business 2

Company Name	Business Areas and Key Products
Samyang KCI <a href="http://www.samyangkci.com/en">www.samyangkci.com/en</a>	Conditioning polymers, cationic surfactant
Samyang NC Chem <a href="http://www.samyangncchem.com/en">www.samyangncchem.com/en</a>	Materials for semiconductor photo and wet processes
VERDANT <a href="http://www.verdantspecialty.com">www.verdantspecialty.com</a>	Amphoteric surfactant, nonionic surfactant

## Food Business

A Solution Partner Creating a Healthy and  
Enjoyable Food Culture for Humanity



Samyang will become a trusted partner in enriching people's dietary lives through the development of food materials with exceptional value.

Samyang creates energy for a healthy and delicious life by developing high value-added food ingredients, distributing food ingredients and consumer packaged goods (CPGs).

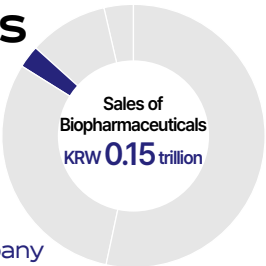
Building on a foundation of sugar, starch sugar, and flour, the Food Business has established leadership in specialty ingredients such as allulose and resistant dextrin. The Group is also proactively expanding its food ingredient distribution business, including growing its frozen dough lineup and developing e-commerce platforms. With a portfolio focused on high value-added products and differentiated R&D, Samyang's Food Business is dedicated to expanding its global presence.

Brand Name	Business Areas and Key Products
Samyang Corporation "Q.one" <a href="http://www.samyangcorp.com/en">www.samyangcorp.com/en</a>	Food ingredients (sugar, starch, starch sugar, flour, fats & oils, homemade mix products)
Samyang Corporation "Nexweet®/Fiberest®" <a href="http://www.samyangspecialty.com/en">www.samyangspecialty.com/en</a>	Specialty ingredients (allulose, resistant dextrin)
Samyang Corporation "Sangkwaehwan (Easy Tomorrow)" <a href="http://www.easytomorrow.com/en">www.easytomorrow.com/en</a>	Hangover relief products
Samyang Corporation "ServeQ" <a href="http://www.serveq.co.kr">www.serveq.co.kr</a>	Distribution of food ingredients

# Business Areas

## Biopharmaceutical Business

A Healthcare Solutions Company  
Enhancing Quality of Life



Samyang provides innovative and unique solutions to promote healthy living as the foundation of a happy life. By developing high-value healthcare products, Samyang empowers people to live healthier and more vibrant lives.

With its distinctive technological expertise, **Samyang Group's Biopharm Business** focuses its R&D capabilities across a broad range of areas: incrementally modified drugs utilizing drug delivery systems (DDS), next-generation biopharmaceuticals for advanced therapies, and medical devices (MDs) developed from advanced biodegradable materials. Through strengthening domestic and international partnerships via open innovation and reinforcing the global supply chain, Samyang Holdings Biopharm Business is committed to accelerating patient recovery, enhancing quality of life, and protecting human health worldwide.

Company Name	Business Areas and Key Products
Samyang Holdings Biopharm Business www.samyangbiopharm.com/en	- Medical devices (surgical sutures, biosurgery, aesthetics) - Pharmaceuticals (finished products and ingredients for anticancer medication) - Gene Therapeutics
Samayang Biopharm Hungary	- Medical devices (surgical sutures)
Samyang Holdings Biopharm USA	- Development of new drugs

## Packaging Business

The Best Beverage & Packaging Solution Provider



Good materials are the basis for good products, and good products form the foundation of a better life. Samyang is leading the domestic market in all areas of PET packaging, including aseptic, preform, and beverage OEM. Its products enable consumers to enjoy delicious drinks anytime and anywhere.

**Samyang Packaging** is Korea's leading PET packaging company, equipped with the nation's largest production facilities and top-tier manufacturing capabilities. The company leads the market by providing beverage and packaging solutions tailored to customer needs. Samyang Packaging continues to reinforce its market leadership through ongoing technology development, while also expanding into overseas markets and securing new growth engines such as eco-friendly plastic recycling. Through these initiatives, the company aims to evolve into a comprehensive total solution partner in the beverage and packaging sector.

Company Name	Business Areas and Key Products
Samyang Packaging www.samyangpackaging.co.kr/en	PET preform, PET bottles, Aseptic
Samyang EcoTech www.samyangpackaging.co.kr/en/business/pet-recycling	PET recycling (Recycled PET chips and flakes)

## Other Businesses

### IT Business

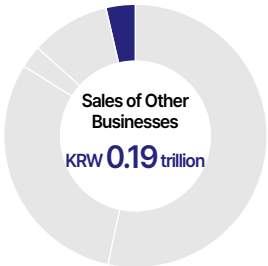
Samyang supports optimal IT services tailored to customers' business models.

**Samyang Data Systems** provides high-quality IT services, drawing on extensive experience and technological know-how in the information service sector. This enables customers and businesses to achieve industry-leading competitiveness.

### Cosmetic Business

Samyang provides a unique beauty lifestyle with its expertise in promoting healthy beauty.

The Cosmetic Division of Samyang Corporation incorporates advanced materials technology and biotechnology into cosmetic products, delivering beneficial ingredients to the skin both precisely and effectively.



Company Name	Business Areas and Key Products
Samyang Data Systems www.syds.com	IT services
Samyang Corporation (Cosmetics) www.aboutmeshop.com	Cosmetics (About Me, MediAnswer)



# ESG MANAGEMENT

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# ESG Management System

## Direction of ESG Management System

**Samyang Group** practices authentic ESG management that embodies its core values of moderation and integrity across the entire organization. The Group formulates management strategies that integrate sustainability considerations into all three areas—environmental, social, and governance—and implements action plans systematically to meet evolving global standards and societal expectations. To embed ESG principles throughout its operations, **Samyang Group** has established a group-wide management framework, identifying the expansion of ESG-related business and the enhancement of management systems as key priorities. Based on these priorities, the Group develops and executes mid- to long-term roadmaps with phased action plans. Furthermore, the Group fosters a trust-based collaborative system through continuous and transparent communication with employees and diverse stakeholders. Through these initiatives, **Samyang Group** advances its management philosophy of generating future-oriented value and achieving sustainable growth.

## Establishment of an ESG Governance System

**Samyang Group** has established an ESG governance structure to ensure the strategic implementation of ESG management and to reinforce the foundation for sustainable growth. Leveraging this structure, the Group strengthens execution capabilities across all levels of the organization.

The four listed companies within Samyang Group—Samyang Holdings, Samyang Corporation, Samyang Packaging, and Samyang KCI—each have established and operate an ESG Committee under the Board of Directors. The committee deliberates on and oversees key ESG-related strategies, policies, risks, and performance outcomes.

The ESG Management Council oversees the execution of the Group's ESG strategy and functions as an internal advisory body to support the ESG Committee. It reviews major ESG-related issues, coordinates cooperation across the Group, and serves as a bridge to integrate working-level tasks into the management decision-making process.

The ESG Working-level Council consists of a dedicated ESG organization and working-level representatives from key departments, including HR, planning, compliance, finance, safety, environment, and procurement. This body identifies ESG-related issues, manages implementation tasks, and responds to external disclosure requirements. It also proposes agenda items to the ESG Management Council and shares execution outcomes, ensuring the operation of a cohesive and responsive implementation system.

Through this multi-layered ESG governance framework, **Samyang Group** aims to enhance cross-organizational collaboration, improve the execution of ESG strategies, and deliver sustainable business performance.

## Adoption and Operation of ESG KPIs

**Samyang Group** has established ESG management as a core corporate value. In 2025, as part of its implementation system to embed ESG principles across the organization, the Group introduced ESG Key Performance Indicators (KPIs) for all executives, including the CEO of each affiliate. This initiative is designed to integrate ESG considerations into measurable business performance rather than treating them as one-off activities. By incorporating ESG tasks into the performance evaluations of individual executives, the Group strengthens managerial accountability and commitment.

The ESG KPIs were developed in alignment with both short-term and mid- to long-term ESG strategies, covering areas such as greenhouse gas emissions reduction, enhancement of safety and health initiatives, and operation of compliance systems. Linking these KPIs to executive performance assessments reinforces ESG execution and accountability within the organization. This approach enables ESG factors to be naturally embedded in all business activities and provides a foundation for systematically managing related risks and opportunities. **Samyang Group** will continue to advance the ESG KPI framework to generate sustainable results and to build a reliable ESG information disclosure system trusted by stakeholders.







### ESG Governance System

Organizational Structure	Supervising Department	Roles and Responsibilities
ESG Committee	Finance Office (twice a year – May and November)	• Approves major agenda items related to ESG
ESG Management Council Business Heads, CEO, Staff executives	Management Support PU (twice a year – April and October)	• Deliberates major agenda items related to ESG management • Report ESG decisions (e.g., agenda items of the ESG Committee and management meetings) • Sets and evaluates ESG management KPIs
ESG Working-level Council 13 Team Managers of ESG-related teams	Management Support PU (once a quarter)	• Discusses working-level agenda items related to ESG management • Reports major agenda items to the ESG Management Council • Sets standards of ESG disclosure data and collects data • Manages greenwashing risks and inspects internal compliance
Affiliates Overseas corporations	Working-level organizations	• Entities that practice ESG management • Report ESG data

# Stakeholder Engagement

## Definition of Stakeholders and Communication

**Samyang Group** defines its main stakeholders based on legal, financial, and operational responsibilities and influence. These include stockholders, investors, suppliers, employees, customers, local communities, non-profit organizations (NGOs), and government/media/associations across the value chain. The Group places high importance on understanding stakeholder expectations and requirements, establishing tailored communication channels for each group to gather feedback and encourage engagement. Through diverse communication initiatives, Samyang Group ensures that ESG and sustainability activities are meaningfully integrated into corporate decision-making and strategic planning. By transparently disclosing these processes, the Group fosters mutual trust with stakeholders. Moving forward, **Samyang Group** will continue to actively engage and collaborate actively with stakeholders to create sustainable value and fulfil its social responsibilities as a leading ESG-driven company.

	Stockholders and Investors	Suppliers	Employees	Customers	Local Communities / NGOs	Government / Media / Associations
						
Major Interests of Stakeholders	<ul style="list-style-type: none"> <li>• Maximizing stockholder value</li> <li>• Expanding the business portfolio</li> <li>• Managing ESG risks</li> <li>• Ensuring governance transparency</li> <li>• Achieving stable financial performance</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainable transactions</li> <li>• Supplier selection criteria</li> <li>• Fair transaction compliance</li> <li>• Win-win growth</li> <li>• Supplier ESG Management</li> </ul>	<ul style="list-style-type: none"> <li>• Fair performance evaluation and compensation</li> <li>• Workplace safety management</li> <li>• Employee benefits</li> <li>• Supporting employee competency enhancement</li> <li>• Handling labor relations and grievances</li> </ul>	<ul style="list-style-type: none"> <li>• Product quality</li> <li>• Product safety management</li> <li>• Handling customer complaints</li> <li>• Protecting customer privacy</li> </ul>	<ul style="list-style-type: none"> <li>• Social contribution activities</li> <li>• Local communities development</li> <li>• Environmental protection in local communities</li> <li>• Job creation</li> </ul>	<ul style="list-style-type: none"> <li>• Regulatory compliance</li> <li>• Compliance with tax obligations</li> <li>• Transparent disclosure of information</li> <li>• ESG disclosures and certifications</li> </ul>
Communication Channels	<ul style="list-style-type: none"> <li>• Business report disclosure</li> <li>• IR meetings</li> <li>• IR presentations</li> <li>• Website</li> </ul>	<ul style="list-style-type: none"> <li>• Win-win Growth Portal/TOPS</li> <li>• Visiting suppliers</li> <li>• OMS</li> <li>• Activities to support win-win growth</li> </ul>	<ul style="list-style-type: none"> <li>• Labor-Management Council</li> <li>• In-house grievance channels</li> <li>• Online Communication Platform in the internal portal</li> <li>• Town hall meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Customer service center</li> <li>• Website</li> <li>• Social media platform</li> <li>• Exhibitions/ seminars</li> </ul>	<ul style="list-style-type: none"> <li>• Employee volunteer group</li> <li>• Yangyoung-Sudang Foundation</li> <li>• Community Chest of Korea</li> <li>• University student volunteer program "Samyang Seeds"</li> </ul>	<ul style="list-style-type: none"> <li>• Media press releases</li> <li>• Business report disclosure</li> <li>• Corporate governance report disclosure</li> <li>• Policy roundtable</li> </ul>
Communication Activities	<ul style="list-style-type: none"> <li>• Reporting business performance through regular disclosures</li> <li>• Enhancing mid- to long-term business strategies</li> <li>• Holding general meetings of stockholders</li> </ul>	<ul style="list-style-type: none"> <li>• Providing technical and management support to suppliers</li> <li>• Conducting education and training for suppliers</li> <li>• Operating a VOC system</li> <li>• Supplier ESG self-assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Operating in-house educational programs</li> <li>• Activities to improve organizational culture</li> <li>• Employee engagement survey</li> </ul>	<ul style="list-style-type: none"> <li>• Collecting customer feedback and providing responses</li> <li>• Conducting sales and marketing activities</li> <li>• Conducting customer satisfaction surveys</li> </ul>	<ul style="list-style-type: none"> <li>• Future Science Camp</li> <li>• Love Nature with Blue Mind: Drawing Festival</li> <li>• Beautiful Sharing Package</li> <li>• Other community volunteering activities</li> <li>• Biodiversity conservation campaigns</li> </ul>	<ul style="list-style-type: none"> <li>• Preventing unfair practices and corruption</li> <li>• Ensuring compliance with relevant regulations</li> <li>• Participation in ESG initiatives</li> <li>• Collaboration to enhance disclosure practices</li> </ul>

# Materiality Assessment

## Materiality Assessment Process

**Samyang Group** conducts a systematic materiality assessment to secure foundational data for establishing ESG strategies and to identify key issues for implementing sustainability management. This process evaluates both the Group's impact on society and the environment, and the financial impact of external changes in the business environment. It incorporates various factors, including stakeholder interests, regulatory changes, and industry trends, to determine issue priorities. In the 2024 materiality assessment, with active participation from relevant departments and ESG teams, Samyang Group compiled an issue pool by comprehensively reviewing issues identified in the previous year, benchmarking sustainability reports from peer companies, analyzing global disclosure standards (e.g., GRI, CSRD), and examining alignment with internal strategies. Based on this, qualitative assessments were also conducted for both impact materiality and financial materiality through a combination of preliminary surveys and Roundtable discussions.

## Identification of Impacts, Risks, and Opportunities

**Samyang Group** first identified a wide range of potential ESG issues across its entire value chain, taking into account business activities, business relationships, and stakeholder relevance. In this process, issues were categorized according to their characteristics—such as actual or potential, and positive or negative impacts—and assessed for materiality and strategic significance. In addition to items suggested by GRI and ESRS, the Group considered industry-specific ESG trends, media coverage, and requirements from global ESG rating agencies to refine the issue pool. Ultimately, 20 material issues were confirmed through consultation with both internal and external experts.

## Stakeholder Engagement



## Assessment of Impacts, Risks, and Opportunities

The identified issues were evaluated both quantitatively and qualitatively from the perspectives of impact materiality and financial materiality. Impact materiality was assessed through ESG expert evaluations, analysis of disclosure standards and assessment indicators (including GRI and ESRS), benchmarking against issues in the same industry, alignment with corporate strategies, and stakeholder surveys. Evaluation items included the scale, scope, recoverability, and likelihood of both positive and negative impacts.

The financial materiality assessment examined how each issue could influence the company's financial performance and access to capital. It was conducted using ESG expert evaluations, disclosure indicators, assessment metrics, current industry regulations, investor interest, and roundtable discussions. This year's assessment notably included in-depth roundtable interviews with personnel from the dedicated ESG department and key management departments.

The Roundtable discussions involved relevant internal department representatives and focused on the scale and likelihood of potential financial impacts for each issue. Participants exchanged perspectives on business operations, capital investment, regulatory compliance, and reputation management. They also shared departmental insights into the perceived magnitude and likelihood of risks and opportunities, thereby reflecting financial materiality grounded in practical, on-the-ground experience. This qualitative assessment process established relative priorities among the issues and served as a key foundation for developing the Group's ESG strategy.

As a result, **Samyang Group** selected seven material issues from the 20 assessed. These form the basis for the company's sustainability management strategy and the direction of ESG initiatives. Furthermore, Samyang Group plans to expand the scope of in-depth qualitative assessments through roundtable discussions, incorporating operational feedback to further refine the materiality assessment system into a more practical and actionable framework.



# Materiality Assessment

## Step 1 Forming an issue pool

- Analysis of global standards and assessment criteria: Reviewed the reporting requirements of related standards and evaluation metrics, including GRI Standards, UNGC, SASB, MSCI, and KCGS
- Media analysis: Analyzed articles related to Samyang Group to assess external awareness
- Benchmarking: Identified material issues reported by similar companies in Korea and internationally by analyzing sustainability reports
- Forming an issue pool: Analyzed the material issues of the four listed companies within Samyang Group (Samyang Holdings, Samyang Corporation, Samyang Packaging, Samyang KCI)
- Analyzed the material issues from the previous year

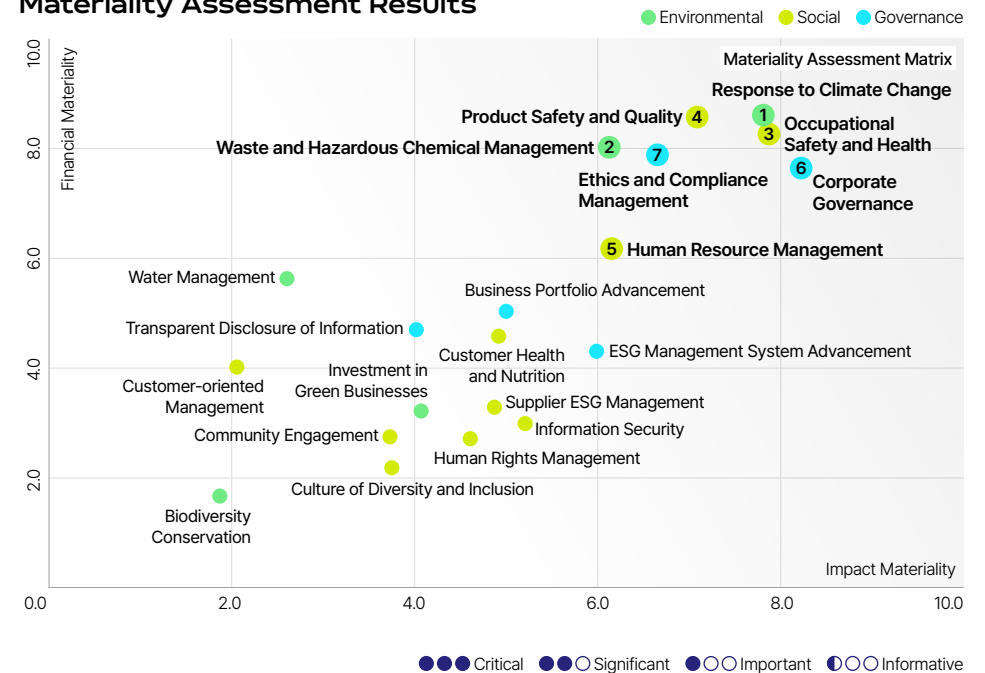
## Step 2 Materiality assessment

- Social and environmental impact analysis
  - Assessed the relevance of sustainability management issues identified through an analysis of the internal and external environments, including global standards and evaluation metrics, media, and benchmarking
  - Conducted an online survey of Samyang Group's stakeholders from February 25 to March 11, 2025, to analyze ESG issues and gather feedback
- Financial impact analysis
  - Reflected qualitative assessments for each issue by ESG experts
  - Requirements of disclosure standards and evaluation metrics
  - Industry regulations and laws
  - Investor interests and concerns
  - Roundtable discussions with personnel from relevant internal departments (in-depth interviews)

## Step 3 Selecting material issues

- Selected 7 high-priority material issues based on a review by the senior management
- Determined the reporting levels of material issues, such as scope, boundary, and period, and established plans for preparing reports
- Reported the material issues to the ESG Committee for approval

## Materiality Assessment Results



Category	Issue	Impact Materiality	Financial Materiality	GRI Topic	Page(s)
Material Issues	1 Response to Climate Change	●●○	●●●	GRI 201-2, 302, 305, 306	23-35
	2 Waste and Hazardous Chemical Management	●○○	●●○	GRI 305, 306	36-42
	3 Occupational Safety and Health	●●●	●●○	GRI 403	43-53
	4 Product Safety and Quality	●●○	●●●	GRI 416, 417	54-62
	5 Human Resource Management	●○○	●○○	GRI 401, 404, 405	63-72
	6 Corporate Governance	●●●	●●○	GRI 2-12, 2-13, 2-14	73-78
	7 Ethics and Compliance Management	●○○	●●○	GRI 205, 206	79-81









# Material ESG Issues

Before publishing this Sustainability Report, **Samyang Group** identified impact materiality and financial materiality by conducting surveys with internal and external stakeholders and experts, as well as through roundtable discussions. Based on this analysis, the Group selected seven material issues. The materiality assessment process used to identify these issues is outlined on page 19 of this report.

The 2024 material issues are "response to climate change," "waste and hazardous chemical management," "occupational safety and health," "product safety and quality," "human resource management," "corporate governance," and "ethics and compliance management," which remain consistent with those of the previous year.















**Samyang Group** selects material issues each year based on materiality assessment results and publishes its Sustainability Report to present its responses to these issues. This ensures transparent disclosure and active communication with stakeholders. When preparing the Sustainability Report, Samyang Group conducts the materiality assessment to closely track ESG trends and the key priorities of stakeholders, integrating these insights into strategic planning and decision-making to strengthen ESG management.

**Samyang Group** also reviews the background of each selected material issue, analyzes its issue management strategy, activities and outcomes, and evaluates its contribution to achieving the UN Sustainable Development Goals (UN SDGs). Further details on the selected material issues can be found in the Special Issue section of this report, while other topics are presented in the General Issue section.

Category	Material Issues	Background of Selection	Issue Management Strategies	Major Activities and Outcomes	UN SDGs(*)
 Environmental	Response to Climate Change	Climate change is accelerating global warming, leading to an increase in the frequency and severity of natural disasters. These changes have direct and indirect effects on corporate operations and bring risks such as higher costs from environmental damage and facility loss due to disasters. At the same time, environmental protection regulations are tightening globally, requiring companies to prepare strategically. Governments and local authorities are taking proactive corporate action by reinforcing eco-friendly policies and climate change regulations.	Samyang Group has established a Roadmap to Net Zero Emissions by 2050 and is advancing eco-friendly management based on this plan. The Group is strengthening its ESG governance system and enhancing practical response capabilities grounded in its environmental management vision, aiming to lead a sustainable future and position itself as a frontrunner in environmental protection and social responsibility.	<ul style="list-style-type: none"><li>• Building an ESG Governance System</li><li>• Reestablishing the Roadmap to Net Zero 2050</li><li>• Acquiring ISO 14001 certification and enhancing the Environmental Management System</li><li>• Implementing greenhouse gas reduction activities</li><li>• Expanding eco-friendly materials and products</li></ul>	     
	Waste and Hazardous Chemical Management	Modern society faces critical challenges of resource depletion and waste management. As finite resources are consumed at a rapid pace, resource shortages intensify, driving the need for a circular economy that uses resources efficiently and promotes recycling. Excessive use of chemicals causes serious environmental pollution, highlighting the need for systematic waste management, reduced hazardous chemical use, and measures to prevent safety incidents.	Samyang Group is committed to practicing eco-friendly management by minimizing waste generated throughout its business operations and manufacturing processes. To this end, the Group analyzes waste generation factors by product type and process stage, actively adopts environmental management technologies, and applies efficient operational methods to reduce waste production and discharge. It has also established a systematic process for the safe use and management of chemical substances and works to prevent chemical-related accidents.	<ul style="list-style-type: none"><li>• Managing waste generation and treatment</li><li>• Increasing waste recycling rates</li><li>• Establishing a response system for hazardous chemical substances</li><li>• Conducting inspections for hazardous chemical management</li><li>• Strengthening activities to prevent hazardous chemical accidents</li></ul>	

(\*) UN Sustainable Development Goals (SDGs): 17 ultimate goals for humankind to attain from 2015 to 2030 for the sustainable development of international society, determined by the UN.

# Material ESG Issues

Category	Material Issues	Background of Selection	Issue Management Strategies	Major Activities and Outcomes	UN SDGs(*)
 Social	Occupational Safety and Health	As corporate social responsibility gains prominence, many companies recognize their responsibility for the safety and health of employees and stakeholders. With growing societal attention to safety and health, companies are actively developing and implementing systematic strategies to mitigate potential risks.	Samyang Group prioritizes the safety and health of its employees to fulfil its corporate social responsibility and rigorously implements its Occupational Safety and Health Guidelines. Based on this, the Group has established a systematic Safety and Health Management System and conducts planned management activities to proactively prevent risk factors. Through these efforts, Samyang Group raises awareness of safety and health, reduces accidents and illnesses, and creates a safer working environment.	<ul style="list-style-type: none"> <li>Complying with the Occupational Safety and Health Guidelines</li> <li>Acquiring and implementing ISO 45001 certification</li> <li>Strengthening safety and health management activities</li> <li>Conducting in-house inspections of Process Safety Management (PSM)</li> <li>Conducting unannounced workplace drills</li> <li>Strengthening safety and health education and training</li> </ul>	
	Product Safety and Quality	Providing safe products to customers is a core element in enhancing a company's reliability and brand value. To achieve this, the Group must establish rigorous quality management systems that ensure product safety and maintain high standards throughout the entire process from production to sales and distribution. These ongoing efforts not only protect customer safety but also strengthen corporate trust and support sustainable growth.	Ensuring product safety is essential for the long-term growth and sustainability of a company. Samyang Group has established and operates a systematic quality management system to ensure product safety for customers. The Group conducts comprehensive quality inspections at every stage of production—from product planning to the final product—and continuously improves safety management practices at each stage.	<ul style="list-style-type: none"> <li>Implementing a systematic product quality management process</li> <li>Strengthening activities for product safety management</li> <li>Enhancing the innovation system for product quality</li> <li>Improving satisfaction with quality</li> <li>Renewing quality management certifications</li> </ul>	 
	Human Resource Management	Employees are the most valuable asset for a company's growth and development. Companies that prioritize a flexible organizational culture and work-life balance have a positive impact on employees. Ensuring employees enjoy a happy and satisfying work life, and continuously improving organizational culture, is essential for sustainable growth.	Samyang Group values the improvement of employee capabilities and offers various support programs to help them perform at their best. Through these initiatives, employees can enhance their expertise and pursue growth opportunities within the organization, creating a virtuous cycle that supports ongoing development. The Group also operates a range of organizational culture and Employee benefits programs to ensure employees enjoy a fulfilling and healthy work life.	<ul style="list-style-type: none"> <li>Diagnosing the organizational culture</li> <li>Strengthening continuous communication</li> <li>Purpose-driven initiatives</li> <li>Building labor relations for co-prosperity</li> <li>Operating support programs to strengthen various Employee benefits systems and organizational culture</li> </ul>	    
 Governance	Corporate Governance	The importance of corporate governance is increasingly emphasized for sustainable growth and transparent management. In response to heightened societal expectations and stricter regulations, it has become more critical than ever for companies to establish governance structures that are both professional and independent. Strong governance fosters stakeholder trust, supports long-term stable and ethical management, and promotes transparency and the fulfilment of social responsibilities. Furthermore, improvements in governance are directly linked to a company's financial performance and can significantly influence its reputation and credibility in the marketplace.	Samyang Group is committed to maintaining robust governance and pursuing sustainable management. To achieve this, the Group is enhancing the expertise and independence of its Board of Directors. Recognizing the growing significance of ESG management, the Group has established an ESG Committee to oversee the implementation of sustainable management policies. In addition, Samyang Group ensures transparent information disclosure to facilitate effective communication with stakeholders. Through these efforts, the Group aims to distribute the value it creates among stakeholders and to promote sustainable development.	<ul style="list-style-type: none"> <li>Establishing the ESG Governance System</li> <li>Strengthening the independence and expertise of the Board of Directors</li> <li>Disclosing information transparently</li> <li>Creating and distributing economic value</li> <li>Practicing stockholder-friendly management</li> </ul>	 
	Ethics and Compliance Management	In the current situation, where social responsibility is increasingly emphasized, legal mandates for ethical management and anticorruption measures are being strengthened globally. Companies that adhere to these regulations while also generating economic value are increasingly seen as pivotal to future success. As a result, there is a growing focus among businesses on adopting ethical and compliance management practices to achieve sustainable management.	Since declaring its commitment to ethical management in 2013, Samyang Group has consistently upheld these values. The Group emphasizes five core principles of ethical management and ensures that all employees understand and follow specific guidelines to maintain these principles.	<ul style="list-style-type: none"> <li>Strengthening the ethical and compliance management system</li> <li>Conducting ethical audits</li> <li>Providing education and training for ethics and compliance management</li> <li>Operating internal reporting channels</li> <li>Fair trade compliance</li> </ul>	 



# SPECIAL ISSUE

23 / Response to Climate Change

36 / Waste and Hazardous Chemical Management

43 / Occupational Safety and Health

54 / Product Safety and Quality

63 / Human Resource Management

73 / Corporate Governance

79 / Ethics and Compliance Management





# Response to Climate Change

## Governance

### Environmental Management Governance Structure

#### ESG Committee

In February 2023, **Samyang Group** established the ESG Committee under the Board of Directors to actively advance sustainable management. This move was part of a comprehensive effort to restructure the group-wide governance system, aiming to improve climate change response and strengthen sustainability management. The new system comprises the ESG Working-level Council, the ESG Management Council, and the ESG Committee, with each level assigned specific roles to enable structured, efficient discussion and decision-making. The ESG Working-level Council identifies actionable agenda items and projects. Based on this, the ESG Management Council, chaired by the CEO, conducts in-depth deliberations. The finalized items are then submitted to the ESG Committee, which reviews and resolves them, ultimately confirming key policies and strategies for environmental management. As the final decision-making body, the ESG Committee meets regularly twice a year and plays a central role in addressing critical issues related to climate change and determining policy direction. Additionally, the committee oversees environmental risk management and performance improvement activities, thereby enhancing the execution of ESG management. Through this decision-making system, **Samyang Group** sets clear goals according to environmental policy and ensures the effective implementation of eco-friendly strategies by sharing them across the organization. The CEO and executives of each business division directly lead implementation and performance management, systematically promoting environmental risk response and improvement activities through management meetings.

Category		May 2024	November 2024
ESG Committee	Reports	1. Progress on key ESG initiatives for 2024	1. Status of domestic ESG regulations 2. Report on 2024 ESG evaluation results
	Resolutions	1. Selection of material issues for the 2023 Sustainability Report 2. Enactment of Sustainable Supply Chain Management Policy	1. Adoption of ESG Management Policy (Information Security Policy)

At the operational stage, each business site sets detailed environmental management goals and works to implement them. Various departments—including the Support Team, Environmental Safety Team, and Technical Team—collaborate closely to carry out specific environmental management initiatives, with ongoing progress monitored on a regular basis. Performance outcomes are reported to the responsible officer of each business site. Notably, results related to greenhouse gas reduction are consolidated by the ESG Team and reported to the CEO. Through this structure, **Samyang Group** effectively executes key environmental decisions and continues to strengthen group-wide environmental management through systematic governance.

#### Environmental Management Organizational Chart



## Strategy

### Environmental Management System

#### ISO 14001

**Samyang Group** has established an Environmental Management System at each business site in compliance with ISO 14001, operating group-wide standards for environmental management. These standards encompass policy formulation, execution, ongoing improvement activities, and management reviews. Through ISO 14001 certification, the Group maintains a globally recognized system for environmental management, ensuring clear criteria across all areas—from management and production to service. This systematic approach reflects the Group's operational commitment to achieving its sustainability objectives. By rigorously adhering to relevant laws and regulations, **Samyang Group** minimizes legal risks and enhances transparency and accountability in management. This approach also builds trust with customers and society, contributing significantly to the Group's global competitiveness. Samyang Group incorporates specific action plans into its Environmental Management System to reduce energy consumption, greenhouse gas emissions, and waste output. Major environmental performance indicators—including energy use, water use, and waste discharge—are monitored and managed systematically. This approach enables continuous monitoring of the Group's environmental management practices, helps identify areas for improvement, and enhances implementation effectiveness. The Group also establishes and enforces internal procedures and regulations to ensure legal compliance, and regularly checks compliance status through various channels, including legal information services from external professionals. Regular internal reviews and audits are conducted to assess adherence to relevant regulations and identify improvements.

**Samyang Corporation** and **Samyang Packaging** voluntarily disclose information on raw and subsidiary materials, air and water pollutants, energy, greenhouse gases, and safety and health through the Environmental Information Disclosure System. This transparency further demonstrates their commitment to environmental management and enables ongoing communication with stakeholders.



### Environmental Impact Assessment

#### Regular Environmental Impact Assessments for Risk Prevention

**Samyang Group** conducts annual environmental impact assessments at all ISO 14001-certified sites, in compliance with standard requirements. These assessments are essential for identifying in advance the environmental impacts of business activities and for evaluating potential risks. Results are reported to senior management and incorporated into subsequent decision-making. Each ISO 14001-certified site undergoes annual post-certification reviews, and every three years, a comprehensive re-certification audit by an external agency to maintain rigorous environmental management standards. In 2024, **Samyang Group** introduced its own Environment, Safety, Health (ESH) System to centrally collect and systematically manage key environmental data, including air, water, waste, and chemicals, across all business sites. This integrated management framework enables proactive risk prevention, minimizes the likelihood of environmental incidents, ensures compliance with legal requirements, and drives ongoing environmental improvement. The Group is committed to maintaining zero cases of environmental accidents or regulatory violations and continuously reinforces a thorough and responsible environmental management framework throughout the organization.

#### ISO 14001 Certification Status of Samyang Group's Global Production Sites

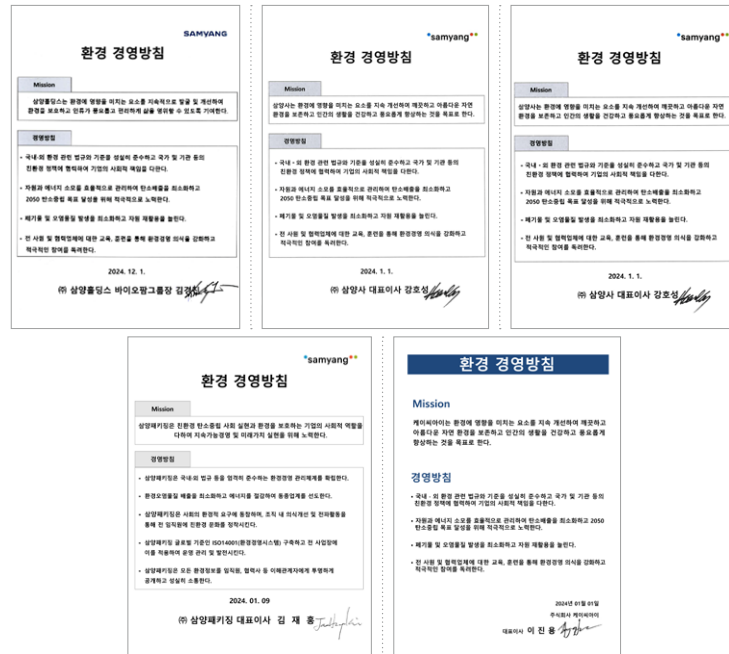
ISO 14001 >	Samyang Corporation	Samyang Packaging	Samyang KCI
	6 domestic sites, 3 overseas sites <b>100%</b>	4 domestic sites <b>100%</b>	1 domestic site <b>33%</b>
Samyang NC Chem	Samnam Petrochemical	Samyang Kasei	Samyang Innochem
3 domestic sites <b>100%</b>	1 domestic site <b>100%</b>	1 domestic site <b>100%</b>	1 domestic site <b>100%</b>

## Strategy

### Environmental Impact Assessment

#### Operation of Environmental Impact Consideration Process in Facility Investment

When pursuing facility investments above a certain scale, **Samyang Group** conducts preliminary environmental impact assessments. This process enables the company to systematically identify and manage environmental impacts from new installations or significant equipment modifications. The results are reviewed by the Investment Review Committee, which makes final decisions after a comprehensive consideration of environmental risks and sustainability factors. This procedure allows the Group to make decisions that reflect environmental responsibility, not merely economic feasibility, and serves as an institutional mechanism to realize its ESG management philosophy. Furthermore, **Samyang Group** establishes Environmental Management Guidelines to support environmental protection, which are finalized upon CEO approval. This approach ensures that decision-making throughout management considers environmental impact.

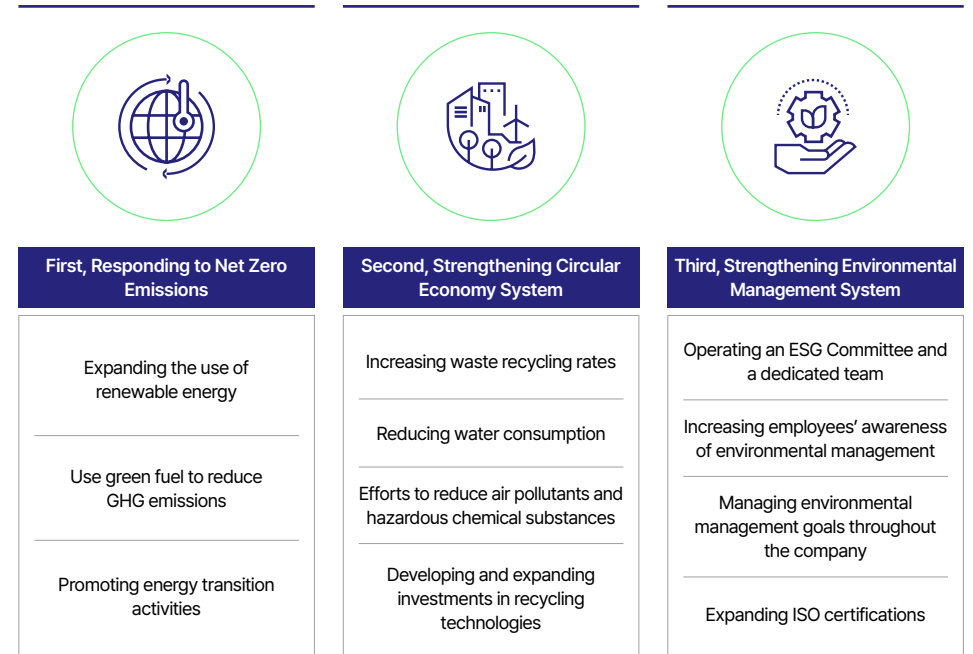


### Environmental Management Guidelines

#### Environmental Management Policy

[Environmental Management Policy](#) 

Under the mission "Beyond life's potential, innovate the future," **Samyang Group** has adopted an Environmental Management Policy to drive continuous environmental performance improvement and minimize impacts across all business activities and the entire value chain through environmental management. This policy applies to all **Samyang Group** business sites and encourages compliance by suppliers and contract partners as well. To uphold this commitment, the Group diligently complies with domestic environmental laws and each affiliate's internal regulations and strengthens preventive activities to minimize potential environmental risks, such as pollutant leaks. All employees receive education on the importance of environmental management, and ongoing efforts are made to prevent environmental accidents and protect the environment. **Samyang Group's** environmental management strategy is based on the following three directions:

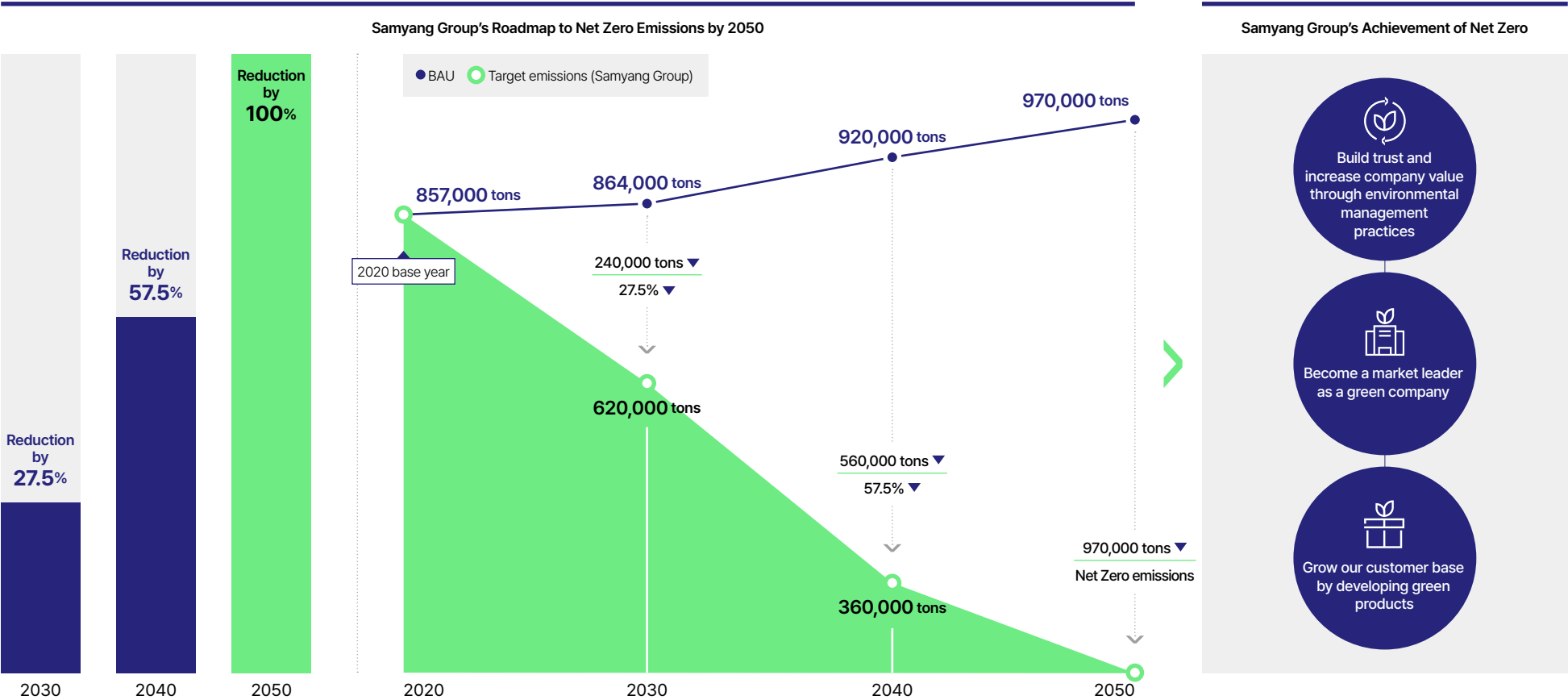


## Strategy

### Roadmap to Net Zero Emissions by 2050

**Samyang Group** has established a Roadmap to Achieve Net Zero Emissions by 2050, covering all affiliates and business sites. With 2020 as the base year, the Group has set stepwise greenhouse gas reduction targets and detailed strategies, all implemented systematically.

Each subsidiary and production site of **Samyang Group** pursues various initiatives, such as adopting renewable energy, introducing high-efficiency equipment, and optimizing processes. The Group regularly reviews its targets, performance, and implementation status. To achieve these goals, major initiatives are coordinated across relevant departments, with group-wide employee engagement and communication to foster broader participation. The ESG governance system—comprising the ESG Committee, ESG Management Council, and ESG Working-level Council—drives the Group's greenhouse gas reduction strategies. Through this system, **Samyang Group** aims to reduce its total environmental impact, reinforce its sustainability foundation, and enhance long-term corporate competitiveness.





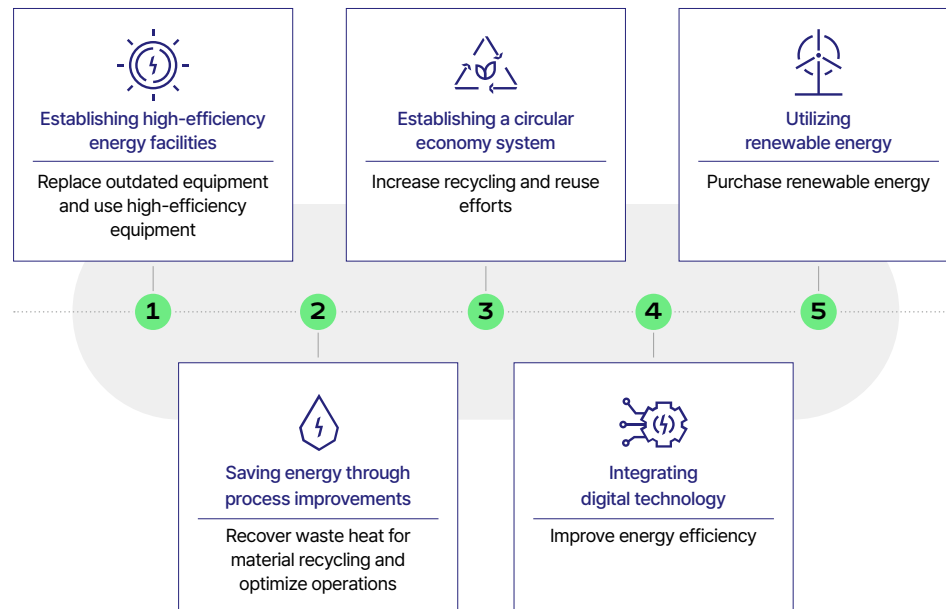
## Strategy

### Establishment of Five Core Strategies for Greenhouse Gas Reduction

#### Improving Energy Efficiency and Resource Circulation

**Samyang Group** has five practical greenhouse gas reduction strategies tailored to each business site. The ESG Committee periodically reviews the specific tasks required for the execution of these strategies, and monitors their implementation status. These strategic initiatives are designed to effectively reduce greenhouse gas emissions at the site level and minimize overall environmental impact, thereby strengthening the company's sustainability. Furthermore, these reduction strategies underscore **Samyang Group's** active participation in global efforts to address climate change and its commitment to fulfilling social responsibilities. The ESG Committee strives to achieve long-term environmental value while continuously enhancing the Group's competitiveness. It also sets a clear direction so that all employees can share and put these objectives into practice.

#### Five Key Strategies for Greenhouse Gas Reduction



### Greenhouse Gas Emissions Management

#### Operation of Samyang Group Greenhouse Gas Management System

**Samyang Group** measures greenhouse gas (GHG) emissions generated at each business site annually in accordance with the GHG Protocol calculation guidelines and the reporting and verification standards under the Emissions Trading Scheme (ETS). Since 2016, the Group has been operating a group-wide GHG management system, which enables monthly monitoring of emissions. Using this system, emissions targets are established for each site, and emissions data are systematically managed through analysis of reduction plans and performance. In line with the Framework Act on Carbon Neutrality and Green Growth for Coping with Climate Crisis, the Group not only manages Scope 1 and Scope 2 emissions for six subsidiaries subject to the ETS, but also voluntarily calculates and manages emissions from other domestic and international subsidiaries not subject to legal regulation. As part of these efforts, all **Samyang Group** subsidiaries—excluding the subsidiary of Verdant Specialty Solutions Global Holding Corp, acquired in December 2023—calculate their GHG emissions. Subsidiaries subject to the ETS ensure data reliability through third-party verification and transparently disclose results. In addition, **Samyang Group** is upgrading its GHG management system and, together with suppliers, is building a low-carbon corporate ecosystem. Samyang Holdings, Samyang Corporation, and Samyang KCI take the lead in calculating and managing Scope 3 emissions.



Greenhouse Gas Management System

## Strategy

### Greenhouse Gas Emissions Management

#### Greenhouse Gas Reduction Activities

**Samyang Packaging** reduced a total of 7,793 tCO<sub>2</sub>eq of greenhouse gases in 2024 by operating green facilities such as solar power systems and wood pellet boilers, and by installing high-efficiency air compressors to reduce electricity consumption. Additionally, at the Gwanghyewon Plant, a water treatment heat exchanger system was introduced to utilize the heat from cooling water in the water treatment process, thereby reducing steam and LNG consumption and improving energy efficiency.



Before Replacement (Aged Transformer)



After Replacement (Hybrid Transformer)

Unit: m<sup>3</sup>/year, kWh/year, tCO<sub>2</sub>eq/year

Site	Main Activity	Item	Reduction Amount	GHG Reduction (tCO <sub>2</sub> eq/year)
Gwanghyewon Plant	Reduction in carbon emissions through a solar power system	Use of renewable energy	1,627,140 kWh/year	748
Gwanghyewon Plant	Cost savings on LNG by using wood pellet boiler	Reduction in LNG consumption	2,894,054 m <sup>3</sup> /year	6,303
Daejeon Plant 1	Power cost savings by improving the operation of low-pressure air compressors	Reduction in power consumption	780,256 kWh/year	358
Daejeon Plant 2	Power cost savings by installing high-efficiency, high-pressure air compressors	Reduction in power consumption	417,912 kWh/year	192
Jincheon Plant	Power cost savings by reducing the idle speed of the main blow unit	Reduction in power consumption	417,451 kWh/year	192

**Samyang Corporation** is working to reduce greenhouse gas emissions by operating solar power systems and introducing high-efficiency equipment at its production plants and R&D centers. Each plant is also implementing energy-saving and greenhouse gas reduction initiatives, as listed below. These efforts led to a reduction of 1,331 tCO<sub>2</sub>eq in greenhouse gas emissions in 2024.

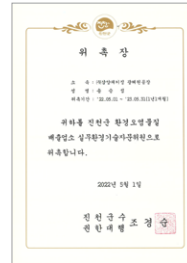
Site	Main Activity	Item	Annual Reduction	GHG Reduction (tCO <sub>2</sub> eq)
Incheon Plant 1	Improved performance of pre-dryer	Reduction in steam consumption	30% reduction in operating time	432
Ulsan Plant 1	Balance adjustment on dust collection line	Reduction in power consumption	Approximately 355,600 kWh	168
Ulsan Plant 2	Introduction of variable speed cooling tower system	Reduction in power consumption	Approximately 223,300 kWh	51
7 sites	Operation of solar power systems	Use of renewable energy	Total 1,481 MWh	681

## Strategy

### Environmental Management Education

#### Technical Support Training

**Samyang Packaging** provides technical support training in collaboration with local governments to fulfill its commitments to sustainable management and social responsibility. This training targets small-scale emitters within local municipalities and a broad range of external stakeholders. Responsible people are appointed as expert instructors and conduct the training twice a year, helping to spread awareness of sustainability and corporate responsibility and to build capacity among external stakeholders.



#### Supplier Environmental Education

**Samyang Corporation** provides a range of environmental education programs aimed at enhancing the environmental management skills of its partners and increasing awareness of environmental issues. At the Asan Plant, the company has provided training for supplier employees on topics including environmental management system auditing techniques, environmental policies, GHG emissions trading schemes, and waste management regulations. The Incheon Plant 1 conducts safety and environmental education for all employees, including those from supplier companies. At the Jeonju EP Plant, the company holds monthly meetings with partner representatives to discuss topics related to chemicals, the environment, and safety. Additionally, the Incheon Plant 2 and both Ulsan Plants 1 and 2 offer various programs that cover the handling of chemical substances, the operation of air and water emission and prevention facilities, and the latest environmental regulations.

#### Environmental Education

**Samyang Group** provides regular training to on-site personnel to prevent environmental risks. In addition to this, the company offers ongoing environmental management education so that not only site personnel, but all responsible people stay up to date on current environmental issues and policies. These programs help raise environmental awareness throughout the organization.

\* Key Training Example | November 2024: Global ESG Trends and Corporate Response Strategies

To ensure employees recognize and respond to environmental issues and potential risks, **Samyang Group** requires at least two hours of training on hazardous chemical substances. In compliance with the Chemical Substances Control Act, the Group regularly provides legally mandated training for supervisors, handlers, workers of hazardous chemical substances. To encourage participation, online courses are also offered, and training sessions sharing the latest updates on environmental issues and policies are held to continually improve employee awareness. Specialized training in waste, water quality, and air emissions is mandatory for each department's environmental officer, strengthening their expertise and understanding of environmental policies. These programs are also delivered on-site in collaboration with partners and stakeholders, further enhancing both their effectiveness and reach. **Samyang Group** is committed to reinforcing environmental competencies not only among employees but also throughout the entire supply chain through continuous education and information sharing.

### Participation in the Carbon Disclosure Project (CDP) Initiative

**Samyang Corporation** and **Samyang KCI** participate in the Carbon Disclosure Project (CDP) initiative to reflect customer demands for sustainability and to lead the chemical industry's transition toward sustainable practices. In the 2024 assessment, **Samyang Corporation** was awarded the highest rating of "A".

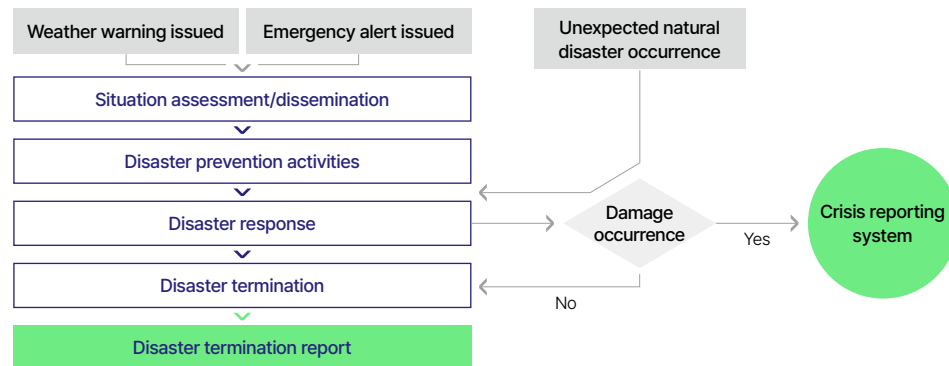


## Risk Management

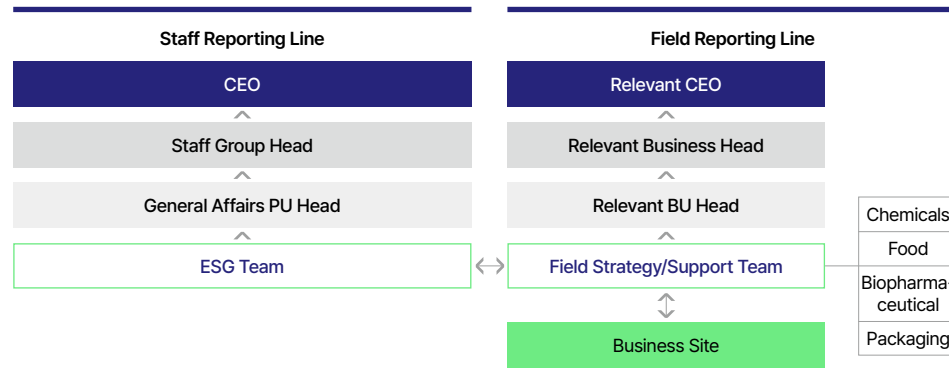
### Risk Management Process

**Samyang Group** identifies climate change-related risks and opportunities by collecting input from personnel at domestic production facilities to assess physical risks, and by incorporating feedback from the strategy and finance departments to identify transition risks and opportunities. These findings are reviewed by senior management and the ESG Committee, which then make decisions and set objectives and response strategies to address climate change risks and opportunities.

#### Physical Risk Response System



#### Climate Risk Reporting System

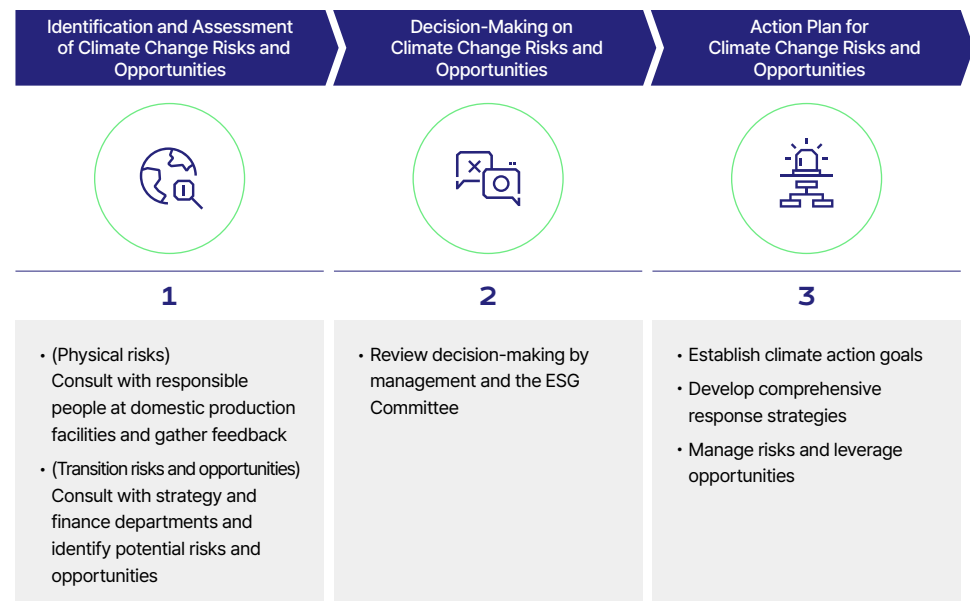


### Climate Change Scenarios

#### Response Measures for Physical Risks

**Samyang Group** has established an Emergency Response Committee and a recovery framework to ensure rapid response and business recovery in the event of serious climate risks, including heatwaves, strong winds, typhoons, and earthquakes. Each business site maintains insurance policies with specific coverage for natural disasters, enabling proactive risk management and effective cost recovery. In addition, the Group has established a comprehensive response system—from prevention to post-event measures—to protect company assets and employee safety from natural disasters such as typhoons and floods. When climate risks occur, the Planning, Real Estate Management, and Property Management teams promptly assess the situation and share information with the ESG department according to established climate change reporting procedures. These measures allow **Samyang Group** to systematically manage climate-related uncertainties and actively pursue sustainable corporate growth.

#### Climate Change Risk and Opportunity Process



## Risk Management

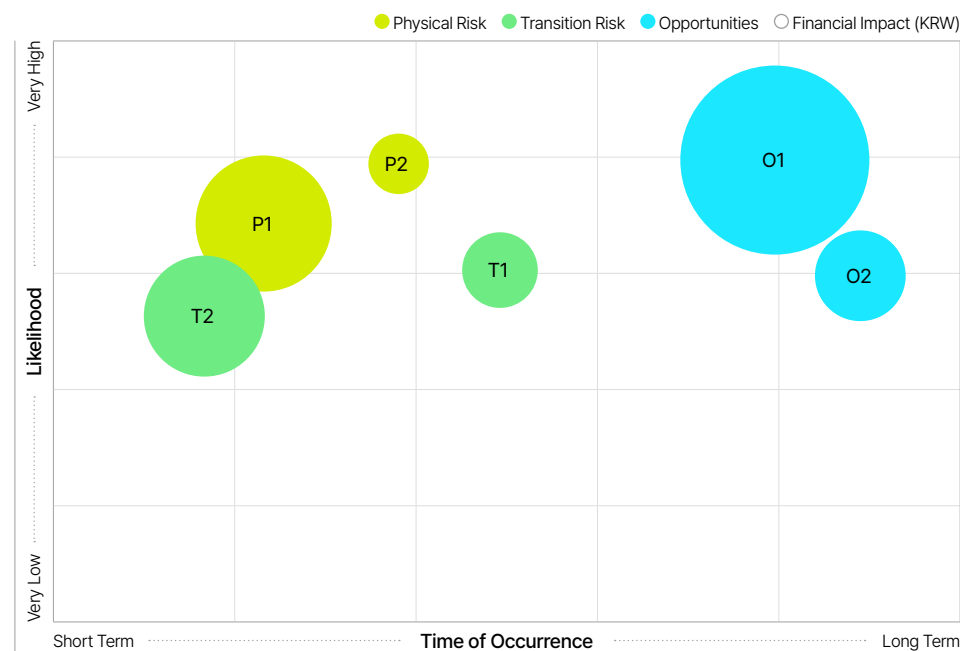
### Climate Change Scenarios

#### Qualitative and Financial Impacts

**Samyang Holdings** and **Samyang Corporation** conducted analyses using climate scenarios developed by the Network for Greening the Financial System (NGFS) to quantitatively assess transition risks related to climate change, especially regulatory compliance costs. The analysis applied three scenarios based on the GCAM 6.0 model—Current Policies, NDCs, and Net Zero—to evaluate the future financial impact of purchasing carbon credits. Through these scenarios, **Samyang Holdings** and **Samyang Corporation** proactively assess the sensitivity of regulatory compliance costs (such as carbon credit purchases) and use this analysis to strengthen the alignment and sustainability of their management strategies in responding to transition risks.

Transition Risk (Regulatory Compliance) Impact by Scenario at Samyang Holdings			
Carbon Credit Purchase Cost by Scenario (KRW million)	171	NGFS(GCAM 6.0)_Current Policies SR	
	221	NGFS(GCAM 6.0)_NDCs SR	
	301	NGFS(GCAM 6.0)_NetZero 2050 SR	

Transition Risk (Regulatory Compliance) Impact by Scenario at Samyang Corporation			
Carbon Credit Purchase Cost by Scenario (KRW million)	3,242	NGFS_GCAM 6.0_Current Policies SR	
	4,343	NGFS_GCAM 6.0_NDCs SR	
	6,169	NGFS_GCAM 6.0_NetZero 2050 SR	



\* The risk chart on the left and the financial impact on the right are based on the average values from the three scenarios above.

Category		Risk/Opportunity Factors		Financial/Non-Financial Impact	Financial Impact (KRW million)
Physical Risk	P1	Acute	Reduced onsite production capacity due to typhoons and floods	• Damage to outdoor products due to an increased frequency of typhoons resulting from climate change • Restoration costs for facilities damaged by typhoons	29,599
	P2	Chronic	Increased production costs due to heatwaves	• Increased electricity consumption at business sites due to more days of heatwaves • Increased unit cost of products	1,505
Transition Risk	T1	Policy/Regulation	Increased cost of purchasing carbon credits	• Increased compliance requirements due to global GHG emission regulations and major policies • Increased costs for implementing the mid- to long-term roadmap to net zero emissions	4,585
	T2	Technology	Increased costs due to the adoption of renewable energy	• More urgent need for the internalization of renewable energy facilities due to rising energy costs from fossil fuel regulations • Increased operational costs due to the adoption and operation of renewable energy facilities	12,349
Opportunities	O1	Products and services	Entry into the sustainable product market	• Market entry through discovery of related products due to increased customer interest in carbon emissions and sustainable products • Increased sales due to the expansion of the sustainable product market, such as biodegradable plastics	314,803
	O2	Energy resources	Reduction of operating costs by adopting sustainable energy	• Strengthened domestic and international industry competitiveness through the active use of renewable energy • Lower burden of reducing GHG emissions and reduced carbon credit purchase costs	5,242

(\*) The above financial impacts are based on cumulative analysis until 2030.

## Risk Management

### Climate Change Scenarios

**Samyang Packaging** actively implements energy-saving initiatives at each business site and is reviewing the potential for renewable energy adoption to meet societal demands. In addition, **Samyang Packaging** identifies and manages risks and opportunities arising from climate change, focusing on those that could have a significant financial impact.

### Risk and Opportunities

Category	Risks	Potential Financial Impact	Opportunities and Response Strategies
Short-term	Rising emission allowance prices, extreme weather events, and adoption of high-efficiency technology	Increased costs for policy compliance and securing carbon credits	Securing carbon credits and reducing energy costs
Medium to long-term	Physical impacts such as rising temperatures and depletion of water resources	Increased operational costs due to work disruptions and damage to facilities	Changes in consumption patterns and expansion of renewable energy use

**Samyang KCI** has established specialized response teams and an efficient decision-making system to systematically manage climate-related risks. The company participates in CDP and ESG assessments to identify environmental risks and develop response strategies. Areas found lacking in evaluations are prioritized according to their business and stakeholder impact, and systematic action plans are formulated. If unforeseen issues arise, prompt corrective measures are implemented. These efforts reflect **Samyang KCI's** commitment to treating environmental risks, such as rising temperatures, extreme weather events, and deforestation, with the same level of seriousness as financial risks. The company actively identifies and manages key risks and opportunities related to climate change that could significantly affect its financial performance.

Category		Financial/Non-Financial Impact	Likelihood	Timeframe	Response Activities
Physical Risks	P1 Rising temperatures due to climate change	Increased electricity consumption in summer due to higher temperatures	High	Long-term	Reducing electricity and fuel consumption through equipment replacement and efficiency improvements
		Increased costs due to supply chain instability resulting from rainfall or frequent extreme weather events	High	Medium-term	Managing supply chains through supplier diversification and long-term supply contracts
	P2 Natural disasters due to climate change	Sales impact from facility damage caused by natural disasters such as typhoons and floods	Medium	Medium-term	Purchasing an insurance against weather-related damages and reinforcing facility management
Transition Risks	T1 Strengthened regulations on emissions reporting	Increased responsibilities due to requirements under the Energy Use Rationalization Act	Very high	Medium-term	Monitoring energy consumption and emissions, assigning dedicated personnel for reporting
	T2 National energy transition policies in response to climate change	Increased costs due to rising energy prices	Very high	Medium-term	Reducing electricity and fuel consumption through equipment replacement and efficiency improvements
	T3 Increased stakeholder demand for green products, goals, and sustainability	Sales impact from changes in consumer consumption patterns	High	Medium-term	Researching and improving new green products
		Increased costs due to the use of green (certified) raw materials	Very high	Medium-term	Using and maintaining green-certified raw materials such as RSPO
Opportunities	O1 Lifestyle changes due to climate change	Entering new markets due to changes in customer lifestyles	High	Long-term	Investing in and improving facilities to meet increasing demand
	O2 Market emphasis on sustainability	Increased sales of green products due to rising consumer interest	High	Medium-term	Researching and improving new green products, and using and maintaining RSPO-certified raw materials
	O3 Government support policies and incentives	Increased benefits from government support projects and incentives to achieve GHG reduction targets	High	Medium-term	Assigning personnel to monitor government support systems



## Risk Management

### Energy Management

**Samyang Group** has established comprehensive energy management guidelines and plans to systematically manage energy use. The Group clearly defines responsibilities, authorities, and the scope of work regarding energy consumption, setting clear objectives for energy conservation and safety. Through its in-house Greenhouse Gas Management System, **Samyang Group** efficiently collects and analyzes energy targets and consumption data, setting annual energy reduction goals for each plant. Dedicated personnel monitor both energy consumption and greenhouse gas emissions, enabling continuous management and targeted reductions. In accordance with relevant regulations, **Samyang Group** conducts regular energy audits and implements site-specific energy efficiency measures, further advancing its commitment to environmental management.

### Introduction and Status of Renewable Energy

To progressively achieve net zero emissions, **Samyang Corporation** is actively promoting the adoption of renewable energy. Since 2019, the company has established solar power generation facilities at its Pungse Logistics Center, for which it received a K-RE100(\*) renewable energy consumption certificate from the Korea Energy Agency. Additionally, Incheon Plant 2 completed the installation of solar panels in December 2023. As of 2024, Samyang Corporation's Ulsan Plants 1 and 2, Asan Plant, Jeonju Plant, and Central R&D Center, as well as Samyang Packaging's Gwanghyewon Plant, have all begun operating solar panels. **Samyang Packaging** completed the installation of solar panels at the Gwanghyewon Plant in 2023.

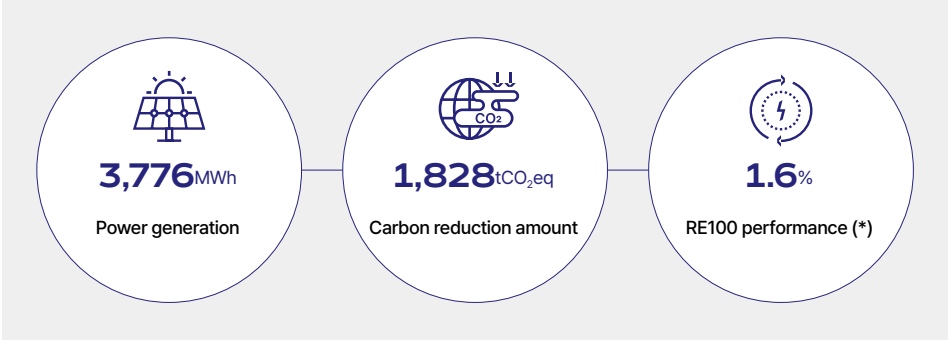
(\*) K-RE100: A Korean version of the global RE100 campaign, which encourages companies to source 100% of their electricity from renewable energy.

Category	Subcategory	Unit	Samyang Corporation (*1)			Samyang Packaging (*2)		
			2022	2023	2024	2022	2023	2024
Renewable Energy	Solar Power	TJ	0.728	0.706	5.33	-	-	16.15
	Share of Total Energy Use	%	4.68	4.85	0.086	-	-	0.69

(\*1) Based on one site (Pungse Logistics Center) in 2023 and seven sites in 2024; figures for 2022–2023 were corrected due to calculation formula errors.

(\*2) Based on one site: Gwanghyewon Plant.

### Expected Annual Impact of Solar Panels at Samyang Corporation's Seven Business Sites



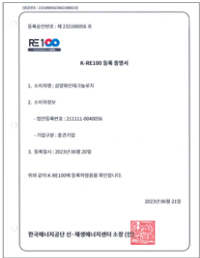
(\*) Carbon reduction amount from solar power generation / Carbon emissions from electricity consumption



Pungse Logistics Center



Incheon Plant 2



Korea Energy Agency  
Renewable Energy  
Consumption Certification

# Risk Management

## Energy Reduction Activities

### Energy Efficiency

**Samyang Group** employs a strategic approach for managing energy consumption across all facilities. Its GHG Management System monitors energy targets and tracks consumption data on a production-line basis. Using this system, the Group analyzes monthly energy usage, identifies factors contributing to increases or decreases, and sets annual energy reduction goals for each plant. Tailoring response strategies to the unique characteristics of each business site, **Samyang Group** actively implements targeted energy-saving initiatives. Measures include replacing existing lighting with LEDs, upgrading to high-efficiency equipment, and undertaking additional energy-saving projects at each site to improve overall energy efficiency, as outlined below.

### Energy-Saving Cases by Major Samyang Corporation Sites

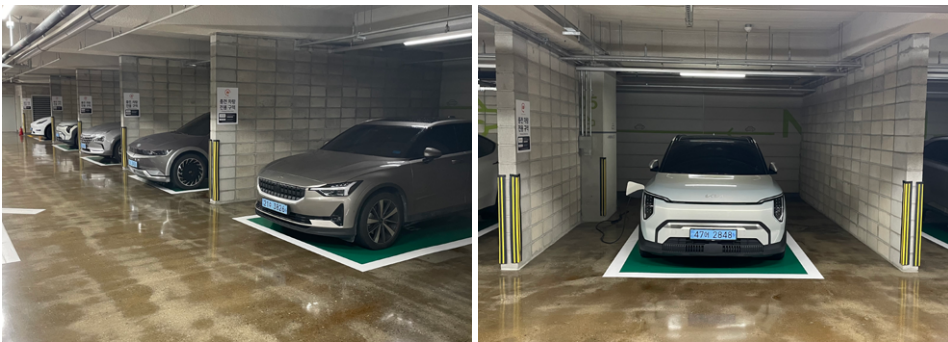
Ulsan Plant 1	Ulsan Plant 2	Incheon Plant 1	Incheon Plant 2
<ul style="list-style-type: none"><li>- Reduced power costs by adjusting the balance of the production line</li><li>- Reduced steam consumption using big data</li></ul>	<ul style="list-style-type: none"><li>- Reduced steam consumption using an optimized starch drying model</li><li>- Reduced power consumption through temperature control of the cooling tower</li></ul>	<ul style="list-style-type: none"><li>- Optimized steam consumption for dryers through the use of FEMS</li><li>- Reduced steam consumption by replacing condensers</li></ul>	<ul style="list-style-type: none"><li>- Achieved steam savings by digitalizing temperature control for crude oil tanks</li><li>- Reduced power consumption by installing power savers to minimize heat dissipation and reactive power</li></ul>

### Energy-Saving Cases by Major Samyang Packaging Sites

Site	Main Activity
Gwanghyewon Plant	Reduced LNG costs by using wood pellet boilers
Daejeon Plant 1	Reduced electricity costs by improving the operation of low-pressure air compressors
	Reduced electricity costs by replacing with hybrid transformers
Daejeon Plant 2	Reduced electricity costs by installing high-efficiency, high-pressure air compressors
Jincheon Plant	Reduced electricity costs by lowering the idle speed of the Blow main unit

### Eco-friendly Vehicles

To promote the use of eco-friendly vehicles and improve sustainable infrastructure at its research facilities, **Samyang Group** completed the installation of electric vehicle (EV) chargers in May 2024. Charging facilities were installed at three locations—headquarters, Pangyo, and the Daejeon Chemical R&D Center. This initiative complies with Article 11-2, Paragraph 2 of the Act on Promotion of Development and Distribution of Environment-Friendly Motor Vehicles, which mandates charging infrastructure in designated parking spaces.



EV Charging Facility at Pangyo Office Building

### Participation in the Voluntary Energy Efficiency Target Program

The Voluntary Energy Efficiency Target Program, run by the Korea Energy Agency, is designed to improve industrial energy efficiency by supporting each business site in achieving self-imposed energy targets. Participating companies receive tailored information and consulting services. **Samyang Packaging** and **Samyang Corporation** have participated in this program continuously. In 2024, Samyang Packaging's Gwanghyewon, Jincheon, and Daejeon Plant 1, as well as Samyang Corporation's Incheon Plant 2, worked to improve their energy efficiency through this initiative.





## Risk Management

### Introduction of LCA System

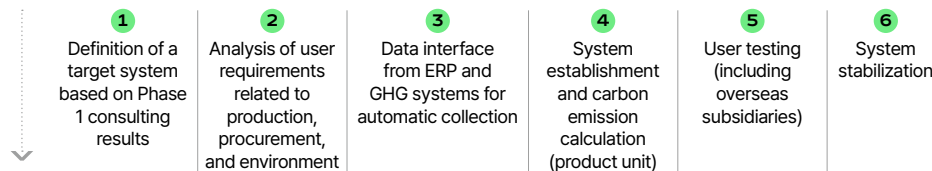
**Samyang Corporation** is actively working to identify and reduce carbon emissions throughout the entire product life cycle. Since 2023, the company has adopted a Life Cycle Assessment (LCA) system to quantify carbon emissions and identify areas for potential reduction, with plans to expand its application. Life Cycle Assessment (LCA) quantitatively analyzes environmental impacts throughout all product stages—from raw material extraction to production—based on input and output data, enabling comprehensive management not only of carbon emissions but also of water use, resource consumption, and other environmental factors.

### LCA System for Carbon Emission Reduction

#### Phase 1 Calculating Carbon Emissions for Product Groups

- Establish criteria for calculating lifecycle carbon emissions based on ISO and Ministry of Environment guidelines
- Calculate carbon emissions for product groups through data collection and established calculation procedures.
- Build a Korean and international carbon emission factor database

#### Phase 2 Establishing a Product Carbon Management System



#### Phase 3 Utilizing the Product Carbon Management System

- Manage data quality from ERP and GHG systems
- Promptly update carbon emission factors for major materials and energy
- Improve energy efficiency at business sites
- Monitor improvements in product-level carbon intensity resulting from GHG reduction activities
- Voluntarily verify or certify carbon emissions for representative products
- Align sales strategies with product carbon footprint improvements
- Predict emissions from material changes and the adoption of new eco-friendly materials
- Meet customer expectations for transparency in carbon emissions and reduction initiatives

## Metrics and Targets

### Greenhouse Gas Performance and Targets

Since 2023, **Samyang Holdings**, **Samyang Corporation**, and **Samyang KCI** have calculated Scope 3 greenhouse gas emissions based on the GHG Protocol. Scope 3 includes indirect emissions generated throughout the product life cycle—from raw material procurement to end-of-life disposal—encompassing emissions across the entire value chain. **Samyang Holdings** and **Samyang Corporation** have calculated emissions for 12 out of the 15 Scope 3 categories, with Samyang Corporation also completing third-party verification.

In 2024, Samyang Holdings' Scope 3 greenhouse gas emissions totaled 231,865 tCO<sub>2</sub>eq, with Categories 2 and 15 accounting for approximately 97% of the total.

- Emissions by category: 9,018 / 215,902 tCO<sub>2</sub>eq
- Combined emissions for both categories: 224,920.3 tCO<sub>2</sub>eq

In 2024, Samyang Corporation's Scope 3 emissions totaled 1,584,109 tCO<sub>2</sub>eq, with Categories 1 and 4 accounting for approximately 93.5%.

- Emissions by category: 1,419,238.9 / 62,197.1 tCO<sub>2</sub>eq
- Combined emissions for both categories: 1,481,436 tCO<sub>2</sub>eq

In 2024, Samyang KCI's Scope 3 emissions totaled 29,584.39 tCO<sub>2</sub>eq, with Category 1 alone accounting for 85.7%.

- Emissions: 25,349.17 tCO<sub>2</sub>eq

Each subsidiary is developing targeted strategies to reduce Scope 3 emissions based on its main contributing categories. **Samyang Group** is expanding activities to support Scope 1 and 2 emission reductions and promote green product development. **Samyang Holdings**, **Samyang Corporation**, and **Samyang KCI** are focusing on Scope 3 reduction and circular economy initiatives through green raw material sourcing, sustainable product development, and low-carbon transportation.

### Voluntary Agreement to Reduce Greenhouse Gases and Fine Dust

**Samyang Packaging** is continuously expanding its investments in facilities to reduce greenhouse gases and achieve Net Zero. The company also strengthens emission reduction efforts in cooperation with local governments where its plants are located. As part of these efforts, **Samyang Packaging** signed a Voluntary Agreement to Reduce Greenhouse Gases and Fine Dust with Chungcheongbuk-do. The company carefully evaluates environmental impacts for both improvements to existing facilities and new investments, making decisions in consultation with local authorities.



Voluntary Agreement to Reduce Greenhouse Gases and Fine Dust

# Waste and Hazardous Chemical Management

## Governance

### Waste and Hazardous Substance Governance

At **Samyang Group**, the implementation and performance management of environmental policies are led by the executives of each business division. Environmental risk management and performance improvement activities are overseen by the Management Council, which includes key decision-makers. The responsible officer in each business site establishes detailed goals tailored to the characteristics of their site; these goals are approved and executed under the authority of the site's top decision-maker. Departments such as Support, Production, and Quality Control collaborate to carry out environmental management activities and regularly monitor progress, with results reported to the business site's responsible officer. Key activities, such as waste management and the handling of hazardous chemical substances, are managed by operational departments at each site. Their performance is aggregated and reported to the responsible officer to ensure accountability. To ensure regulatory compliance, Samyang Group has established internal procedures and regulations and regularly utilizes resources such as legal information services from external specialists to verify and maintain compliance. Periodic internal reviews and audits are also conducted to identify areas for improvement and assess adherence to applicable laws and regulations. **Samyang Corporation** and **Samyang Packaging** voluntarily disclose information on waste and hazardous chemical emissions through the Environmental Information Disclosure System, demonstrating the Group's commitment to environmental management and ensuring transparent communication with stakeholders.

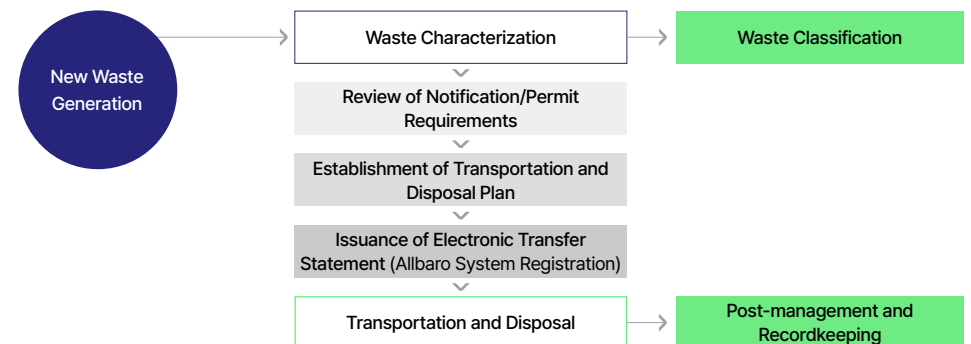


## Strategy

### Waste Management Process

**Samyang Group** has established and systematically operates waste management regulations at each business site, conducting regular inspections to ensure full compliance. For waste designated by the Ministry of Environment and other hazardous waste, the Group prepares and manages hazard information in accordance with the Wastes Control Act. All waste treatment activities are transparently documented and managed through the Allbaro System. The Group is committed to minimize the environmental impact of waste by improving processes and design strategies to reduce emissions and increase recycling rates. When selecting waste treatment partners, Samyang Group rigorously evaluates their legal compliance and conformity with internal management standards. Each site appoints appropriate recycling or disposal contractors based on the type of waste generated. Samyang Group analyzes actual performance against set targets through Resource Circulation Performance and Implementation Plans. Roles of those responsible for waste management are clearly defined, and all legal procedures—including reporting waste treatment plans and ensuring proper separation and collection—are strictly observed. Additionally, certain waste materials are reprocessed by service providers and returned to Samyang Group for reuse.

### Waste Disposal Process



## Strategy

### Waste Management Process

#### Waste Storage

**Samyang Group** classifies waste by type and stores it at designated locations, and conducts regular inspections of the storage and management conditions. If non-compliance is detected, the Group promptly implements corrective and preventive measures. Detailed records of waste disposal performance for each processing operation are maintained and reported to the designated responsible officer at each site. Furthermore, Samyang Group submits an annual report on its waste management performance to the relevant authorities. To ensure the safe storage of waste generated during product manufacturing, the Group implements the following measures:

Enhance safety of waste storage areas	Maintain emergency response equipment and supplies at all times	Install trenches to prevent external waste leakage (Samyang Holdings Biopharm Group)
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In addition, Samyang Group provides regular training and conducts environmental campaigns for all employees to minimize waste generation and raise awareness of environmental pollution prevention.

#### Key Waste Reduction Measures

<p>&gt;1</p> <p>Collaborating with consignment processing companies to reduce the amount of incinerated waste</p>	<p>&gt;2</p> <p>Installing facilities to distill and recover waste isopropyl alcohol (IPA) from the suture manufacturing process</p>	<p>&gt;3</p> <p>Identifying recycling processing companies to reduce the final disposal rate of previously incinerated waste</p>
<p>&gt;4</p> <p>Using previously consigned waste as recycled raw materials through process improvements</p>	<p>&gt;5</p> <p>Reducing residual waste generation via process improvements</p>	<p>&gt;6</p> <p>Expanding the quantity of reused waste through equipment modification</p>

#### Waste Upcycling and Circulation Process

**Samyang Packaging** is actively researching environmentally friendly methods for handling defective products and PET-based synthetic resin waste—including preforms, lumps, discarded bottles, and shredded materials—generated during manufacturing. Samyang Packaging has introduced PET waste shredders to process and recycle these materials back into production, conserving resources and generating economic value. These efforts have been formally recognized as “recyclable resources” by the Geum River Basin Environmental Office under the Framework Act on Resources Circulation. **Samyang Corporation** and **Samyang Packaging** also focus on reducing general waste throughout their operations by recycling and reusing. Waste formerly incinerated is now processed by recycling contractors. Furthermore, production improvements have facilitated the reuse of formerly outsourced waste as raw materials, further reducing final disposal rates. Additionally, Samyang Corporation's About Me cosmetics brand promotes recycling of used containers through online and offline bottle collection campaigns.



#### Bottle Collection Campaign

#### Recyclable Resource Certification

부 록 제 28 호

순환자원 인정서

1. 사업장명(사업자등록번호): 제남산업(주) 환경경영팀 (704-00-00000)

2. 대표자 성명(법인등록번호): 조덕희 (11011-5554418)

3. 사업장소재지: 충청 전주시 광복로 114

4. 인정기간: 2021. 03. 18. ~ 2024. 03. 17.

5. 인정내용

대상 폐기물 종류 (분류번호)	사용용도	생산계획량
폐합성수지류(10-01)	합성수지 제품 제조(10-4)	200톤/년

\* PET병제품, PET부산물, PET공병류, 용기부제품(PET, PPS) 포함  
위 폐기물을 「자원순환기본법」 제40제2항에 따라 순환자원으로 인정  
되나,

2021년 3월 18일

금강유역환경청장 

## Strategy

### Hazardous Chemical Management Process

#### Response System for Hazardous Chemical Substances

To minimize environmental and human health risks associated with hazardous chemical substances, **Samyang Group** operates a comprehensive management system across all affiliates. A group-wide Integrated Environment, Safety, and Health (ESH) System is in place to identify and control risks throughout procurement, use, storage, and disposal. The Group is committed to ensuring chemical safety at every stage of the product lifecycle while minimizing potential impacts on people and the environment. Each business site establishes hazardous chemical management regulations tailored to relevant laws and regulations, overseeing environmental risks related to storage, transportation, use, and disposal. Chemicals are securely stored in designated facilities and are disposed of in accordance with Criteria for Handling Hazardous Chemical Substances and the Wastes Control Act.

**Samyang Group** conducts regular safety inspections of hazardous chemical handling facilities and has internal guidelines clarifying roles and responsibilities to prevent accidents. Structured emergency response procedures are in place to effectively address incidents such as chemical spills. The Group provides hazardous chemical safety information to its partners and offers technical support to improve safety across the supply chain. Through these group-wide efforts, **Samyang Group** minimizes environmental releases of hazardous chemicals and strengthens the sustainability of our safety management system.

#### Response System for Hazardous Chemical Management



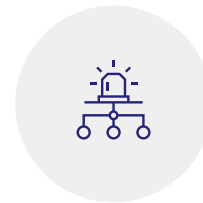
##### Building Prevention Systems

- Establishing and implementing a safety plan for chemical substances
- Strengthening inspections of chemical substance facilities
- Expanding safety education for managers, persons handling relevant substances, and related workers
- Improving safety management in high-risk facilities



##### Strengthening Chemical Accident Preparedness

- Establishing an emergency system and improving education
- Installing signage to ensure proper chemical loading procedures for tank trucks
- Furnishing personal protective equipment and disaster prevention equipment in sufficient quantities and managing their service life
- Managing firefighting equipment, leakage detection equipment, and monitoring equipment



##### Establishing Accident Response Systems

- Building an emergency response system
- Establishing an emergency chemical substance response plan
- Establishing a system for quick response, notification, and evacuation in the event of chemical accidents



##### Preparing Communication Systems

- Operating an internal Safety Management Committee to manage chemical accidents
- Participating in chemical safety communities or signing safety management agreements for companies handling chemical substances
- Holding Safety Day events

## Strategy

### Hazardous Chemical Management Process

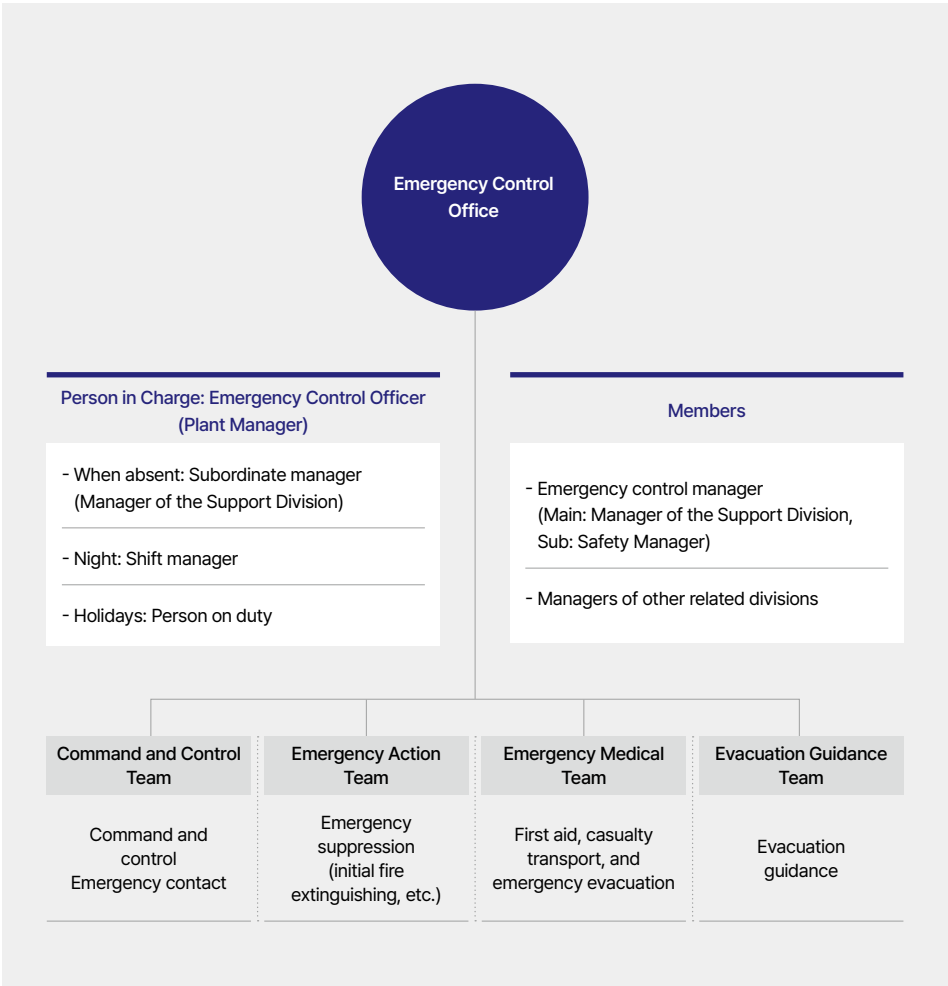
#### Inspections of Facilities Handling Hazardous Chemical Substances

**Samyang Group** actively conducts inspections to ensure full compliance with hazardous chemical management regulations and to maintain a safe working environment. Each facility handling hazardous chemical substances undergoes installation inspections before commencing operations, followed by annual regular inspections to continuously verify and enhance safety measures. If a chemical accident occurs, the Group implements prompt initial actions and conducts immediate on-site inspections to identify and mitigate any remaining risks through a systematic response system. This comprehensive management and emergency response framework enables Samyang Group to strengthen chemical safety and effectively prevent chemical accidents and environmental pollution.

#### Chemical Accident Responses

**Samyang Group** assigns certified personnel dedicated to preventing and effectively managing hazardous chemical leaks, conducting regular in-house inspections to ensure compliance and safety. Facilities designated for hazardous chemical storage are constructed with fire-resistant and non-combustible materials, and are equipped with gas leak detectors, liquid leak sensors, and containment barriers to prevent accidents. Emergency shower stations are installed in multiple locations at each site to protect workers in case of chemical exposure. As part of a systematic approach, the Group has prepared a Plans for Prevention and Management of Chemical Accidents (Off-Site Consequence Analysis), which has received approval from the National Institute of Chemical Safety. To ensure swift response and information sharing in the event of an incident, Samyang Group operates an emergency response team and shares updates on environmental and safety regulations, key issues, and recommendations for protective equipment across its sites. In accordance with regulations, **Samyang Corporation** provides annual information to local communities to help minimize the impact of potential chemical accidents and ensure public safety. This includes guidance on emergency procedures so residents can act quickly and safely if needed. Samyang KCI proactively communicates with local community residents regarding planned chemical usage and develops management plans to prevent chemical accidents and enhance overall safety. **Samyang KCI** conducts quarterly emergency response drills to establish a prompt and effective evacuation system in the event of a chemical incident. The outcomes of these drills are thoroughly analyzed to identify areas for continuous improvement. Through these proactive measures, Samyang KCI is committed to ensuring chemical safety and contributing to the protection of both the local community and the surrounding environment.

### Emergency Response Organizational Chart





## Strategy

### Hazardous Chemical Management Process

#### Hazardous Chemical Safety Education

Given the diverse range of chemical substances used in the workplace and the various types of potential chemical accidents, possessing detailed knowledge and expertise in response techniques is essential. **Samyang Group** provides customized education and training tailored to the specific roles of each employee, effectively supporting the prevention and management of chemical accidents. Furthermore, to boost safety awareness in the workplace, the Group hosts safety day events at our business sites, encouraging all employees to actively contribute to fostering a safe working environment. Thanks to these ongoing efforts, the Group maintained its record of zero chemical accidents throughout 2024. Annually, **Samyang Group** conducts training sessions for all personnel working at hazardous chemical handling sites, ensuring that every individual is well-prepared to respond appropriately in emergency situations. These programs are designed to equip chemical managers, technical staff, and handlers—as designated under the Chemical Substances Control Act—not only to manage chemicals safely but also to consider environmental protection in their work. Additionally, as a participating member of the Korea Chemical Safety Community, **Samyang Group** collaborates with partner companies to share updates on amendments to chemical regulations and exchange best practices in accident prevention. The Group regularly participates in seminars to exchange knowledge and experiences on chemical safety, thereby enhancing our capacity to prevent and respond to chemical accidents.

Target Trainees	Details and Frequency of Education Programs
Hazardous chemical substance managers/technical staff etc	Professional education on Plans for Prevention and Management of Chemical Accidents
Hazardous chemical substance technical staff/supervisor (officers, inspectors)	Biennial education for technical staff and supervisor related to hazardous chemical substances
Hazardous chemical substance handlers	Biennial education for workers handling hazardous chemical substances - 8 hours of online education, 8 hours of offline education - Education system of the National Institute of Chemical Safety used for online education ( <a href="https://edunics.me.go.kr/academy/main.do">https://edunics.me.go.kr/academy/main.do</a> )
Workers of hazardous chemical substances (all personnel not involved in handling hazardous substances)	Annual education for workers related to hazardous chemical substances (online education) - Education system of the National Institute of Chemical Safety used for online education ( <a href="https://edunics.me.go.kr/academy/main.do">https://edunics.me.go.kr/academy/main.do</a> )

#### Excluded Hazardous Substances

#### CASE STUDY

### Samyang Corporation's Green Transparent Flame-retardant Polycarbonate: Proven Free of Perfluorinated Compounds



Samyang Corporation has developed a transparent, flame-retardant polycarbonate that does not use halogen-based flame retardants such as chlorine or bromine, which can release toxic gases when incinerated. Instead, this environmentally friendly material is based on siloxane-polycarbonate (Si-PC) and features a modified molecular structure. The product improves on traditional flame-retardant polycarbonates by providing higher transparency and impact strength, as well as superior chemical resistance and low-temperature performance. It achieved the highest "V-0" rating in the UL 94 vertical burning test from UL Solutions, a leading US safety certification body. The company also conducted tests for 74 types of perfluoroalkyl and polyfluoroalkyl substances (PFAS) and confirmed none were detected. PFAS are persistent synthetic chemicals known for their thermal stability, water, and oil resistance, but are environmentally concerning due to their persistence—hence the term "forever chemicals."



**Achieved the highest grade "V-0" certification**

in the UL flame-Flammability test

**No detection**

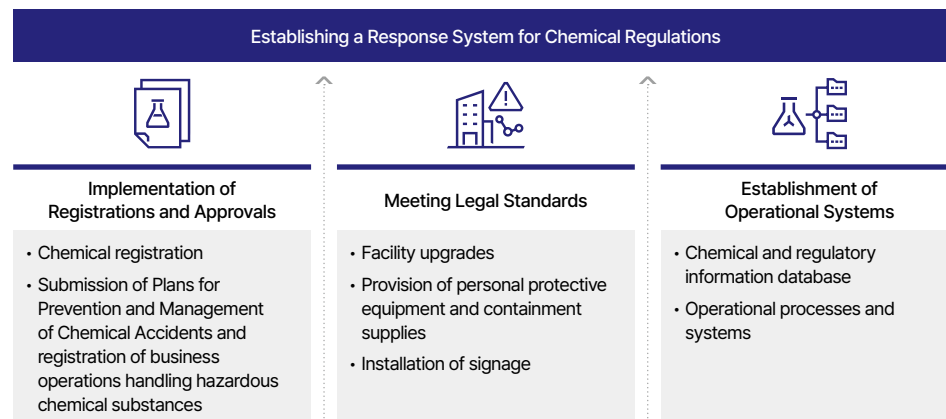
of 74 types of perfluorinated compounds in the tests

## Risk Management

### Compliance and Response to Waste and Hazardous Chemical Regulations

**Samyang Group** ensures transparent disclosure of key product information by preparing and maintaining Material Safety Data Sheets (MSDS) in compliance with relevant laws, including the Occupational Safety and Health Act and the Chemical Substances Control Act. These MSDS are systematically managed in accordance with the United Nations' Globally Harmonized System of Classification and Labelling of Chemicals (GHS). Completed MSDS documents are published on the company's website, and MSDS-based warning labels are affixed to chemical product containers so all employees can handle products safely. At Samyang Corporation's Jeonju EP Plant, the accuracy and timeliness of MSDS preparation are strictly managed, with performance linked to the KPIs of the Quality Management Division staff. Samyang Group rigorously complies with the Act on Registration and Evaluation of Chemical Substances and the Chemical Substances Control Act, regularly conducts training programs to prevent chemical accidents and ensure safe handling. Samyang Group utilizes its integrated Environment, Safety, Health (ESH) System to manage hazardous chemicals throughout the entire product lifecycle—from procurement and manufacturing to use and disposal. The Group continuously enhances this system to effectively reduce chemical-related risks. Furthermore, **Samyang Group's** Chemical Business proactively responds to tightening environmental regulations to minimize legal risk and is committed to developing a leading environmental management system aligned with ESG principles. The Group also pursues ongoing research to reduce the use of hazardous substances in development and process improvements, and to minimize hazardous substances in final products.

### Response System for Chemical Regulations



## Metrics and Targets

**Samyang Group** is committed to minimizing its environmental impact through systematic goal-setting focused on reducing waste and expanding resource circulation. For 2030, **Samyang Holdings** and **Samyang Corporation** have set a target waste recycling rate of up to 98%, while Samyang Packaging targets 99%. **Samyang KCI** continues to enhance on-site waste separation and develop comprehensive resource circulation processes. Across the Group, concerted efforts are underway to increase the recycling rate while gradually reducing landfill and incineration.

In managing hazardous chemicals, **Samyang Group** adopts a rigorous, prevention-centered approach. All affiliates strive to achieve zero hazardous chemical leaks and zero violations of environmental regulations. To achieve these goals, the Group conducts regular inspections, implements proactive prevention measures, provides employee education, and continuously upgrades response manuals. These measures help minimize legal risks and ensure a safe working environment.



## Metrics and Targets

### Air Pollutants

**Samyang Group** operates a group-wide environmental management system to minimize emissions of key air pollutants—including SOx, NOx, particulate matter, and odors—and to prevent water and soil contamination. All business sites ensure that emission concentrations remain below legal limits, and enforce even stricter internal standards to rigorously manage pollutant levels. If equipment or process anomalies threaten to exceed limits, immediate corrective action is taken to ensure compliance.

As part of its technical measures, **Samyang Group** shortens replacement cycles for activated carbon, packing materials, and filters to maintain optimal pollutant removal efficiency. The Group has installed low-NOx boilers and wet scrubbers to physically and chemically treat nitrogen oxides and particulate matter. Pollution control systems are continuously enhanced to improve performance and environmental protection. In addition, air emissions monitoring systems enable real-time tracking of pollutant emissions and control facility operations. Emissions concentrations are measured monthly, quarterly, or semiannually, according to site size and substance, enabling continuous monitoring and ensuring both internal and legal compliance.

#### Samyang Packaging's Air Pollutant Emissions Compared to Regulatory Standards

Reporting Details		Samyang Packaging		
Category	Unit	Legal Discharge Permit Standards	Internal Discharge Permit Standards	Internal Standard Calculation Rate
<div><div>Dust</div><div>&gt;</div></div>	PPM	25	17.5	70%
<div><div>NOx</div><div>&gt;</div></div>	PPM	60	42	70%
<div><div>SOx</div><div>&gt;</div></div>	PPM	70	49	70%
<div><div>Hydrogen Chloride</div><div>&gt;</div></div>	PPM	4	2.8	70%

#### Samyang Corporation's Air Pollutant Emissions Compared to Regulatory Standards

Reporting Details		Samyang Packaging		
Category	Unit	Legal Discharge Permit Standards (*1)	Internal Discharge Permit Standards (*2)	Internal Standard Calculation Rate
<div><div>Dust</div><div>&gt;</div></div>	PPM	27	15	55%
<div><div>NOx</div><div>&gt;</div></div>	PPM	100	56	56%
<div><div>SOx</div><div>&gt;</div></div>	PPM	120	60	50%

(\*1) Average allowable limits vary by emission facility type and scale.  
(\*2) Internal standards differ by site, but all are managed below the respective legal thresholds.

# Occupational Safety and Health

## Governance

### Safety and Health Governance

**Samyang Group** ensures that the CEOs of Samyang Holdings, Samyang Corporation, Samyang Packaging, and Samyang KCI are each responsible for preventing industrial accidents by establishing group-wide Safety and Health Management Guidelines that form the foundation of the Samyang Group's safety governance. Based on these guidelines, each organization is managed accordingly. Under the leadership of the Safety and Health Officer, Samyang Group has formed the Occupational Safety and Health Committee and the Safety and Health Council, establishing a governance structure that addresses the safety and health of not only employees but also those of suppliers. The Occupational Safety and Health Committee, composed of both labor and management representatives, deliberates and makes decisions on key safety and health issues. Through these mechanisms, the Group aims to prevent industrial accidents and foster a pleasant work environment, thereby enhancing overall safety and health standards and protecting the safety and well-being of all workers.

The Safety and Health Council, which includes representatives from on-site suppliers, convenes monthly to facilitate communication between primary contractors and subcontractors, address safety and health issues, and address related concerns. These meetings provide a platform to share suppliers' safety procedures, conduct risk assessments, review accident cases from similar industries, and discuss workplace safety and health issues. The Group identifies and implements proactive measures to mitigate the risk of accidents and eliminate hazards. Furthermore, Samyang Group regularly conducts joint safety inspections with suppliers to identify and improve on-site hazards. These efforts help prevent incidents and minimize risks, supporting the creation of a safe environment where all employees can work with confidence.

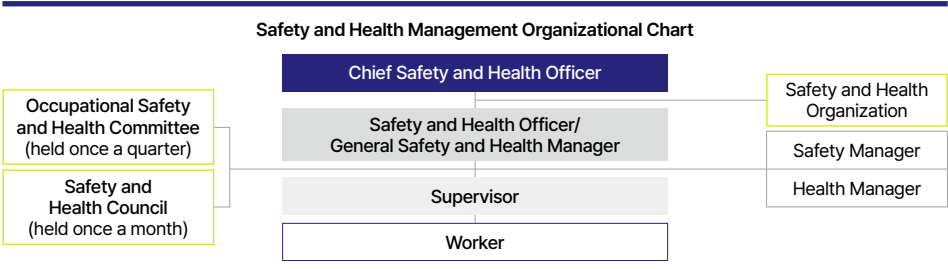
**Samyang Group** has appointed plant managers as General Safety and Health officers, empowering them with the authority and responsibility to oversee all contracted operations. The Group also maintains dedicated safety and health teams within each affiliate: the Safety and Health Part within the Biopharm Planning Team at Samyang Holdings, the Safety and Health Part under the ESG Team at Samyang Corporation, the Safety and Health Part within the Management Support Team at Samyang Packaging, and the ESH Part under the Operations Team at Samyang KCI. These teams provide company-wide supervision, guidance, and monitoring of workplace safety and health matters.

The dedicated departments for safety and health at **Samyang Holdings**, **Samyang Corporation**, and **Samyang Packaging** conduct semiannual reviews of each business site's compliance with safety and health obligations and evaluate the performance of General Safety and Health officer.

General Safety and Health officer reports their semiannual performance to the CEO, covering identification and mitigation of hazards and risk factors, collection of employee feedback and implementation of improvements, management of safety and health for third-party workers such as contractors and outsourced staff, and the establishment and execution of recurrence prevention measures for accidents, as stipulated in the Serious Accidents Punishment Act. Based on these reports, the CEO issues directives for the improvement of any unresolved issues, thereby operating a virtuous cycle that creates safe and healthy workplaces and supports the prevention of industrial accidents.

**Samyang Packaging** holds a monthly face-to-face integrated safety and health meeting attended directly by top management to strengthen safety and health oversight. Participants include management representative, Safety and Health Officer, supervisors, and Environment, Safety, and Health personnel from all four plants. The agenda covers semiannual inspection reports related under the Serious Accidents Punishment Act, presentations on safety and health improvement outcomes, compliance status with related laws and regulations, monthly industrial accident statistics, monthly safety and health issues and concerns, and case studies of incidents.

**Samyang KCI** holds a monthly face-to-face Integrated Safety and Health Patrol, attended by top management, to reinforce safety and health supervision. Participants include the CEO, Safety and Health Officer, and the ESH Part. To enhance communication and gather employee feedback, a monthly joint labor-management inspection is conducted, involving the ESH Part and the Honorary Occupational Safety Supervisor, who represents employees. The Safety and Health Patrol actively identifies and evaluates on-site hazards and risks, ensuring continuous supervision so that necessary improvements are implemented effectively.



\* Samyang Holdings, Samyang Corporation, and Samyang Packaging

## Strategy

### Three-year Mid- to Long-term Strategy and Initiatives for Safety and Health

**Samyang Group** prioritizes occupational safety and health, guided by a management philosophy that emphasizes human dignity. The Group is committed to fostering a safe work environment where both local communities and employees can operate securely. To this end, **Samyang Group** endeavors to cultivate an autonomous safety culture and establish an accident-free workplace. To achieve these objectives, the Group has established three safety and health strategies, and a three-year mid- to long-term plan, and is actively implementing them.

#### Mid- to Long-term Strategy and Plan for Safety and Health

Mission	Based on the management philosophy of “Respect for Humanity,” we place occupational safety and health as our top priority in all business activities, striving to achieve the highest level of workplace safety.		
Goal	Establishing an accident-free Workplace by Fostering an Autonomous Safety Culture		
Strategy	Strengthening responsible management centered on safety and health	Integrating and advancing safety and health management activities through improvement of the Safety and Health Management System	Improving safety and health awareness and establishing an autonomous safety culture through internalization of safety culture
Initiatives	2025	2026	2027
Strengthening responsible management >	<ul style="list-style-type: none"><li>Expanding the reflection of safety and health goals in KPIs</li><li>Strengthening the professional competency of safety officers</li></ul>	<ul style="list-style-type: none"><li>Inspecting supplier compliance systems with the Serious Accidents Punishment Act</li><li>Strengthening suppliers’ safety and health management capabilities</li></ul>	<ul style="list-style-type: none"><li>Evaluating the internalization of safety leadership</li><li>Benchmarking globally recognized companies with excellent safety and health management</li></ul>
Advancing safety and health activities >	<ul style="list-style-type: none"><li>Enhancing information exchange between business sites</li><li>Advancing the integrated Group ESH System</li></ul>	<ul style="list-style-type: none"><li>Introducing a Smart Safety Monitoring System</li><li>Expanding mobile safety and health operations</li></ul>	<ul style="list-style-type: none"><li>Expanding the application of the smart safety monitoring system</li><li>Introducing an AI-based accident prevention platform</li></ul>
Establishing an autonomous safety culture >	<ul style="list-style-type: none"><li>Strengthening promotions and campaigns and raising awareness</li><li>Integrating safety culture</li></ul>	<ul style="list-style-type: none"><li>Spreading safety and health awareness culture</li><li>Establishing an autonomous safety culture</li></ul>	<ul style="list-style-type: none"><li>Training internal auditors for safety culture</li><li>Institutionalizing efforts to internalize safety and health practices</li></ul>



## Strategy

### Safety and Health Management Policy and Guidelines

To realize its safety and health philosophy, **Samyang Group** establishes Safety and Health Management Policies approved by the ESG Committees of each major affiliate—Samyang Holdings, Samyang Corporation, Samyang Packaging, and Samyang KCI—and implements these policies across the entire organization. The Group's Safety and Health Management Policy goes beyond regulatory compliance, focusing on three core principles: preventive risk management, enhancing on-site safety awareness, and responsible execution based on executive leadership.

Each affiliate's CEO establishes Safety and Health Guidelines tailored to the specific characteristics and risk levels of each business site and communicates them to all employees, thereby fostering a group-wide safety culture. These guidelines include: ▲voluntary employee engagement, ▲strict legal compliance, ▲proactive identification and mitigation of hazards and risks, and ▲systematic operation and continuous improvement led by management. Under the principle that all members actively engage in safety and health activities, the Group is enhancing its capacity to implement these measures.

In accordance with the Occupational Safety and Health Act and related regulations, **Samyang Group** applies these guidelines equally to all workers at business sites under its management, including those of partner companies. The Group also engages in joint safety management activities with suppliers to raise safety and health standards across its operations. **Samyang Group** remains committed to strengthening the safety and health capabilities of all affiliates, striving to achieve legally compliant, safe workplaces and further reinforce a safety culture as the foundation for sustainable value creation.









#### Safety and Health Management Policy

Samyang Holdings  Samyang Corporation  Samyang Packaging  Samyang KCI 

### Safety and Health Management Regulations

**Samyang Group** has established and adheres to Safety and Health Management Regulations in accordance with the Occupational Safety and Health Act to provide a safe working environment for all employees of Samyang Group and its business partners. The Group conducts regular inspections and continuous improvement activities targeting hazardous machinery and equipment, protective devices, electrical installations, and hazardous materials. Annually, based on these regulations, the Group sets safety and health objectives, evaluates performance, and implements improvements, thereby operating a structured and systematic safety and health management system. When revising safety and health regulations, **Samyang Group** actively seeks and incorporates employee feedback, finalizing revisions through a resolution of the Occupational Safety and Health Committee. Through its safety and health organization, **Samyang Group** establishes standard regulations and applies them to all business sites, thereby raising the overall standard of safety management. Additionally, by incorporating updates from newly amended laws and regulations, **Samyang Group** complies with legal requirements, shares the latest trends, and provides institutional support to ensure effective implementation on-site.

#### Safety and Health Management Regulations




<p>➤ <b>Safety and Health Management System</b></p> <p>Appointment of the Safety and Health Officer, General Safety and Health Manager, supervisors, and safety/health managers</p> 	<p>➤ <b>Safety and Health Education</b></p> <ul style="list-style-type: none"> <li>- Job-specific training: Responsible officers and safety/health personnel</li> <li>- Education for workers: education for supervisors, regular education for workers, education for new employees, and education upon change of duties</li> </ul> 
<p>➤ <b>Measurement of Work Environments</b></p> <p>Measurement of hazardous factors such as harmful chemicals</p> 	<p>➤ <b>Safety-related Laws</b></p> <p>Occupational Safety and Health Act, Energy Use Rationalization Act, Electrical Safety Management Act, Act on Fire Prevention and Safety Control, High-Pressure Gas Safety Control Act, Act on the Safety Control of Hazardous Substances, and Chemical Substances Control Act</p> 
<p>➤ <b>Risk Assessment</b></p> <p>Regular, occasional, and ongoing assessments</p> 	<p>➤ <b>Safety and Health Inspections</b></p> <p>Implementation of safety inspections and identification of hazards and risk factors</p> 
<p>➤ <b>Process Safety Report</b></p> <p>Inspection of the implementation of Process Safety Management (PSM) and revision of PSM report</p> 	<p>➤ <b>Safety and Health Plans</b></p> <p>Establishment of safety and health plans</p> 

## Strategy

### Strengthening Company-wide Safety and Health Management Activities

**Samyang Group** is committed to fostering a safe and healthy working environment for all stakeholders, including employees and suppliers, by ensuring adherence to the Group's Safety and Health Management Policy. To achieve this, the Group carries out a variety of safety and health management activities under three policy pillars: Strengthening Preventive Activities, Enhancing Safety Awareness, and Reinforcing Responsible Management. The Group collaborates with contractors to conduct joint inspections in response to safety and health incidents. Regular safety inspections are performed through labor-management cooperation, with any identified hazards and risks promptly addressed. In addition, to prevent accidents caused by aging equipment, the Group continuously invests in new equipment and undertakes timely repairs and upgrades of existing facilities.

#### Safety and Health Management Activities

Strengthening Prevention Activities	Improving Safety Awareness	Strengthening Responsible Management
		
Measurement of the work environment	Monthly safety and health inspection day events	Quarterly joint safety and health inspections
Risk assessment	Occupational safety and health pledge ceremonies and rewards for outstanding employees who practice safety	Establishing and operating the safety and health zero-accident KPIs
Inspection of safety and health at business sites	Zero-accident achievement events	Establishing safety and health plans
Operating Process Safety Management (PSM)	Industrial accident prevention campaign	Building a safety education system for visitors
Safety and Health Management System certification	Emergency response training	
Safety and health diagnosis consulting	Risk assessment presentation contest	
Permit To Work (PTW)		
Health counseling		

**Samyang Holdings, Samyang Corporation, and Samyang Packaging** develop systematic annual safety and health plans, which are reported to and approved by the Board of Directors. Upon approval, these plans are diligently implemented across the organization, with periodic evaluations conducted to assess their execution. The evaluation results are analyzed to assess changes and performance in safety and health management at each business site, forming the basis for the following year's plans. This establishes a virtuous cycle in safety and health management.

To clarify safety and health standards at each business site and prevent industrial accidents, the Group also conducts various safety and health campaigns, including safety slogan contests and risk assessment presentation competitions.

#### Safety and Health Management Process

Category	Activity Details	Period
Inspection of Safety and Health Goals	<ul style="list-style-type: none"><li>Establishing safety and health goals</li><li>Establishing budgets for disaster prevention</li></ul>	Annually
Distribution of Management Guidelines	<ul style="list-style-type: none"><li>Identifying legal and regulatory obligations</li><li>Reporting targets for safety and health education</li></ul>	Annually
Inspection of Safety and Health Performance	<ul style="list-style-type: none"><li>Distributing Safety and Health Management Guidelines</li><li>Inspecting performance regarding safety and health goals (semiannually)</li><li>Reporting risk assessment results (annually)</li><li>Reporting results for the identification and improvement of hazards and risk factors (annually)</li><li>Reporting budget execution outcomes (semiannually)</li><li>Evaluating the work performance of safety and health officers (semiannually)</li><li>Reporting the results of the Occupational Safety and Health Committee meetings (quarterly)</li></ul>	Semiannually
Evaluation of Safety and Health Goals Attained	<ul style="list-style-type: none"><li>Reporting the results of suppliers council meetings (monthly)</li><li>Reporting safety and health training outcomes (semiannually)</li><li>Reporting emergency response drill results (semiannually)</li><li>Reporting work suspension status (as needed) (semiannually)</li><li>Reporting contractor selection results (semiannually)</li><li>Reporting contractor safety and health cost usage (semiannually)</li><li>Reporting compliance with safety and health obligations (semiannually)</li></ul>	Annually

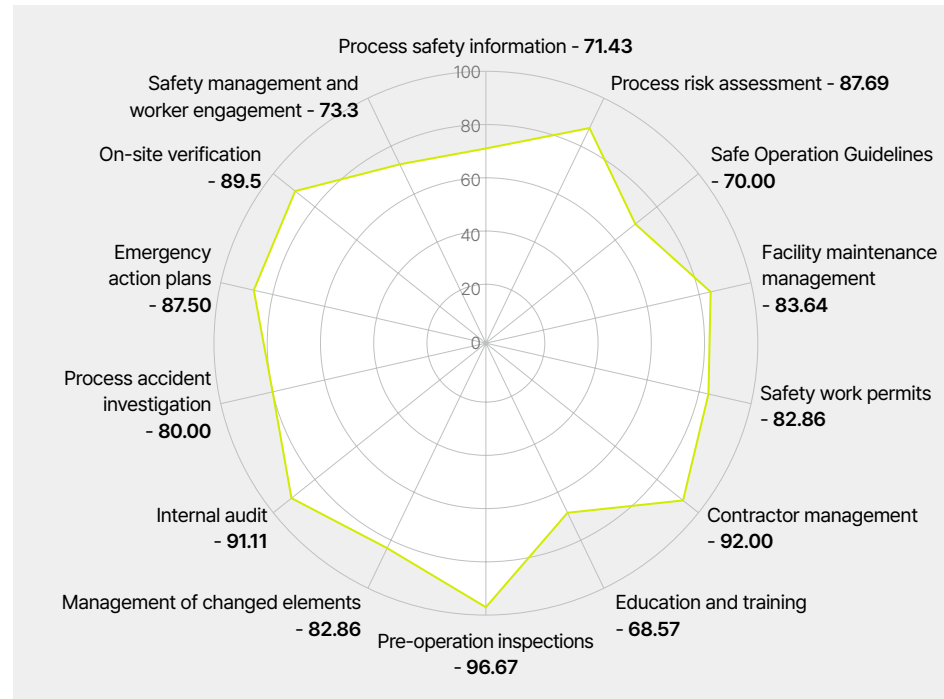
## Strategy

### Strengthening Company-wide Safety and Health Management Activities

#### Internal Audit of Process Safety Management (PSM)

**Samyang Corporation** and **Samyang KCI** regularly conduct internal audit of process safety management (PSM) with support from external consulting firms. These inspections are crucial for ensuring the systematic implementation and continuous improvement of PSM. During these inspections, the companies meticulously assess how closely each PSM department adheres to the PSM report's guidelines and evaluate the integration of a safety culture and the efficiency of the PSM system's operation. The Group's goal is to enhance safety management across the company and to proactively manage potential risks by swiftly addressing any deficiencies identified.

#### Results of the In-house Inspection of Samyang KCI

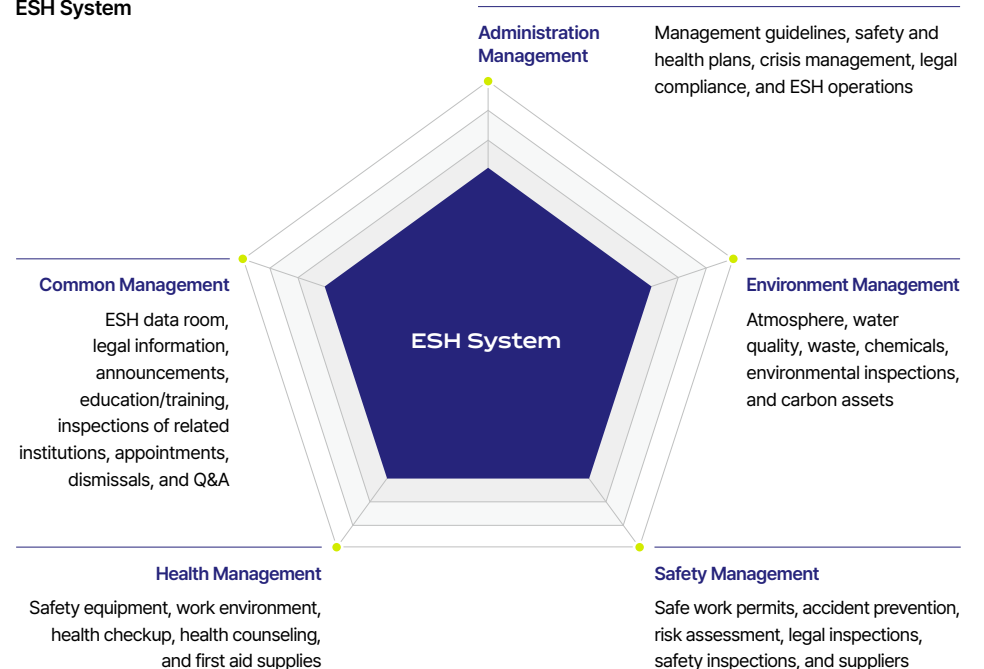


#### Operation of Integrated Group ESH System for Safe Business Sites

**Samyang Group** operates an integrated Group Environment, Safety, and Health (ESH) System across the organization as a structured and comprehensive management platform to proactively respond to increasingly stringent environmental and safety regulations. This system is designed to help environmental, safety and health personnel efficiently manage data across all operational areas, facilitate information sharing within the organization, and improve management capabilities while ensuring consistency and operational efficiency.

Through this system, the Group proactively mitigates legal risks and strengthens its capacity to respond to environmental, safety, and health issues. Furthermore, by advancing the ESH System and embedding it on-site, the Group aims to enhance the execution of safety and health management, establish a robust company-wide safety culture, and achieve sustainable development.

#### ESH System



## Strategy

### Safety and Health Education

**Samyang Group** conducts systematic safety and health education to prevent workplace accidents and enhance employees' safety awareness. In accordance with the Occupational Safety and Health Act, the Group provides job-specific training for Safety and Health Officers, Safety Managers, and Health Managers, along with regular, onboarding, duty-change, and special training for workers and supervisors. To further strengthen the organization's ability to respond to incidents and emergencies, the Group also conducts emergency response drills. In addition, **Samyang Group** promotes the professional development of its safety and health personnel through training, competency-building activities, and a certification allowance support system. The Group ensures legal compliance at each business site by appointing personnel with national technical qualifications, as required under relevant regulations.

At **Samyang KCI**, safety and health culture is recognized as a core component of corporate culture. To solidify this, **Samyang KCI** provides monthly safety and health training, including Process Safety Management (PSM), for all employees. Training covers safe work procedures for hazardous elements identified through risk assessments of machinery, equipment, and processes, as well as the sharing of incident case studies, proper use of safety equipment, and first aid. This industrial accident prevention program contributes to fostering a safe and healthy working environment and reinforces the Group's commitment to making safety and health the highest priority and a core operational principle.

#### Specialized Safety and Health Training by Role and Position

**Samyang Group** systematically provides tailored safety and health training based on job position and role, strengthening the competencies of all employees. Safety and Health Officers, including top executives, must complete six hours of training every two years, covering topics such as the Occupational Safety and Health Act, industrial accident prevention, hazardous and risk factor management, and their own roles and responsibilities. Supervisors, including team leaders at production sites, complete 16 hours of annual training focused on practical content: safety and health management, the Occupational Safety and Health Act, risk assessment and management procedures, hazardous work management, human error prevention, accident case analysis and recurrence prevention, and worker health protection.

**Samyang Group** also conducts regular training for all employees, including those in sales, production, and office roles. Sales and production staff receive 12 hours of training per half-year, and office staff complete 6 hours per half-year. Topics include occupational safety and accident prevention, hazard and risk management, chemical safety management, proper use of personal protective equipment, and worker health protection. Through these continuous education programs, **Samyang Group** ensures that all employees help create and maintain a safe and healthy work environment.

#### Safety and Health Personnel Workshop

From October 23 to 24, 2024, **Samyang Group** held a two-day, one-night workshop for safety and health personnel at the Central R&D Center's training facility in Daejeon, hosted by the Management Support PU. Representatives from 12 business sites participated, sharing exemplary safety and health management practices and benchmarking best practices across the Group. One team received the grand prize, while three teams were awarded excellence prizes, fostering motivation and competitiveness in safety and health management. The workshop also featured lectures by external experts on current safety and health issues, such as noise-induced hearing loss prevention and smart safety management, providing participants with practical and valuable information for on-site management.



### Simulated Training

Based on the crisis management system at the business site, **Samyang Group** conducts simulated tabletop exercises. In which responsible personnel of the crisis response organization convene at predetermined locations to review risk response procedures through documents. In addition, the Group carries out simulated training addressing various accident scenarios. This training involves a thorough examination of the measures and procedures that the headquarters, business sites, and each department should implement. This training helps internalize the response procedures in preparation for actual crises, thereby enhancing the organization's overall crisis response capabilities. Such simulated training not only improves **Samyang Group's** ability to manage crises but also increases employees' awareness of crisis response.

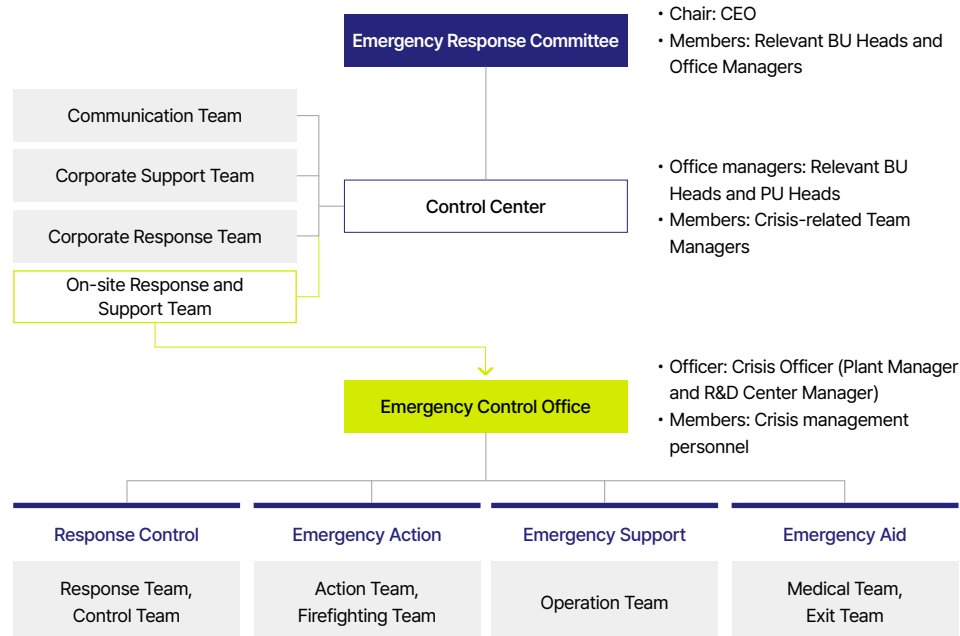
## Risk Management

### Crisis Response Organization

**Samyang Group** has established a group-wide crisis response organization to prepare for emergencies or unexpected incidents at business sites. This organization operates on a non-permanent basis and is activated according to predefined procedures when a crisis arises.

When a crisis occurs, the Crisis Officer at each business site establishes an emergency control center and reports the situation through both the official reporting line and the reference communication line. Upon receiving this report, headquarters activates the Control Center based on the incident's severity and convenes the Emergency Response Committee to manage the incident at the Group level and support the business site. All accidents, regardless of severity, are reported to the CEO. Recurrence prevention measures are established, and the results of their implementation are regularly reported to the CEO.

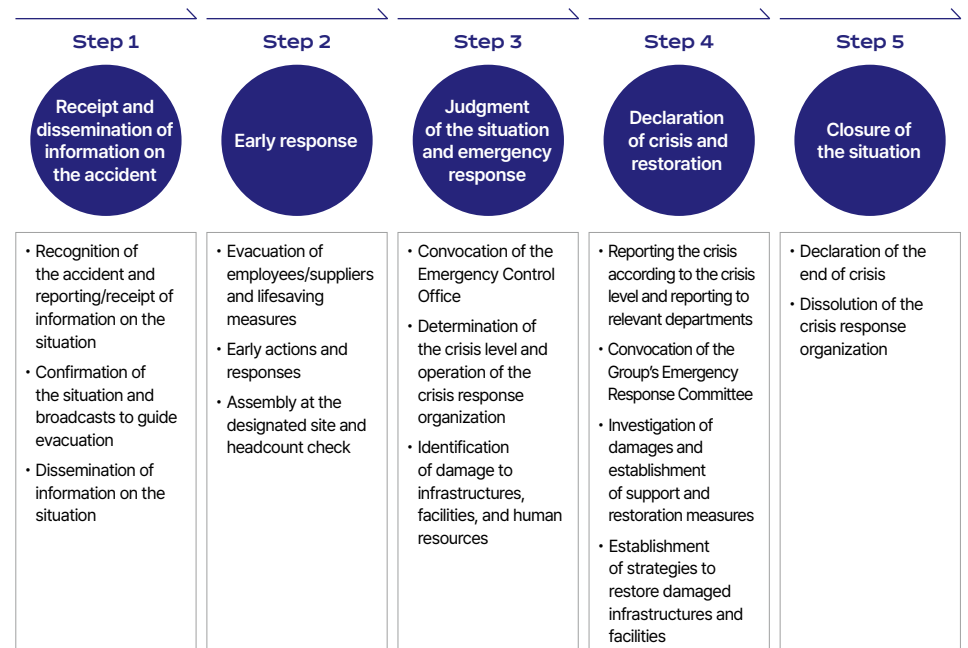
#### Crisis Management Organizational Chart



### Crisis Management Process

**Samyang Group** operates a Crisis Management System designed to prevent crises from materializing, prepare, respond effectively, and recover to minimize their impact. The Crisis Management System systematically institutionalizes core elements, such as organization and documentation, along with various crisis management activities, to build and operate a robust, group-wide framework for crisis response.

**Samyang Group's** Crisis Management System is designed to protect both tangible and intangible assets in the event of a crisis, minimize damage, and prevent the spread of secondary harm. The system operates with the following key objectives: 1) protecting the lives and ensuring the safety of employees and suppliers; 2) safeguarding assets such as facilities, information, and corporate image; 3) securing the trust of shareholders including customers and stockholders; and 4) strengthening the crisis response capabilities of employees and suppliers while fostering a culture of crisis management.





## Risk Management

### Inspecting the Crisis Response Status at Business Sites

**Samyang Group** has established a structured and effective crisis management system to prepare for potential crises at its business sites. The Group regularly assesses the adequacy and effectiveness of this system and pursues continuous improvement through activities including status assessments, education, training, evaluations, document management, and management reviews. This systematic approach to responses ensures appropriate and rapid actions while keeping the stable operation of business sites during a crisis.

**Samyang Group** has established procedures to respond swiftly and systematically in the event of a crisis, always prioritizing employee safety. **Samyang Group** classifies its crisis response procedures into three stages: incident reporting and situation dissemination, situation assessment and implementation of emergency response actions, and activation and termination of group-level operations. The Group's Crisis Response Manual ensures that all essential steps are included in each stage.

**Samyang Group** rigorously complies with the requirements of the Occupational Safety and Health Act by establishing and operating Safety and Health Management Guidelines. To meet the requirements of the Serious Accidents Punishment Act, the Group conducts ongoing internal safety inspections and improvements. The Group also regularly holds crisis response drills to prepare for situations that could seriously affect both business sites and the Group as a whole.

#### Conducting Joint Safety and Health Patrols

**Samyang Group** continuously strives to strengthen its safety and health management and has made safety and health the highest priority in all business activities. The Group conducts regular safety and health inspections at all business sites and, based on inspection results, identifies monthly improvements to implement proactive, preventive safety management. These improvement measures are developed into site-specific safety proposals, and swift actions and follow-up inspections are conducted in cooperation with relevant departments, resulting in tangible and practical safety improvements.

**Samyang Group** provides all employees with regular safety rule training, along with tailored education on relevant safety and health regulations and job-specific risk factors. Dedicated training is also provided for new hires and supplier employees to maintain a consistently high standard of safety throughout the organization. Going forward, **Samyang Group** will continue to enhance safety improvement initiatives that incorporate feedback from the field and will make group-wide efforts to establish a safety culture rooted in voluntary participation and shared accountability.

#### Primary Purposes

- Appropriateness of the crisis management system
- Up-to-date status
- Appropriateness and suitability of the training
- Appropriateness, suitability, and implementation status of maintenance and inspection activities

#### Execution System



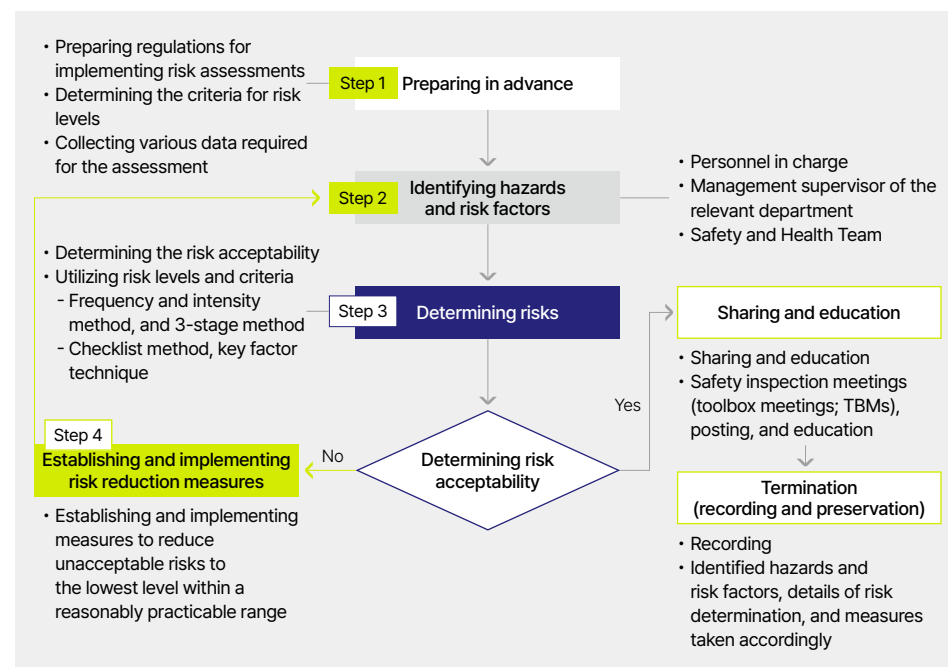
## Risk Management

### Risk Assessment

**Samyang Group** conducts annual risk assessments at all business sites to systematically identify hazards and risk factors in the workplace and to determine areas needing improvement. Based on the results of these assessments, the Group establishes the number of improvements required and implements specific mitigation measures for each risk factor, providing employees with a safer work environment.

In addition to these regular assessments, **Samyang Group** conducts ongoing activities to continuously identify and address hazards and risk factors, proactively eliminating potential dangers and practicing accident prevention-focused safety management. This series of procedures is conducted through a structured process that includes advance preparation, training, information sharing, and improvement implementation, all of which contribute to building a safety-first organizational culture.

### Risk Assessment Process



### Key Results of 2024 Risk Assessments and Corrective Actions

Division	Identified Risk	Corrective Action
Samyang Holdings	Risk of workers inhaling solvent gas during glassware cleaning	Installed additional local exhaust ventilation above the cleaning area to reduce solvent gas exposure
	Risk of workers colliding with open fire doors	Replaced doors with glass fire doors to improve visibility and reduce collision risk
Samyang Corporation	Fall risk when accessing the top of the dust collector for inspection and cleaning	Improved the width of the stepping platform used to access the top of the dust collector
	Fall risk due to interference between platform and top cover of inlet during movement	Relocated safety platform stairs and replaced the hoist with a wireless remote control
Samyang Packaging	Fall risk due to a narrow staircase at the injection molding machine gate	Completed construction to widen the staircase
	Collision risk due to sharp corners around labeling machine	Installed corner protection covers
Samyang KCI	Fall risk during work on top of tank lorry	Installed safety harness anchor structures
	Leak risk from portable containers for hazardous chemicals	Introduced spill containment pallets

### Number of Items Needing Improvement and Improved Items Based on Health and Safety Risk Assessment Results

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Number of items needing improvement based on risk assessment results	Cases	171	294	357	650	572	913	1,930	627	416	129	119	29
Number of items that were improved based on risk assessment results	Cases	164	260	355	639	539	851	1,622	627	405	127	114	29
Percentage of identified cases that have been improved	%	95.91	88.44	99.44	98.31	94.23	93.21	84.04	100.00	97.36	98.45	95.80	100.00
Number of hazards and risk factors have been identified except risk assessment results	Cases	-	49	824	-	3,237	5,960	-	-	215	-	138	305
Number of hazards and risk factors that have been improved except risk assessment results	Cases	-	49	821	-	3,173	5,913	-	-	215	-	138	257
Percentage of identified cases that have been improved	%	-	100.00	99.64	-	98.02	99.21	-	-	100.00	-	100.00	84.26

\* Identification of risk factors beyond risk assessment has been conducted since 2023.

## Risk Management

### Safety and Health Management System

**Samyang Group** regards the safety and health of its employees as the highest management priority and implements safety and health management as a core commitment to sustainable growth and the fulfillment of social responsibility. Recognizing that industrial accidents can significantly affect not only individual workers but also production activities and the broader community. For this reason, **Samyang Group's** approach goes beyond responding to incidents after they occur, with the aim of establishing a proactive safety and health culture rooted in prevention.

**Samyang Group** has established and operates a Safety and Health Management System aligned with the international standard ISO 45001. This system extends beyond simply obtaining certification; it is implemented through a systematic PDCA (Plan-Do-Check-Act) cycle, which includes risk assessment-based strategy planning → goal setting → development of implementation plans → execution of activities → inspections and corrective actions → review by top management. This structured approach is designed to create a practical foundation for safety and health management that reflects not only legal requirements but also stakeholder expectations, changes in the social environment, and industry-specific risks.

**Samyang Group's** key manufacturing and production sites have obtained ISO 45001 certification and proactively manage safety and health risks through regular internal audits and independent third-party assessments, advance prediction and elimination of hazards and risks, operation of on-site safety culture education and training programs, and emergency response drills.

Business sites that have not yet obtained certification are also setting safety and health management goals and roadmaps, and are pursuing ISO 45001 certification through gradual improvement. This approach includes thorough preparation such as self-assessments, gap analyses, and the development of targeted improvement roadmaps, all of which serve to strengthen safety and health management capabilities through a phased advancement strategy.

#### Certification Status of Safety and Health Management Systems by Production Site

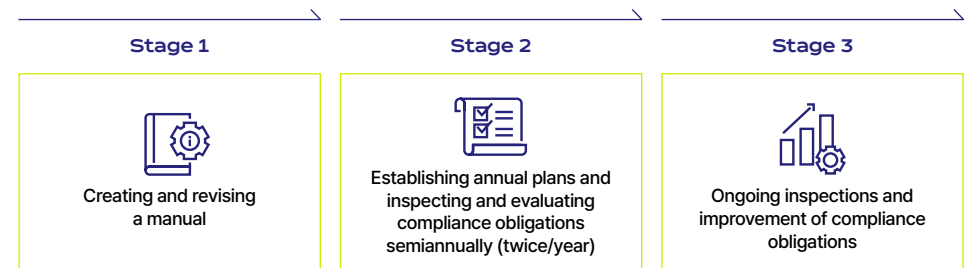
	Certification Type	Certified Business sites	Certification Rate
Samyang Holdings	ISO 45001	Pharmaceutical Plant	Rate: 33.3%
Samyang Corporation	ISO 45001	Ulsan Plant 1, Ulsan Plant 2, Incheon Plant 1, Incheon Plant 2, Asan Plant	Rate: 100%
	KOSHA-MS	Jeonju EP Plant	
Samyang Packaging	ISO 45001	Gwanghyewon Plant, Daejeon Plant 1, Daejeon Plant 2, Jincheon Plant	Rate: 100%
Samyang KCI	ISO 45001	Daesan Plant	Rate: 33.3%

### Strengthening Activities to Prevent Serious Accidents

**Samyang Group** has established clear obligations for the CEO to prevent serious accidents and remains committed to building safe workplaces through ongoing efforts. To ensure compliance with the Serious Accidents Punishment Act and to strengthen safety and health management, the Group has systematized the CEO's obligations and takes active measures to create safer business sites. Proactive prevention measures are reinforced to protect employee safety and health, with an emphasis on fostering safety awareness and practicing responsible management. This includes actively identifying and correcting hazards and risks at business sites, and the CEO continuously inspects the operation of the Safety and Health Management System to ensure its effectiveness. The Group has also developed internal safety and health manuals to provide structured oversight of safety and health at business sites, and operates a robust management system in which relevant matters are regularly reported to the CEO.

Regarding the Serious Accidents Punishment Act, **Samyang Group** manages risk through a three-step inspection and improvement process. In the first step, each business site develops and operates a manual. In the second step, the implementation of obligations at each business site is inspected and evaluated semiannually. The third step involves group-wide inspections related to the Serious Accidents Punishment Act, and any areas identified for improvement are proactively addressed.

#### Inspections and Improvement Activities to Prepare for the Serious Accidents Punishment Act



- **Period:** Jan. 1 to Jun. 30, 2024; Jul. 1 to Dec. 31, 2024
- **Details:** 13 items including the execution of the safety and health budget, identification and improvement of hazards and risk factors, and performance evaluation of general safety and health management tasks
- **Procedure:** After field/dedicated departments are inspected, the relevant information is reported to the CEO face-to-face, and approval is granted

## Metrics and Targets

### Establishing Key Safety and Health Metrics and Mid-to-Long-Term Goals

**Samyang Group** is committed to improving the working environment by making ongoing investments in safety and health activities and infrastructure, ensuring that employees can work in a safe and healthy environment. The Group develops and operates training programs to enhance employees' safety awareness, knowledge, and capabilities. These initiatives help foster a culture in which employees take responsibility not only for their own safety but also for the safety of their colleagues. Ultimately, this plays a vital role in enhancing the overall safety and health standards throughout the Group's workplaces.

To comprehensively manage the safety and health of both its employees and those of its suppliers, **Samyang Group** establishes mid-to-long-term safety and health goals on a three-year cycle and implements them in a systematic manner. Each year, the Group reviews progress and works to strengthen execution by focusing on key indicators such as: ▲achieving zero fatalities among employees and suppliers, and ▲continuously reducing the industrial Incident Rate (IR), Frequency Rate (FR), and Severity Rate (SR) across all business sites. Based on these indicators, the Group has set 17 practical safety and health goals to be attained by 2025, with implementation monitored through detailed action roadmaps and clearly defined responsibilities.

Additionally, **Samyang Group** is pursuing the goal of achieving zero legal violations at each business site under the Occupational Safety and Health Act and related regulations. To support this goal, the Group provides regular, structured safety and health training to all employees, aiming to strengthen safety capabilities within the organization and establish a culture of autonomous safety management.

\* The three-year performance data for major safety and health management indicators of Samyang Holdings, Samyang Corporation, Samyang Packaging, and Samyang KCI can be found in the ESG Facts & Figures section. [ESG Facts & Figures](#) 

### 2024 Performance and Three-year Mid- to Long-term Goals for Safety and Health

Category	Unit	Samyang Holdings				Samyang Corporation				Samyang Packaging				Samyang KCI			
		2024 (Performance)	2025	2026	2027	2024 (Performance)	2025	2026	2027	2024 (Performance)	2025	2026	2027	2024 (Performance)	2025	2026	2027
Employee accidents	Fatalities	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Incident Rate (*1)	%	0.00	0.00	0.00	0.00	0.28	0.27	0.26	0.26	0.78	0.75	0.72	0.72	1.06	0.53	0.53
	Frequency Rate (*2)	-	0.00	0.00	0.00	0.00	1.17	1.13	1.10	1.07	3.26	3.15	3.06	2.98	4.41	2.2	2.2
	Severity Rate (*3)	-	0.00	0.00	0.00	0.00	0.11	0.11	0.10	0.10	0.35	0.35	0.32	0.32	0.19	0.14	0.11
Supplier accidents	Fatalities	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Incident Rate (*1)	%	0.00	0.00	0.00	0.00	0.22	0.22	0.21	0.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Investment amount for safety and health activities		KRW million	441	1,057	490	326	14,020	12,630	13,010	13,400	4,558	4,800	4,900	5,000	494	632	710

(\*1) Incident Rate: Percentage of injured workers relative to regular workers

(\*2) Frequency Rate: Rate of injury cases per 1 million hours worked

(\*3) Severity Rate: Ratio of lost work days per 1,000 labor hours

# Product Safety and Quality

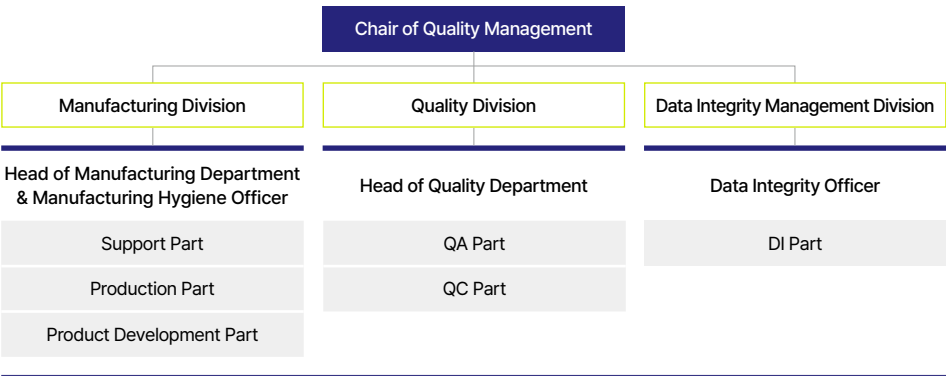
## Governance

### Quality Management Governance

**Samyang Group** recognizes quality as a core element of both corporate sustainability and customer trust. To this end, the Group has established a comprehensive Quality Management System across its entire organization. Each affiliate appoints a quality management representative and establishes a clear organizational structure, assigning specific roles and responsibilities to each department to ensure effective quality control and execution. At the group level, overarching quality objectives and principles are defined, which guide the development of detailed action plans tailored to each department's circumstances. This ensures consistent implementation across all business units.

To achieve its quality goals, **Samyang Group** places the highest priority on customer safety. The Group applies rigorous quality standards at every stage, from raw material procurement through manufacturing and distribution, to ensure the safety and reliability of its products. Systematic safety checks and preventive measures are conducted at every phase of production, enabling the Group to provide products that customers can use with confidence.

#### Quality Management Organizational Chart



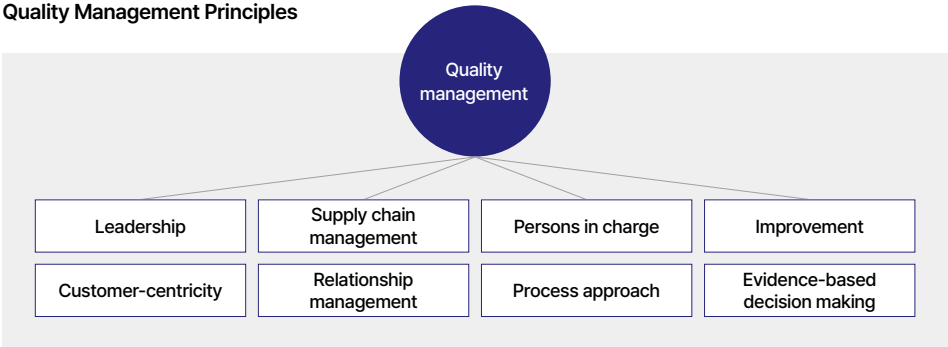
In pursuit of world-class quality, the Group continuously advances its quality standards and actively invests in internal improvement initiatives and infrastructure. By implementing innovative quality systems, the Group proactively prevents defects in the production process, while also establishing a foundation for efficient resource use and cost reduction.

**Samyang Group's** group-wide quality management strategy plays a vital role in enhancing global competitiveness, realizing customer-oriented values, and reinforcing the foundation for sustainable growth.

#### Quality Goals

- Samyang Group prioritizes customer safety by taking all necessary measures in every process related to raw material procurement, manufacturing, and distribution.
- Samyang Group ensures global high-quality standards.
- Samyang Group establishes innovative quality systems to prevent defects and reduce costs.

#### Quality Management Principles





## Strategy

### Quality Management System

#### Quality Control Policy

**Samyang Group's** Quality Control Policy is rooted in the fundamental principle of rigorously implementing every necessary measure to guarantee customer safety throughout the entire product lifecycle—from raw material procurement and manufacturing to distribution. The Group has established systematic quality control standards and procedures, ensuring that quality and safety are thoroughly verified from the product development stage through mass production, market distribution, and post-market management.

**Samyang Holdings** aims to achieve world-class quality by formulating quality control policies aligned with global standards and continuously advancing its quality systems through ongoing innovation. This commitment enables the company to provide customers with safe and trustworthy products, fulfill its corporate social responsibilities, and advance sustainable management.

In accordance with the Quality Control Policy, **Samyang Corporation** regularly reviews manufacturing and quality control operations at its plants. When improvements are necessary, formal corrective instructions are issued and followed up through results evaluation, and, if required, on-site inspections. Any changes that may affect quality, such as modifications to manufacturing or testing methods, are subject to pre-assessment and field verification, with immediate corrective action taken if issues are detected. Key matters are reported to the executives, thereby enhancing transparency and accountability.

**Samyang Packaging** has established tailored quality control policies and processes at each business site, implementing rigorous quality management from product development through to mass production. The Daejeon and Jincheon plants operate under 26 testing and measurement standards, while the Gwanghyewon plant maintains 32 process control standards and 14 microbiological control criteria, all of which are strictly observed to drive continuous quality improvement.

**Samyang KCI** operates a stringent Quality Management System based on its Quality Control Policy, covering every stage, from raw material procurement, production, and quality validation to distribution and post-market support. The company conducts initial evaluations and regular audits of selected suppliers, implementing corrective measures as needed to continuously improve supply quality. Its quality control policy is regularly updated to reflect changes in market trends and customer requirements, and the company pursues mutual growth through close collaboration with its partners.

### Quality Management Training

**Samyang Group** operates an extensive range of online and offline training programs across its affiliates and business sites to strengthen employees' quality-related competencies. The Group has established a structured program framework tailored to different types of educational content, enabling systematic and effective delivery of training. In addition, the Group conducts sessions that emphasize the importance of quality awareness among employees. **Samyang Group** will continue to improve both the quality and scale of its training initiatives to further improve quality management across the organization.

### Product Quality Improvement and Innovation

**Samyang Group** is advancing its strategies and engaging in structured efforts to drive innovation in product quality. These initiatives span multiple areas, including collaborative models, advanced technology research, manufacturing process improvement, and enhanced internal quality control systems. These efforts aim to provide consumers with safer and more reliable products. The Group also responds swiftly to quality issues and fosters a field-driven culture of quality innovation by sharing best practices organization-wide. **Samyang Group** will continue to lead the market through ongoing innovation and investment in technology, ultimately maximizing customer satisfaction.

#### Samyang Holdings' Product Quality Innovation Strategy

**Samyang Holdings** is actively pursuing an open innovation strategy to accelerate product quality innovation. This approach involves proactively identifying cutting-edge technologies and actively engaging in various forms of collaboration, such as joint research, commissioned research, technology transfer, strategic investment, joint ventures, and mergers and acquisitions, to build broad partnerships. This multifaceted collaboration framework has strengthened R&D capabilities and led to measurable outcomes, including higher product quality. Going forward, **Samyang Holdings** will continue to leverage open innovation to maximize synergy with partners and drive further breakthroughs in product quality innovation.

## Strategy

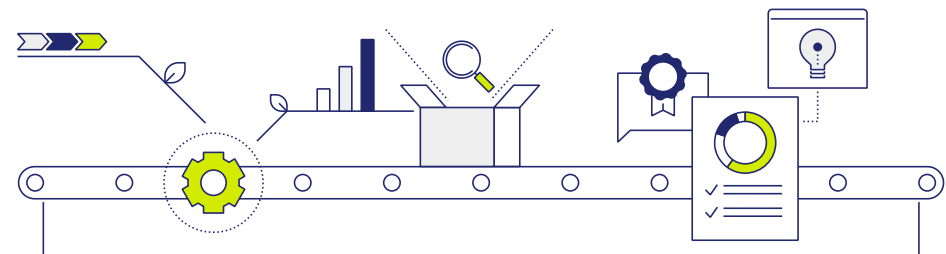
### Samyang Holdings' Product Quality Innovation Strategy

**Samyang Holdings** is also leading the global biopharmaceutical industry through continuous innovation and world-class technology. Notably, the Group has demonstrated its R&D capabilities by commercializing anticancer drugs utilizing Drug Delivery System (DDS) technology based on biodegradable polymers. By developing safe and effective pharmaceuticals using Transdermal Drug Delivery System (TDDS) technology—which enables drug delivery through the skin—the Group is contributing to improved quality of life. It has also achieved a world first by mass-producing paclitaxel, a major anticancer drug ingredient, using plant cell culture technology—an eco-friendly and stable production method recognized by the industry. In addition, **Samyang Holdings** is actively developing technologies to enhance drug delivery efficiency, such as improving the solubility of poorly soluble drugs and manufacturing techniques for oral formulations.

More recently, the Group has concentrated its efforts on developing next-generation DDS technologies for nucleic acid-based therapeutics, such as siRNA and mRNA. Through its proprietary SENS gene delivery platform, which combines cationic lipids with biodegradable polymers, the Group has established the foundation for targeted drug delivery to specific tissues. This platform expands the potential for developing gene-based therapies, including vaccines.

In the medical device field, **Samyang Holdings** leverages biodegradable materials and proprietary manufacturing technologies to develop biosurgery products and laparoscopic wound closure devices. The Group has also entered the aesthetic and cosmetic surgery market, broadening its portfolio to include high-value, high-performance medical devices.

To help build the bio industry ecosystem and strengthen global networks, **Samyang Holdings** actively participates in major healthcare investment events, including domestic and international academic conferences and the J.P. Morgan Healthcare Conference. Participation in the partnering program associated with this conference has positioned the Group at the center of discussions on technology partnerships, joint research, and investment with global biotech companies and investors.



### Samyang Packaging's Product Quality Innovation Strategy

**Samyang Packaging** is at the forefront of quality innovation in the beverage packaging industry, having become the first in Korea to introduce the Aseptic Filling System. This advanced technology sterilizes beverages at ultra-high temperatures for a brief period, then rapidly cools and fills them into sterile containers, overcoming the limitations of conventional hot-filling methods. As a result, beverages retain their original taste and aroma for longer, while products more susceptible to degradation, such as tea-based drinks, dairy beverages, protein drinks, and health-functional drinks, can be safely packaged without compromising quality. This stable production foundation ensures that consumers receive safer, higher-quality beverages. The implementation of the Aseptic Filling System also offers environmental benefits. Room-temperature filling eliminates the need for heat-resistant containers, allowing for the use of eco-friendly PET materials, which contributes to reducing plastic consumption and improving resource efficiency.

**Samyang Packaging** currently operates the largest number of aseptic beverage production lines in Korea and recently completed the expansion of its sixth aseptic line. This ongoing investment in technology and equipment not only increases production capacity but also plays a crucial role in further enhancing product quality.

### Samyang KCI's Product Quality Innovation Strategy

**Samyang KCI** has implemented a structured and comprehensive company-wide innovation strategy Total Productive Maintenance (TPM) to advance product quality improvement. In 2024, the company reinforced autonomous maintenance activities through My Machine and Zone Inspections, and regularly held quality innovation events to share best practices and establish a strong quality culture on site. Efforts were also focused on proactively preventing quality issues and responding swiftly when they occur. The company continued to standardize quality across each process step using PDCA (Plan-Do-Check-Act) cycles and applied data-driven analysis to identify and resolve problems at the organizational level. In 2025, **Samyang KCI** plans to further advance these initiatives by standardizing autonomous maintenance activities, strengthening its quality issue management system, and expanding the ongoing implementation and monitoring of PDCA activities.

Additionally, **Samyang KCI** has improved its quantitative testing process by introducing a shaking incubator and adjusting dissolution conditions, which have shortened analysis times. The introduction of an automatic titrator for sample pre-treatment has reduced manual analysis variability. The company has also developed an automated Certificate of Analysis (COA) issuance program, which has significantly reduced document preparation time and minimized human error, enhancing both operational efficiency and accuracy.

## Strategy

### Samyang Corporation's Product Quality Innovation Strategy

**Functional Food Ingredients for Health** | **Samyang Corporation** is focusing on the development of advanced functional food ingredients to promote healthier eating and improve quality of life, in line with the shift in social perspective from “how long we live” to “how well we live.” Since the completion of its Ulsan Sugar Manufacturing Plant in 1955, **Samyang Corporation** has played a key role in developing Korea's food industry. Building on its strengths in traditional food ingredients such as sugar, starch syrup, and processed fats & oils, the company is now expanding into the high-value-added functional ingredient market through R&D innovation.

In response to increasing consumer interest in healthy eating, **Samyang Corporation** is developing next-generation sweeteners such as allulose, a zero-calorie sugar substitute, which is produced through proprietary enzyme technology. These sweeteners provide clean sweetness with fewer calories than sugar and can be used in a wide variety of food products. The company's portfolio also includes oligosaccharides, sugar alcohols, and high-intensity sweeteners, reinforcing its leading position in the health and low-calorie markets. Additionally, the company produces health-oriented ingredients such as fructo-oligosaccharide and resistant dextrin, both prebiotics known to support blood sugar control and digestive health. These ingredients are manufactured under strict GMP standards at the Incheon Plant 1 and Ulsan Plant 2. **Samyang Corporation** is also actively leveraging Korea's Functional Claims Labeling System for General Foods to expand its presence in the growing prebiotics market.

#### Nexweet® Allulose

Allulose is a rare sugar naturally found in small amounts in fruits such as figs and raisins. With about 70% the sweetness of sugar, it delivers a similar taste while lowering calorie intake. Nexweet Allulose is the only zero-calorie ingredient officially registered as a food ingredient in Korea, and is produced from fructose using Samyang Corporation's proprietary enzyme technology. As a next-generation sweetener distinct from conventional sugars, allulose offers a healthier way to enjoy sweetness.

#### Fiberest® Resistant Dextrin

Resistant dextrin is a health-functional food ingredient made by enzymatic processing and fractionation of roasted starch derived from corn starch. Consumption may help suppress postprandial blood sugar, improve blood triglycerides, and trigger bowel movement. As a water-soluble dietary fiber that resists breakdown by digestive enzymes, it is widely used in a variety of health-functional foods for its physiological benefits.

### Sweetener and Dietary Fiber Calculator

**Sweetener and Dietary Fiber Calculator for Specialty Ingredients** | Samyang Corporation's website features a service that enables users to conveniently monitor nutritional changes during the manufacturing and production of products that incorporate the company's specialty ingredients. This service allows users to decrease sugars and calories while increasing dietary fiber content. The calculator offers a means to create and produce healthier food ingredients.

**Reduced-Sugar Products** | **Samyang Corporation** has launched a new product, Easy Tomorrow BOOSTER ZERO, a hangover relief beverage containing glutathione, an ingredient whose effectiveness has been demonstrated through human trials. With zero calories, zero grams of sugar, and reduced sodium content, the product offers a lighter, guilt-free alternative to the original Easy Tomorrow BOOSTER, allowing consumers to enjoy it without concern for calories or sugar.

Samgkwaehwan  
(Easy Tomorrow)  
BOOSTER

Sugars: **10g**  
/serving



Samgkwaehwan  
(Easy Tomorrow)  
BOOSTER ZERO

Sugars: **0g**,  
Allulose: **1g**  
/serving



Nutrition Facts	Total Volume: 100 mL 50kcal	
	Per 100ml Daily Value Based on Recommended Daily Intake	
Sodium	20mg	1%
Carbohydrates	11g	3%
Sugars	10g	10%
Fat	0g	0%
Trans Fat	0g	
Saturated Fat	0g	0%
Cholesterol	0mg	0%
Protein	0.3g	1%

Nutrition Facts	Total Volume: 100 mL 0kcal	
	Per 100ml Daily Value Based on Recommended Daily Intake	
Sodium	10mg	1%
Carbohydrates	2g	1%
Sugars	0g	0%
Allulose	1g	
Fat	0g	0%
Trans Fat	0g	
Saturated Fat	0g	0%
Cholesterol	0mg	0%
Protein	0g	0%

## Risk Management

### Quality Control Process

**Samyang Group** continually strengthens product safety and reliability through a sophisticated quality control process. Systematic quality management procedures are applied at every stage of the product lifecycle, and annual quality assessments are conducted to identify and address any shortcomings. The Group has also established a proactive, risk-based quality management framework, which enables early identification and management of potential risks and supports rapid response in the event of issues. Through these ongoing enhancements, **Samyang Group** strives to deliver high-quality products and services that customers can trust.

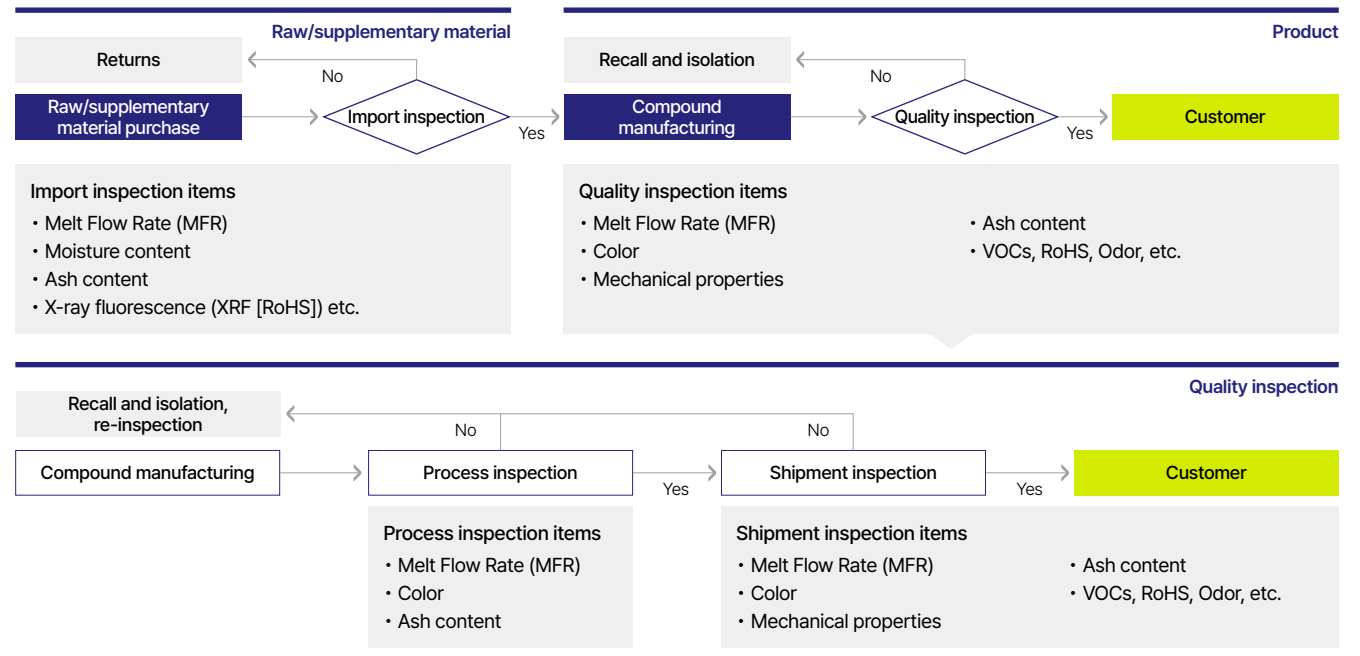
**Samyang Holdings** operates a robust Pharmaceutical Quality Management System, certified to GMP standards, to ensure continuous improvements in process performance and product quality across the entire product lifecycle. Quality risk management principles are embedded throughout the system, with risk mitigation activities, procedures, and documentation adjusted appropriately based on the degree of risk. A specialized quality risk assessment team—consisting of professionals with the necessary expertise, knowledge, and authority—performs accurate risk evaluations. All quality risk management activities are systematically documented.

**Samyang Corporation** has established quality management policies and monitoring procedures at each business site to enable real-time monitoring and control of product quality from development through mass production. The company also utilizes a comprehensive PDCA (Plan-Do-Check-Act) cycle, supported by its Enterprise Resource Management System, to systematically manage all processes—including raw material procurement, production, inspection, sales, and inventory—thereby improving operational efficiency and enhancing product quality.

#### Quality Management System for Samyang Holdings Biopharm Business

- 1 Obtaining GMP certification through regular domestic and international audits
- 2 Upgrading the GMP system by applying requirements from international regulatory guidelines
- 3 Conducting regular training for GMP personnel
- 4 Ensuring compliance with GMP standards through periodic internal audits
- 5 Establishing and operating quality policies for change management, deviations, customer complaints, returns, non-conformances, and recalls
- 6 Performing annual evaluations of product quality to assess and improve manufacturing and quality issues
- 7 Conducting management reviews
- 8 Operating the Quality Management System by applying quality risk management

#### Quality Control Process of the Samyang Corporation Chemical Business



## Risk Management

### Outsourcing Management Process

**Samyang Corporation** maintains a structured outsourcing management process to ensure that products manufactured by external contract partners maintain the same quality standards as in-house production. The company conducts regular quality audits of its partner suppliers either annually or semiannually, and suppliers with excellent performance may be transitioned to annual audits to further enhance management efficiency. In addition, periodic quality analyses are performed on products delivered by outsourcing partners to ensure consistent quality.

If a quality issue arises, **Samyang Corporation** establishes an emergency consultation framework with the supplier involved. This enables rapid identification of root causes and the formulation of preventive measures to avoid recurrence. Through this rigorous management system, **Samyang Corporation** continues to deliver high-quality products that inspire customer trust.

### Hazardous Substance Management Process

**Samyang Corporation** classifies and manages restricted and observed substances to ensure compliance with international hazardous substance standards (RoHS, ELV, REACH, etc.) and customer policies on hazardous substances in products. **Samyang Corporation** ensures that restricted substances are excluded from products, components, or packaging materials and maintains an integrated management system.

#### Hazardous Substance Management Procedure of Samyang Corporation

	Design	Approval	Mass Production	Shipment
R&D	<ul style="list-style-type: none"><li>Design products within hazardous substance standards</li><li>Verify compliance with customer hazardous substance standards</li></ul>			
Procurement	<ul style="list-style-type: none"><li>Check for the presence of hazardous substances</li></ul>			
Production			<ul style="list-style-type: none"><li>Comply with the Hazardous Substance Management System</li></ul>	
Quality	<ul style="list-style-type: none"><li>Establish a hazardous substance management</li><li>Test for hazardous substances</li></ul>	<ul style="list-style-type: none"><li>Check compliance with customer hazardous substance standards</li></ul>		<ul style="list-style-type: none"><li>Sample inspection of shipped products</li><li>Confirm compliance with customer hazardous substance standards</li></ul>

### Product Safety Management

**Samyang Group** prioritizes ensuring the safety and reliability of its products for customers. To this end, the Group implements robust measures across multiple dimensions and continuously reviews the suitability, adequacy, and efficiency of its safety assurance processes to maximize their effectiveness.

**Samyang Group** also rigorously complies with all relevant laws and regulatory requirements. The Group has established its own internal safety standards and developed a comprehensive suite of supporting manuals for systematic management. All products are manufactured in accordance with these standards and manuals and undergo regular inspections and oversight at every stage. Through this comprehensive approach, **Samyang Group** is committed to providing safe, trustworthy products and sustaining strong consumer confidence.

#### Samyang Holdings' Product Safety Management

**Samyang Holdings** has established a systematic Product Safety Management System that spans the entire lifecycle—from early-stage development of pharmaceuticals and medical devices to post-market surveillance. Adverse events related to marketed products are thoroughly collected and monitored, with safety information obtained through literature reviews, clinical studies, and external data analysis. This information is scientifically and medically evaluated to assess each product's benefit-risk profile, and is used to update product labeling and enhance product quality as needed.

**Samyang Holdings** diligently complies with the guidelines of major global regulatory agencies, including Korea's Ministry of Food and Drug Safety (MFDS), the US FDA, the European Medicines Agency (EMA) and EU MDR, Japan's PMDA, and China's NMPA. Even after product approval, the company continues to undergo regular inspections and supervision by these agencies regarding production processes, quality systems, and safety management.

**Samyang Holdings** provides regular training to all employees regarding adverse event reporting and disclosure obligations, and undertakes ongoing initiatives to strengthen the overall Safety Information Management System. In 2024, **Samyang Holdings** recorded zero overdue adverse event reports, with no resulting legal penalties or financial losses. Beyond regulatory compliance, **Samyang Holdings** operates its own compensation and insurance systems for customers, ensuring safety and trust at every stage of product use. Through these efforts, **Samyang Holdings** guarantees the safe use of its pharmaceuticals and medical devices, proactively prevents potential risks, and is fully committed to delivering highly reliable products.



## Risk Management

### Samyang Holdings' Clinical Trial and Manufacturing Safety Management

**Samyang Holdings** prioritizes the safety of clinical trial participants and has established systematic Standard Operating Procedures (SOPs) to ensure both quality and customer protection. In 2024, there were no incidents of Voluntary Action Indicated (VAI) or Official Action Indicated (OAI) related to clinical trial management, safety information, or adverse event handling, nor were there any financial losses arising from legal proceedings related to trials conducted in developing countries.

**Samyang Holdings** operates dedicated facilities for the production of cytotoxic anticancer drug APIs and injectable formulations. In accordance with pharmaceutical regulations, these facilities are compartmentalized, and employees strictly adhere to internal protocols governing product manufacturing and safety management.

### Safety Management during Production Activities

Standard Operating Procedure (SOP) List	Details
Worker Health and Hygiene Management Regulations	Details of measures implemented related to worker health and hygiene
Safety Management Regulations	Standards for safety management
Workplace Safety Management Regulations	Regulations concerning safety matters in the workplace
Chemical Substance Safety Management	Regulations related to precautions when using hazardous chemicals
Safe Work Permits Standards	Permit standards for safe work during operations

### Samyang Packaging's Product Safety Management

**Samyang Packaging** undergoes regular inspections by certified agencies to ensure all products comply with strict quality and safety standards. Twice a year (in both the first and second halves), the company conducts safety tests on products from all business sites. These assessments, carried out by accredited institutions, are designed to ensure that all products are free from potential hazards before reaching customers.

Safety evaluations rigorously screen for hazardous substances based on strict criteria. In 2024, products from all Samyang Packaging business sites received a "Conform" rating, confirming that any potentially harmful substances were well below regulatory thresholds. Beyond mere compliance, **Samyang Packaging** is dedicated to ensuring consumer trust and peace of mind, and will continue to prioritize product safety and reliability as core commitments.

### Product Safety Test Results

Compliance of all products across all business sites with harmful substances below standard limits in 2024

**Conform**



### Samyang KCI's Product Safety Management

**Samyang KCI** builds customer trust in product safety by adhering to a wide array of international chemical substance registration regulations, including Korea's Act on the Registration and Evaluation of Chemicals (K-REACH), the EU and UK REACH regulations, and Türkiye's KKDIK (\*1). To comply with the EU Cosmetics Regulation (EC Regulation No. 1223/2009), the company manages prohibited substances, bans animal testing, and adheres to nanomaterial regulations. **Samyang KCI** also ensures compliance with California's Proposition 65 (Safe Drinking Water and Toxic Enforcement Act) by monitoring chemical lists and providing relevant documentation to customers.

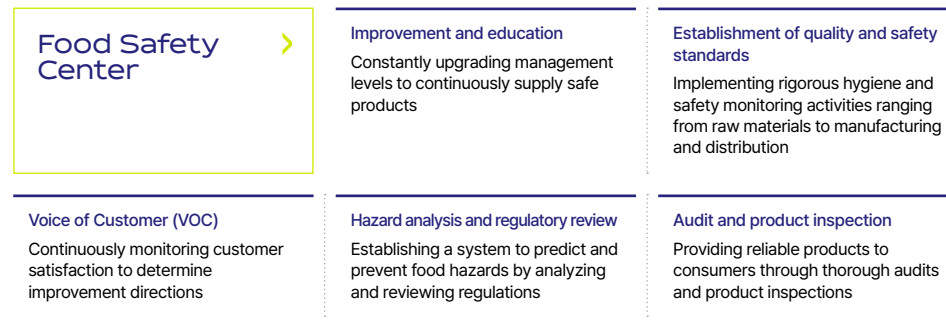
In 2021, **Samyang KCI** became the first company in Korea to complete cosmetic ingredient code registration under China's Cosmetics Supervision and Administration Regulation (CSAR). The company has since continued to respond quickly to regulatory changes abroad. Through these proactive efforts, **Samyang KCI** seeks to strengthen customer trust, minimize negative impacts on the environment and human health, and support sustainable management.

(\*1) Kimyasalların Kaydı, Değerlendirilmesi İzni ve Kısıtlanması: Türkiye's chemical regulation law regulating the registration, evaluation, authorization, and restriction of chemicals, similar to the EU REACH regulation.

## Risk Management

### Samyang Corporation's Food Safety Management

**Operation of the Food Safety Center** | Since establishing its Food Safety Center in 2011, **Samyang Corporation** has strengthened integrated and systematic food safety management across all business sites. Guided by the principle of “providing safe food for our families,” the company continuously refines its systems to meet rising consumer expectations for safety. On this foundation, Samyang has built and operates a rigorous Food Safety Management System based on strict standards, ensuring the safety and reliability of its food products.



### Key Tasks of the Food Safety Center

Task	Description
Thorough safety verification	Conducting pre-verification of food safety for raw materials, manufacturing processes, and product design, ensuring strict food safety standards that reflect consumer safety and expectations
Providing reliable products	Implementing real-time foreign matter management using X-ray examinations, metal detectors, and vision systems, and conducting regular inspections and consultations for raw materials and manufacturing plants
Enhancing food safety implementation capabilities	Promoting food safety awareness among employees in purchasing, manufacturing, logistics, and sales processes, and providing accurate food safety information to consumers

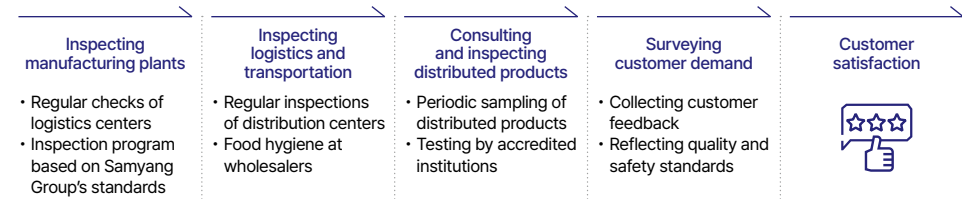
**Prevention of Serious Civil Accidents** | **Samyang Corporation** operates a detailed manual for the prevention of serious civil accidents related to food products. This manual outlines specific procedures designed to prevent harm to users or others caused by defects in food product design, manufacturing, or management throughout production, sales, distribution, or product use. It sets forth mandatory safety and health measures to safeguard lives and physical well-being. Through regular inspections guided by this manual, **Samyang Corporation** proactively identifies potential defects in product design, manufacturing, or management. By implementing continuous improvements and preventive actions, the company works to protect the safety of consumers and the public.

### Food Safety Management Process

#### Pre-launch management



#### Post-launch management



**Distribution of Food Safety Management Tip Posters** | **Samyang Corporation** engages in food safety management capacity-sharing to promote “cooperation” and “co-prosperity.” As part of this effort, the company created and distributed a “Food Safety Management Tip Poster” incorporating its accumulated know-how to approximately 100 partner companies—including raw material suppliers, OEM manufacturers, and partners of the Co-Prosperity Council. The poster focuses on essential practical items for food safety and quality control, such as ▲raw material information and allergen management, ▲foreign matter control in the manufacturing process, and ▲finished product specification control. For each item, management guidelines and case-based visual materials are provided for immediate on-site reference. Notably, the posters emphasize practical know-how applicable in real production environments to enhance worker alertness and prevent mistakes, thus improving field applicability for partners.

Through this initiative, **Samyang Corporation** aims to improve food safety management standards in close partnership with suppliers and to strengthen quality capabilities throughout the supply chain for the production of safe, reliable products.



## Metrics and Targets

### Product Safety and Quality Certifications

**Samyang Group** has obtained a wide range of domestic and international product safety and quality certifications to demonstrate the excellence of its management systems. Each business division has also acquired additional certifications, proving the effectiveness of its Safety and Quality Assurance Systems.

**Samyang Holdings** rigorously controls product quality and safety at every stage, earning pharmaceutical GMP and medical device GMP certifications. The company has also implemented an internationally compliant Medical Device Quality Management System through ISO 13485 certification, achieving world-class standards in manufacturing environment, risk management, and product traceability.

**Samyang Corporation's** chemical business holds IATF 16949 certification, the international quality standard for automotive material suppliers, and has achieved HALAL certification for Islamic markets, EU REACH registration for European exports, and Veritas certification to meet power plant quality requirements, ensuring reliable quality.

At its food business sites, **Samyang Corporation** is certified for FSSC 22000 (Food Safety System Certification), HACCP (Hazard Analysis and Critical Control Points), and halal, guaranteeing safe and trustworthy products. Notably, Allulose products have earned FDA GRAS status, halal certification, and kosher certification.

**Samyang Packaging** has achieved FSSC 22000 and HACCP certifications, offering safe and dependable products to customers.

**Samyang KCI** holds multiple international certifications, including EFfCI GMP (European Federation for Cosmetic Ingredients – Good Manufacturing Practice), to meet customer quality requirements and reinforce trust.

### Status of Major Certifications for Product Safety and Quality

Division	Certifications
Samyang Holdings	ISO 9001, ISO 13485, Pharmaceutical GMP, Medical Device GMP etc
Samyang Corporation Food Business	FSSC 22000, HACCP, Kosher, HALAL, GMP, FDA GRAS etc
Samyang Corporation Chemical Business	ISO 9001, IATF16949, HALAL, EU REACH, UL-ECV, ISCC PLUS, Veritas etc
Samyang Packaging	ISO 9001, FSSC 22000, HACCP, GMP etc
Samyang KCI	ISO 9001, EFfCI GMP etc

### Effects of Product Safety and Quality Improvement

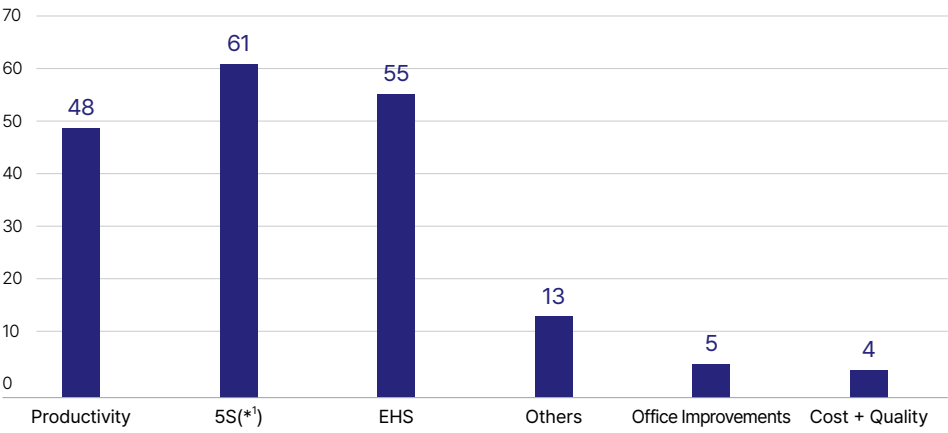
Through company-wide improvement initiatives at its production sites, **Samyang KCI** implemented a total of 186 improvement activities in 2024, achieving cost savings of approximately KRW 95 million. About 26% (48 cases) of these proposals focused on productivity, directly contributing to enhanced product safety and quality.

Activities such as eliminating process-related hazards, streamlining work methods, and standardizing procedures have ensured consistent product quality and safety, positively impacting customer satisfaction and trust. These efforts also support the development of a sustainable manufacturing environment and a stronger quality control system, reinforcing Samyang KCI's capacity for responsible production.

### Improvement Proposal Performance

Category	Unit	2023	2024
Number of Proposals	Cases	151	186
Cost Savings	KRW million	1,816	95

### 2024 Proposal Performance by Category



(\*1) 5S refers to five foundational activities for workplace management and improvement, originating in Japan: seiri (sort), seidon (set in order), seosoh (shine), seiketsu (standardize), and shitsuke (sustain).

# Human Resource Management

## Governance

### Human Resource Management Governance

**Samyang Group** regards talent as the core driving force behind sustainable corporate growth and operates a systematic Human Resource (HR) Management System that spans the entire employee lifecycle, from recruitment to retirement. This HR Management System is not limited to routine workforce administration; rather, it focuses on actively supporting employees to grow together with the organization and fully realize their potential.

**Samyang Group** operates a fair and transparent HR system grounded in a job-specific framework, implementing clear criteria at every stage—from recruitment and performance evaluation to compensation, promotion, and competency development. In addition, the Group provides educational programs and job rotation opportunities to support employees in proactively adapting to changes in the industry landscape and technological advancements. To foster talent with both job-specific expertise and digital/global capabilities, the Group provides a variety of learning opportunities including in-house training, external courses, and online learning platforms. Furthermore, **Samyang Group** fosters a collaborative culture grounded in mutual respect and trust among employees, creating an environment where everyone is encouraged to express opinions freely and drive innovation. Through a variety of employee benefits programs, **Samyang Group** delivers a sustainable work environment that supports long-term employee satisfaction and retention. The HR management framework extends beyond short-term workforce operation, serving as a strategic foundation for long-term talent acquisition, retention, and the enhancement of organizational competitiveness, and is one of the core pillars of Samyang Group's management.

### Digital HR Infrastructure Development

**Samyang Holdings, Samyang Corporation, and Samyang Packaging** have introduced a new, advanced HR system to overcome the limitations of previous HR system, resolve existing inconveniences, and enhance HR management efficiency. Leveraging cutting-edge technologies such as cloud computing, big data, artificial intelligence (AI), and robotic process automation (RPA), this system provides an integrated platform to improve communication with employees, support transparent and fair HR operations at the field level, and ensure the accuracy and timeliness of HR data. To further establish group-wide HR data governance, this HR system is being deployed across all domestic and overseas subsidiaries, including Samyang KCI. The system is continuously enhanced to provide increasingly comprehensive HR analytics. **Samyang Group** expects the platform to deliver timely HR information to the management to support decision-making and integrated global HR operations, provide HR staff convenient reporting and streamlined processes, and empower employees with resources for self-directed development and tailored learning.







## Strategy

### Talent Acquisition Strategy

**Samyang Group** operates a year-round recruitment system to secure competent and diverse talent. By leveraging multiple recruitment channels—including direct search, online promotion, employee referrals, and strategic partnerships with leading universities—the Group ensures fair and inclusive opportunities to all applicants, with no discrimination based on educational background, gender, religion, or other personal attributes.

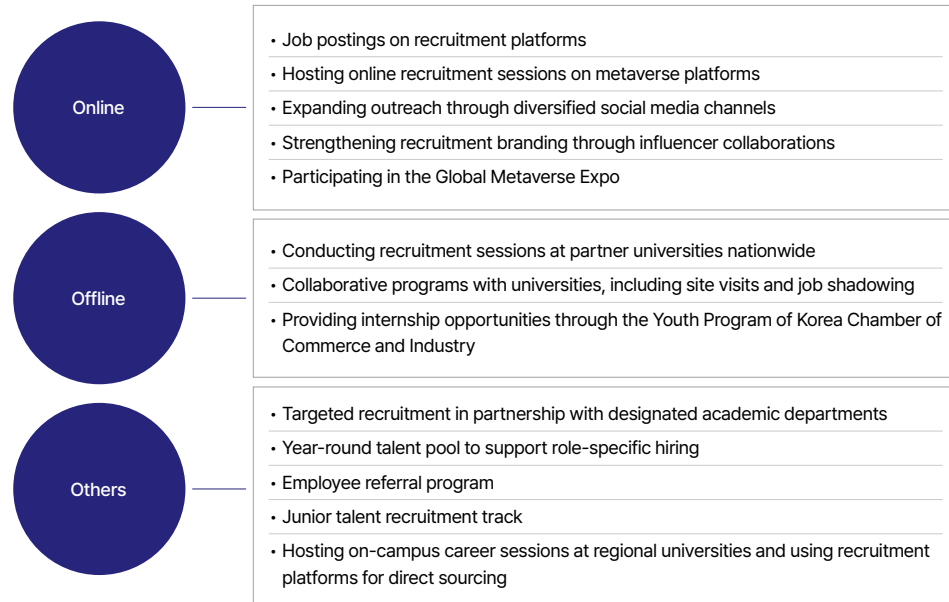
**Samyang Holdings, Samyang Corporation, and Samyang Packaging** consider outstanding talent as their most valuable asset and the driving force behind future growth. By offering various opportunities, such as Experiential Internship Programs and factory tours in collaboration with top universities and business sites, the Group enables potential talent to experience the company firsthand, thereby enhancing efforts to secure high-caliber candidates. Based on Samyang's ideal talents profile and HR operating principles, **Samyang Holdings, Samyang Corporation, and Samyang Packaging** actively invest in talent development. Employees are supported in maximizing their abilities to achieve personal growth and self-realization, while also contributing to the company's advancement and to sustainable social development. In fulfilling their corporate social responsibility (CSR), **Samyang Holdings, Samyang Corporation, and Samyang Packaging** also actively participate in youth employment initiatives, such as the Youth Internship Program of the Korea Chamber of Commerce and Industry. Through these efforts, Samyang Group nurtures talent equipped with practical skills and job-specific competencies, while enhancing recruitment branding through a stronger corporate image and greater brand value.

### Samyang Group Ideal Talents

Core Competencies of Samyang People in Driving Innovation					
Although each person may be engaged in different tasks, Samyang employees move forward using these six qualities as a single common vision.					
					
Objective and Professional Judgment	Out-of-the-box Thinking & Inquisitive Mind	Unwavering Courage & Spirit of Challenge	End-to-end Ownership	Trust Based on Ethics & Principles	Communication & Collaboration Toward Common Purpose

## Strategy

### Exceptional Talent Acquisition Channels



Strengthening recruitment branding through influencer collaborations

#### Talent Acquisition Through Online Channels

**Samyang Holdings, Samyang Corporation, and Samyang Packaging** are redefining their talent acquisition strategies to meet the demands of the digital era. By proactively leveraging online platforms like KakaoTalk and YouTube, they reach a broader pool of prospective candidates and enhance communication with applicants. In addition, these companies convey their corporate vision, workplace culture, and job-specific insights through social media and online channels, thereby improving candidates' understanding of and access to the recruitment process.

Beyond sharing rolling recruitment information, **Samyang Group** provides a wide range of practical resources for job seekers, including guidance on writing cover letters writing tips, interview preparation strategies, and role-specific interviews. These resources, shared via digital channels, empower prospective talent to design clear career paths within the company. Through such efforts, **Samyang Group** is perceived as a friendly and trustworthy employer, positively enhancing its long-term talent attraction strategy.

Moreover, the companies use YouTube to vividly showcase daily office life, employee interviews, and detailed job introductions. Messenger platforms such as KakaoTalk are utilized to provide real-time recruitment updates and respond to applicant inquiries, fostering a fast and approachable communication environment. This digital recruitment communication strategy plays an important role in attracting talent whose values align with those of the company.



Samyang Group KakaoTalk recruitment channel and QR code



## Strategy

### Talent Acquisition Through Offline Channels

**Samyang Holdings, Samyang Corporation, and Samyang Packaging** offer a range of programs designed to help young talent gain a deeper understanding of both the companies and their own potential career paths. In particular, through Workplace Experience Programs, university students and job seekers are provided with opportunities to experience actual work environments firsthand, enabling them to reflect more deeply on their career choices based on a realistic understanding of the workplace. In addition, the companies offer a “Meet with Senior Colleagues” program, through which employees directly share their own career experiences and provide practical advice, delivering meaningful support to participants preparing for employment and planning their future careers. These programs play a crucial role in deepening participants’ understanding of Samyang Group and helping them shape a clearer vision of their own futures.

Furthermore, **Samyang Holdings, Samyang Corporation, and Samyang Packaging** provide opportunities for job transfer and career development through an internal job posting system. Following a pilot launch in December 2022, the system has been formally operated on a quarterly basis since 2023. By giving priority to internal candidates before initiating external recruitment, this program fosters employee motivation and strengthens organizational commitment. Moreover, filling vacancies with employees who already possess deep organizational and job knowledge enhances operational efficiency and increases the flexibility of workforce management.

### New Employee Onboarding Process

**Samyang Holdings, Samyang Corporation, and Samyang Packaging** implement a range of onboarding programs to help new employees better understand Samyang Group and quickly adapt to their respective teams. The onboarding process, which spans approximately one year, comprises three main elements: 1) on-the-job training (OJT), 2) induction training, and 3) a mentoring program. This structured approach supports new hires in settling into the organization smoothly and focusing on their work responsibilities from the outset.

Additionally, through the Workday onboarding webpage (a digital HR platform) the companies provide video lectures and manuals covering company systems, job-related information, and key operational tools. This enables new employees to efficiently acquire the essential knowledge and skills required for their roles from the very beginning. The platform also facilitates real-time monitoring of onboarding progress, promoting self-directed learning and facilitating smooth adaptation.

#### 1 New Employee OJT

New employees begin with on-the-job training (OJT), acquiring practical skills and job-specific knowledge directly from experienced colleagues within their assigned teams. During the initial stages of employment, they participate in an eight-week OJT program under the supervision of exemplary senior team members. This process is designed to facilitate rapid organizational adjustment, while providing hands-on experience and building both technical skills and professional attitudes. Through OJT, new hires quickly gain exposure to a range of real tasks, helping them clearly understand their roles and responsibilities and develop key competencies.

#### 2 New Employee Induction Training

After completing OJT, new employees participate in a two- to three-week induction training at the Daejeon Training Center, joined by peers from other business locations. This training introduces them to Samyang Group’s business operations and includes visits to various business sites, thereby deepening their understanding of each division. Team-building activities help them form networks with their peers, while practical training sessions aimed at improving work effectiveness allow them to develop a comprehensive set of skills necessary for corporate life.

#### 3 New Employee Mentoring Program

Finally, new employees join a structured mentoring program designed to support their continued growth and successful integration into the organization. Through this program, new hires develop career roadmaps and set clear directions for development within the organization. Over a six-month period, experienced senior employees are assigned as mentors and work closely with their mentees, engaging in various activities including psychosocial support, job-related education, and role model interviews.

To further enhance the practical effectiveness of the mentoring program, the companies provide monthly business trip opportunities and financial support, encouraging new hires to expand their experiences. **Samyang Group** is also committed to continuously developing and refining training programs for new employees, fostering a culture that promotes long-term retention and ongoing professional growth. This comprehensive approach helps new employees integrate into the organization and build a foundation for sustained success.

## Strategy

### Talent Management

#### Job Competency Enhancement Programs

**Samyang Holdings, Samyang Corporation, and Samyang Packaging** have established a systematic job training system, running a Workday learning module that utilizes video lectures created by distinguished in-house instructors. To meet employee learning needs, the companies have also established additional offline group training courses, creating a blended learning environment that combines online and offline instruction. In addition, a degree support program is in place to help employees pursue bachelor's, master's, or doctoral degrees, with a focus on fields closely related to their work. This enables employees to acquire specialized knowledge and further develop their professional expertise.

#### Career Development Program

**Samyang Holdings, Samyang Corporation, and Samyang Packaging** support all employees in designing personalized career development plans. Based on these plans, the companies provide tailored educational opportunities and operate a job rotation program, giving employees diverse experiences to foster career growth. This systematic approach is designed to strengthen employee capabilities and expand their professional expertise, exemplifying Samyang Group's strategy of fostering talent for win-win growth between the organization and its people.

#### Career Development and Job Competency Enhancement Program

Program Name	Details
E-learning/Microlearning	On-demand video training via the internal training platform
Job competency enhancement	Competency-based job specialization training (business/unit-specific)
- (1) Internal courses (on/offline)	In-house content development and internal case-based training
- (2) External courses (on/offline)	Support for completing specialized training program for professional development
Degree support system (Bachelor's/Master's/PhD)	Support for obtaining degrees from top universities related to job functions (selection-based)

#### Biz Insight Plus

**Samyang Group** holds monthly management seminars to enhance employee competencies and broaden their perspectives. These seminars cover a wide spectrum of topics, including future-oriented business areas such as green technologies and advanced materials, as well as the latest trends, personal development, and digital innovation. Subject matter experts lead the sessions, which are accessible to all employees via real-time YouTube streaming, enabling participation regardless of location. This format offers employees opportunities to gain new knowledge and insights. Through this initiative, **Samyang Group** promotes continuous employee development while reinforcing the company's overall competitiveness.

#### Operation of Post-Retirement Support Program

**Samyang Holdings, Samyang Corporation, and Samyang Packaging** provide future planning programs to support middle-aged retiring employees in preparing for a fulfilling second stage of life. These programs guide participants in exploring new post-retirement directions and ensure a smooth, stable transition. The primary participants are employees who will turn 50 or older in a given year and are facing involuntary retirement due to mandatory retirement or organizational restructuring. Through these efforts, **Samyang Holdings, Samyang Corporation, and Samyang Packaging** enable long-serving employees to systematically plan for life after retirement and explore new careers or activities, supporting them in building a stable and rewarding future.

Program Name	Details
Future Planning Program for Executives and Staff	Covers the mindset to embrace change, life planning, and understanding of the re-employment process

Strategy

Talent Management

Leadership Competency Enhancement Programs

**Samyang Group** operates tiered leadership development programs tailored to each organizational level, ensuring systematic cultivation of future leaders. Leadership tiers—including management/business executives, executive candidates, team managers, and prospective managers are clearly defined, with each group receiving role-specific education and training that matches their roles and required competencies. Through this approach, **Samyang Group** systematically strengthens employees' leadership skills, clarifies step-by-step growth paths, and ensures sustainable talent development. Building on this long-term leadership strategy, **Samyang Group** remains focused on maintaining long-term competitiveness, securing a stable management foundation, and continuously strengthening overall organizational capability.

Core Talent Development Program "Future Leader"

**Samyang Holdings, Samyang Corporation, and Samyang Packaging** operate the Future Leader program to cultivate next-generation management executives. Selected participants follow a structured curriculum designed to build diverse competencies. The training covers leadership development, facilitation skills, digital capability enhancement, and direct engagement with company executives. Outstanding Future Leader participants are given company-sponsored MBA opportunities for advanced management knowledge and skills. Through this program, **Samyang Group** systematically develops future leaders and strengthens the organizational foundation for continued growth and innovation.

Leadership Development Programs by Level

	Program Name	Details	Development Goals
Management/ Business Executives	External forum for executives Executive coaching (group or 1:1) Introductory program for new executives	Gain management insights and foster high-level executive networking Receive education on leadership for organization/business management Receive coaching and learn about comprehensive leadership Learn how to take charge of the organization and gain understanding of internal systems as a new executive	<ul style="list-style-type: none"><li>Insights into diverse business and technical environments</li><li>Strengthening leadership, pursuit of self-directed learning and growth</li></ul>
Team Managers	Team manager competency enhancement program Introductory program for new team managers	Develop skills to design courses based on educational needs analysis Gain understanding of internal systems, organization and performance management	<ul style="list-style-type: none"><li>Understanding team manager leadership and internal systems</li><li>Strengthening evaluator competency and goal-performance management skills</li></ul>
Team Manager Candidates	Leadership for middle managers Facilitation	Receive training for the role of change leader, develop expertise in internal systems, and receive coaching training Basic and advanced courses	<ul style="list-style-type: none"><li>Strengthening the ability to select, nurture, and coach the right people</li></ul>

## Strategy

### Innovation-based Competency Development

#### Global, Digital, and Specialty Competency

**Samyang Group** has established an Innovation-Based Competency framework to cultivate top talent capable of leading business expansion and driving innovation across global, digital, and specialty domains. This framework comprehensively assesses employees' competency levels through evaluations of language proficiency, certifications, completion of relevant training, and hands-on job experience, and manages them across five standardized levels. Specialty competencies are managed through talent pool administration and will be further developed.

**Samyang Group** supports employee competency development by providing financial support for language and digital certification exams, as well as incentives for achieving higher competency levels. These competency levels will be actively integrated into HR operations and used as key criteria for project assignments, team leader promotions, job transfers, and identification of high-potential talent. Through this approach, **Samyang Group** aims to strategically secure core talent capable of adapting flexibly to future changes.

	Global	Digital	Specialty
Definition	Global Business Execution Capability	Digital Literacy Capability	Specialty Business Execution Capability
Evaluation Criteria	<div><div>Language proficiency</div><div>Training</div><div>Global experience (roles/projects)</div></div>	<div><div>Certifications</div><div>Training</div><div>Digital experience (roles/projects)</div></div>	<div><div>Training</div><div>Job experience (strategic planning, marketing, sales, research, production)</div></div>

#### Innovation-Based Competency Development Programs

**Samyang Holdings, Samyang Corporation, and Samyang Packaging** systematically operate level-based training programs to enhance innovation-based competencies. Employees at the basic level receive essential training, while higher-level employees gain expanded opportunities for practical competency development through job performance and project experience. Using the HR management system (Workday), individual competency development reports are provided to help employees assess their progress and maintain motivation for continuous self-development.

#### Global Educational Curriculum

Levels	Educational Goals	Essential Curricula
Level 5 (Master)	Disseminate global Biz Insight	-
Level 4 (Specialist)	Strengthen practical global business competencies	-
Level 3 (Experienced)	Improve practical global business competencies	• Business language skills for global operations • Country-specific business insights • Pre-assignment training for international assignee
Level 2 (Basic)		
Level 1 (Entry)	Promote foundational global business competencies	• Cross-cultural awareness and global business etiquette

#### Digital Educational Programs

Levels	Educational Goals	Essential Curricula
Level 5 (Master)	Disseminate digital innovation insights	• Disseminating knowledge and technology as an in-house instructor
Level 4 (Specialist)	Strengthen practical digital competencies	• Data analysis (advanced)
Level 3 (Experienced)	Improve practical digital competencies	• Data analysis (intensive), RPA (intensive) • Job-specific digital specialization training
Level 2 (Basic)		• Data analysis (basic), RPA (introduction/foundation) • Understanding and utilization of generative AI
Level 1 (Entry)	Promote foundational digital competencies	• Digital knowledge and mindset • OA skill-up • Understanding of group IT systems

# Strategy

## Fair Performance Evaluation

**Samyang Holdings, Samyang Corporation, and Samyang Packaging** have moved beyond seniority-based HR practices, adopting a performance-oriented HR system grounded in the intrinsic value of each job and performance-driven principles. This strategic approach aims to promote both individual employee growth and the continuous development of the organization.

Performance evaluation consists of two parts: achievement evaluation and competency evaluation. Achievement evaluation measures goal attainment based on individual job objectives using Key Performance Indicators (KPIs). Competency evaluation focuses on the extent to which employees demonstrate the knowledge, skills, and behavioral patterns required for their roles. Beginning in 2025, talent profiles and the code of conduct have been incorporated as criteria for competency evaluation to help internalize Samyang's New Purpose.

Since 2021, Samyang Group has implemented an objective evaluation system that focuses on individual goal achievement and personal growth rather than relative rankings within the organization. To enhance the objectivity and acceptance of evaluations, a continuous performance management system has been established, with regular feedback provided to strengthen the alignment between employee performance and organizational objectives. Feedback from colleagues involved in collaborative work allows for more diverse, multi-faceted evaluation and creates opportunities for further competency development.

## Performance-based Fair Compensation

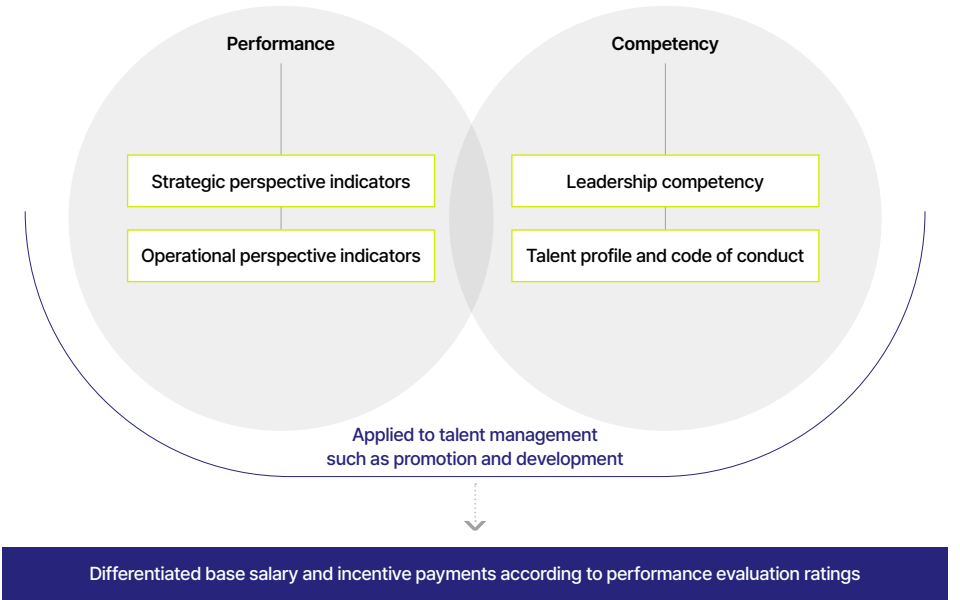
**Samyang Group** operates a systematic evaluation and compensation system to ensure fair, performance-based rewards. Salary increases and incentives are directly linked to evaluation results, with outstanding performers receiving appropriate incentives to boost motivation. Performance evaluation outcomes are also applied to talent management activities, including education and training, core talent selection, transfers, placement, and promotion. Through job and performance-based HR management, **Samyang Group** pursues win-win growth for both the organization and its employees.

## Performance Evaluation Process

Goal Sharing Meetings	Ongoing Performance Management	Mid-term Review	Final Evaluation	Feedback and Final Rating
<ul style="list-style-type: none"><li>• Sharing organizational goals</li><li>• Setting individual goals</li></ul>	<ul style="list-style-type: none"><li>• Continuous evaluations and feedback</li><li>• 360-degree peer feedback</li></ul>	<ul style="list-style-type: none"><li>• Mid-term review and goal-based feedback</li></ul>	<ul style="list-style-type: none"><li>• Self-evaluation by employees</li><li>• Initial and secondary managerial evaluations</li></ul>	<ul style="list-style-type: none"><li>• Evaluation feedback meetings</li><li>• Finalizing performance ratings</li></ul>

## Evaluation and Compensation

Samyang Group systematically manages employee performance through structured evaluations. Its role- and performance-oriented HR system ensures fair and rational compensation by reflecting both the relative value of each position and individual performance results.





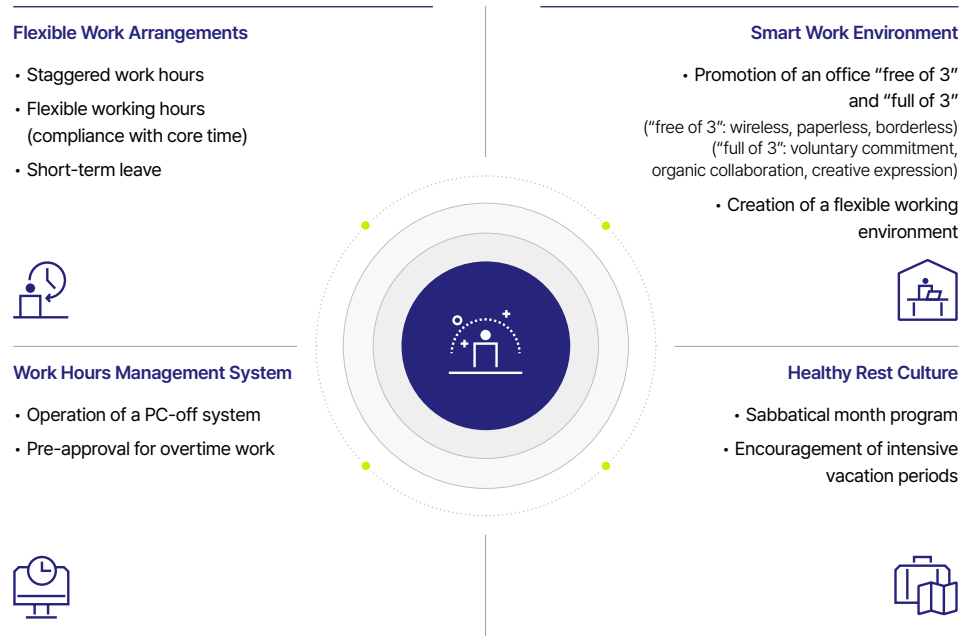
## Strategy

### Work Environment Innovation for Work-Life Balance

**Samyang Group** responds to changes in labor and corporate environments by fostering a culture that enables employees to achieve work-life balance while maintaining high performance. Flexible work arrangements, including staggered and adjustable working hours, have been implemented to promote autonomy in work styles. The Group also supports collaboration and creative thinking through smart offices that minimize physical limitations.

Additionally, systems such as the PC-OFF system and advance overtime application have been established to promote clear boundaries between work and personal life. Programs including a sabbatical month and intensive vacation allow employees to fully recharge. **Samyang Group** will continue refining these systems based on employee feedback and pursue innovation in work practices, to build a healthy, high-performance workplace focused on engagement and results.

#### Work-life Balance and Establishment of a Performance-oriented Culture



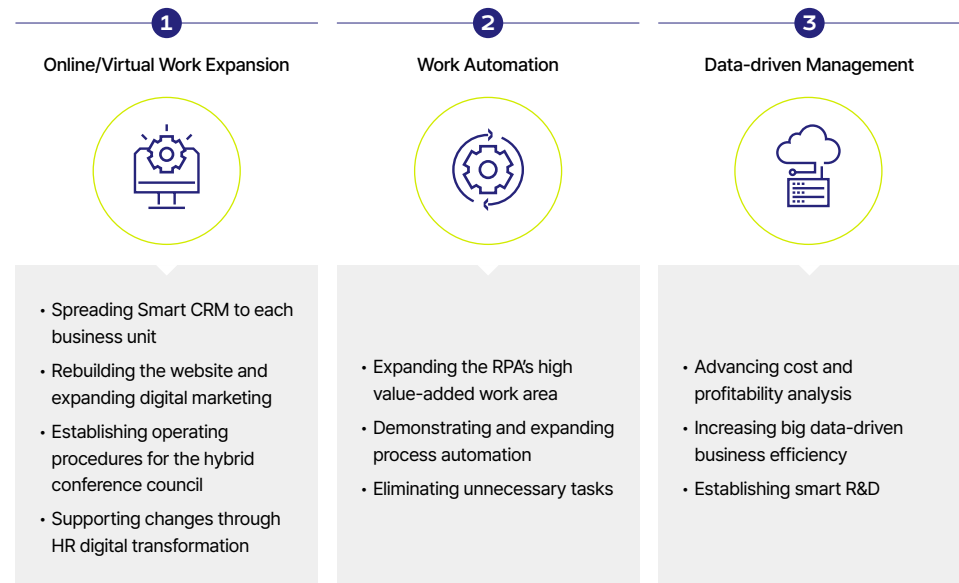
### Digital Transformation for Operational Innovation

**Samyang Group** is transforming work processes through digital innovation and enhancing data-driven decision-making capabilities. The Group is establishing an advanced digital infrastructure—including Microsoft 365 (M365), mobile office environments, a new ERP system, smart CRM, and Workday—to improve operational efficiency and flexibility.

The active use of digital infrastructure enables employees to focus on core responsibilities regardless of time or location and supports decision-making based on accurate data and facts. This foundation not only enhances strategic thinking but also improves the overall execution capability of the company.

Furthermore, **Samyang Group** effectively integrates digital tools into the workplace to enhance employee satisfaction and creativity while fostering an environment that supports continuous HR investment and development. This approach builds a foundation for sustainable growth and cultivates a competitive corporate culture capable of responding flexibly to rapid business changes.

#### Three Major Changes in Digital Transformation



## Strategy

### Employee Benefits Management Policy

**Samyang Group** embraces “Work & Life Balance” as a core value and offers diverse Employee benefits programs to promote satisfaction both at work and in personal life. The Group seeks to establish efficient systems that allow employees to concentrate during working hours, while also enabling healthy and fulfilling personal lives outside of work.

As part of these efforts, **Samyang Holdings**, **Samyang Corporation**, and **Samyang Packaging** have achieved and continue to maintain family-friendly company certification. In response to the growing social issue of declining birth rates, **Samyang Group** introduced new employee benefits for pregnancy and childbirth support in 2024, in alignment with government policies. Creating a supportive environment for both work and family is seen as key to corporate sustainability, and the Group remains committed to growing together with its employees through expanded benefits. In addition to workplace improvements, Samyang Group also aims to boost employees’ emotional satisfaction by organizing events such as the “Geum Nan-Sae Saturday Concert,” enabling employees and families to enjoy classical and popular music together for relaxation and enjoyment.

### Employee Benefits Programs

Supporting a Stable Life	
Program Name	Details
Internal Loan Programs	• Samyang Group provides various internal loan programs, including living stabilization funds, wedding funds, relocation funds, housing funds, and employee association loans.
On-Site Daycare Center	• Samyang Group operates an on-site daycare center for working parents, allowing them to focus on their jobs knowing their children are well cared for.
Support for Children's Educational Expenses and Enrollment Bonuses	• To reduce its employees’ educational expenses, Samyang Group offers financial support for their children’s tuition from kindergarten to university. • Samyang Group also provides enrollment bonuses when employees’ children enter elementary, middle, or high school.
Support for Family Events	• In case of family events, Samyang Group provides financial support, wreaths, and special leave. The Group also offers funeral supplies when an employee’s parent, spouse’s parent, spouse, or child passes away.
Shortened Working Hours for Pregnant Employees	• To protect the health of pregnant employees and contribute to addressing the low birth rate, Samyang Group offers reduced working hours (2 hours/day) from the time of pregnancy confirmation until the application for maternity leave.
Samyang Mom Support Fund	• To reduce the economic burden on pregnant employees and contribute to addressing the declining birth rate, Samyang Group provides monthly financial support to pregnant employees until childbirth.
New Arrival Celebration Grant (Pregnancy)	• When employees or their spouses become pregnant during employment, Samyang Group provides financial support to celebrate this milestone.
Birth Congratulations Allowance	• To encourage employees to have multiple children and reduce economic burden, Samyang Group provides increased support amounts according to the number of children.

### Expansion of Family-friendly Benefits

**Samyang Group** is restructuring its employee benefits programs to reflect changing social trends and the diverse lifestyles of its workforce. In response to declining birth rates and evolving family dynamics, the Group introduced and expanded several benefits programs in 2024 to encourage childbirth, simultaneously promoting employee satisfaction and fulfilling social responsibility. In 2024, **Samyang Group** expanded its family care initiatives by newly introducing a high school entrance congratulatory allowance, in addition to the existing allowances for elementary and middle school entrants. The Group also broadened family coverage by introducing condolence payments for the passing of maternal grandparents, who had previously not been included. Policies encouraging childbirth have also been augmented. New initiatives include a “New Arrival Celebration Grant” of KRW 1 million for pregnancy, the “Samyang Mom Support Fund” providing KRW 600,000 per month to pregnant employees during employment, and an expanded childbirth congratulations allowance: increased from the previous KRW 300,000 to KRW 1 million for the first child, KRW 2 million for the second, and KRW 3 million for the third and subsequent children. These programs are designed to meaningfully reduce the financial burden of childbirth and childcare. Employee benefits at Samyang Group are not only a means to enhance quality of life, but also a key tool for addressing broader social issues. The Group will continue improving these policies, adapting to environmental changes and responding to the diverse needs of employees.

Supporting a Healthy Life	
Program Name	Details
Support for Health Check-Ups and Medical Expenses	• Samyang Group supports comprehensive health check-ups (for employees and their spouses) and general health check-ups to monitor health status and prevent or detect diseases early. • Samyang Group also offsets medical expenses for employees, their spouses, children, and parents.
Support for Health Counseling	• Samyang Group conducts monthly health counseling sessions with nurses from contracted health management agencies who visit its business sites to provide follow-up care based on health check-up results. Additionally, biannual health counseling is provided by doctors and nurses from these agencies.
In-house Cafeteria and Fitness Center	• Samyang Group offers free breakfast, lunch, and dinner (three meals a day) at its in-house cafeteria. The Group also operates fitness centers at each business site, allowing employees to maintain their health regularly.

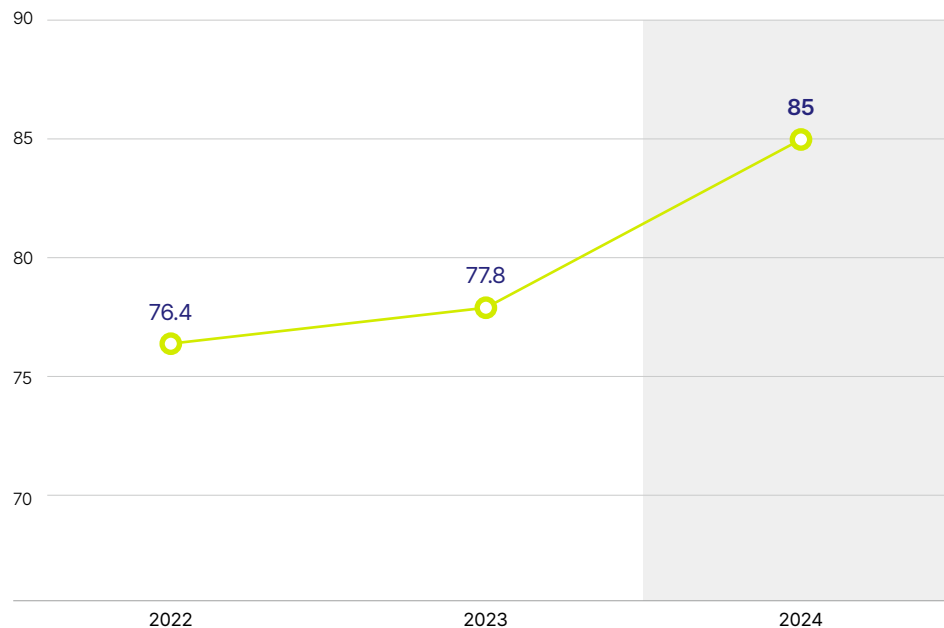
Supporting a Pleasant Life	
Program Name	Details
Flexible Work Arrangements	• Samyang Group offers flexible work arrangements, including staggered work hours and flexible working hours, allowing employees to choose the most convenient hours for themselves.
Sabbatical Month Program	• Samyang Group offers a sabbatical month program for new team leaders and employees with 10 years of service to ensure they get adequate rest.
Summer Vacation and Allowance	• Samyang Group provides support for summer vacations and vacation allowances.
Resort Facilities and Leisure Activity Support	• Samyang Group operates resort facilities on Jeju Island, and various condos and resorts (e.g., Hanwha Hotels and Resorts, Sono Hotel and Resort, Muju Resort, Oak Valley) and offers lodging support and leisure activity allowances.
Long-service Rewards	• Samyang Group offers rewards and vacations for long-term service, including opportunities for overseas training for long-serving employees.
Support for In-House Club Activities	• Samyang Group supports in-house clubs and activities to cater to employees’ interests and hobbies.

## Risk Management

### Employee Benefits Satisfaction Survey

**Samyang Holdings, Samyang Corporation, and Samyang Packaging** conduct annual employee benefits satisfaction surveys to drive continuous Employee benefits service improvement. These surveys serve as key benchmarks for evaluating the effectiveness of existing benefit programs and identifying directions for further improvement. Satisfaction scores have steadily increased over the past three years. Based on these results, **Samyang Holdings, Samyang Corporation, and Samyang Packaging** aim to improve both employees' quality of life and job satisfaction, while cultivating a flexible and collaborative organizational culture that strengthens engagement. Furthermore, by maintaining ongoing communication and addressing diverse employee needs, **Samyang Group** is building a strong foundation for mutual understanding and shared growth between the company and its employees.

#### Employee Benefits Satisfaction



## Metrics and Targets

### Human Resource Management Goals and Performance

#### Talent Acquisition Performance

To ensure sustainable growth, **Samyang Group** monitors key HR indicators including diversity, employee turnover and dismissal rates, capability development, compensation and employee treatment, employee benefits, and parental leave. These indicators serve as the foundation for its mid- and long-term efforts to improve and expand HR practices.

\* Detailed performance data for each of Samyang Holdings, Samyang Corporation, Samyang Packaging, and Samyang KCI's key HR indicators from the past three years can be found in the ESG Facts & Figures section.

[ESG Facts & Figures](#)



**Diversity-Focused Recruitment** | **Samyang Group** monitors essential indicators such as the employment rates of socially disadvantaged groups and persons with disabilities, as well as the proportion of female employees and women in management. Its goal is to foster an inclusive organizational culture by ensuring fair opportunities for recruitment and promotion. To achieve this, the Group is strengthening its diversity- and equity-based talent management system through policy improvements and awareness-building activities. In line with its medium- and long-term growth strategies and business expansion plans, the Group also plans to gradually increase its recruitment scale.

**Turnover and Dismissal Management** | **Samyang Group** monitors the number of employee turnover and dismissal rates to maintain workforce stability and retain top talent. To boost employee satisfaction and engagement, the Group actively promotes organizational culture improvement initiatives. In addition, the Group uses exit interviews and regular organizational assessments to identify and address factors contributing to employee attrition, aiming for proactive improvement.

**Competence Development** | To support the ongoing growth of its employees, **Samyang Group** is steadily increasing both annual training hours and per capita educational investment. Through a structured educational framework and a digital learning platform that encourages self-directed learning, the Group offers diverse learning opportunities to enhance professional expertise and job-specific competencies. The Group is also progressively expanding leadership development training programs, continually nurturing talent capable of responding effectively to its rapidly changing organizational environment.

**Compensation and Treatment** | **Samyang Group** is dedicated to maintaining a fair and transparent compensation system. The Group monitors starting salaries for new employees relative to the minimum wage and regularly reviews pay equity between male and female employees. Its compensation system is designed to reflect individual performance and competencies, ensuring equitable treatment regardless of gender, age, or other personal attributes. Regular internal reviews are conducted to identify areas for further improvement.

**Employee Benefits and Parental Leave** | **Samyang Group** aims to create a flexible and sustainable working environment that allows employees to demonstrate their abilities over the long term. The Group continually refines relevant policies and promotes organizational awareness to support increased use of parental leave and foster a culture that encourages flexibility. In addition, the Group is expanding investment in employee benefits and introducing diverse support programs to enhance employees' financial and personal stability, greater job satisfaction, and a healthy work-life balance.

Based on these indicators, **Samyang Group** systematically evaluates its HR management performance from an ESG perspective. The Group plans to strengthen its sustainable management system by expanding the scope of externally disclosed indicators and establishing specific quantitative targets.

# Corporate Governance

## Governance

### Board of Directors

**Samyang Group** pursues ethical and trustworthy management based on transparent and sound governance. To achieve this, the Group has established an independent Board of Directors composed of experts from a variety of fields who possess both professionalism and independence. This Board makes key management decisions and, as the highest decision-making body, is responsible for matters stipulated by law and the Articles of Incorporation, issues delegated by the general meeting of stockholders, and the determination of core management strategies and major business executions. The Board also supervises the activities of senior management. By maintaining checks and balances with management, the Board ensures the Group's stable operations. With honesty and trust as core values, the Board continually strives to enhance corporate value and promote the interests of all stakeholders.

#### Board Composition

**Samyang Group's** Board of Directors consists of both executive and outside directors. For every board meeting, the Group provides all directors and auditors with written notice of the meeting schedule and agenda. Agenda items are resolved with a majority attendance and approval by a majority of those present. The Board actively collects input from various stakeholders through both internal and external communication channels to ensure objective and balanced decision-making. **Samyang Holdings** and **Samyang Corporation** operate the Outside Director Candidate Recommendation Committee to ensure the fair appointment of outside directors, selecting only candidates who meet legal qualification requirements. Candidates are thoroughly evaluated for independence, expertise, and relationships with the Group and its largest stockholder. This thorough process helps maintain a transparent and trustworthy board composition that aligns with the interests of stockholders and the Group.

#### Board Independence

To enhance decision-making efficiency and strengthen competitiveness, **Samyang Group** appoints an executive director as chair of the Board of Directors. However, to further promote board independence, **Samyang Holdings**, **Samyang Corporation**, and **Samyang Packaging** separate the roles of board chair and CEO. **Samyang Holdings** and **Samyang Corporation** have reinforced board oversight by appointing outside directors as a majority of the Board, thereby ensuring objectivity and the reflection of diverse stakeholder perspectives. The Board chair is appointed in accordance with board regulations, while outside directors are selected through a fair and rational process from among experts in various fields. The selection process for outside directors at **Samyang Holdings** and **Samyang Corporation** follows the guidelines of the Outside Director Candidate Recommendation Committee, with candidates being rigorously evaluated for their expertise, independence, and transparency.

Additionally, the Group appoints individuals with no direct interest in the company and guarantees a three-year term, thereby ensuring the independent performance of their duties and strengthening the system of checks and balances within the Board.

### Board Operations

**Samyang Group** aims to operate its Board of Directors efficiently and rationally to protect the interests of both the Group and its stockholders. To this end, the Group has established clear board operation guidelines, based on its Articles of Incorporation and board regulations, that define the Board's authority, responsibilities, and operating procedures in detail. The Board is organized into both regular and interim meetings. Regular board meetings are held quarterly and address matters such as approval of quarterly financial statements and the convening of the annual general meeting of stockholders. Interim board meetings are convened as needed to address urgent or significant issues, allowing for prompt decision-making. Through systematic and transparent board operations, **Samyang Group** fosters a responsible and trustworthy corporate culture.

#### Board Diversity

**Samyang Group's** Board of Directors does not represent any specific interest group and does not discriminate based on gender, age, nationality, cultural background, race, or ethnicity. To enhance the effectiveness of the Board, the Group appoints outside directors with extensive experience in diverse fields of expertise. As of March 2025, **Samyang Holdings** and **Samyang Corporation** each have one female outside director serving on their Board.

#### Board Remuneration

The director remuneration limit for **Samyang Group** is determined with the approval of the general meeting of stockholders. Individual director remuneration is calculated by comprehensively considering the Group's previous year performance, the value of the director's role, and their overall contributions to the company. Remuneration for outside directors and members of the Audit Committee is paid within the director remuneration limit approved at the general meeting, in accordance with Article 388 of the Commercial Act, the Group's Articles of Incorporation, and board regulations. Through this system, Samyang Group maintains fair compensation while preserving the independence of outside directors. In accordance with relevant laws, the individual remuneration of any director receiving KRW 500 million or more is disclosed in the Group's Business Report.



## Samyang Holdings

(As of the end of March 2025)

Category	Name	Gender	Position	Date Appointed	Expertise	Career	Board Committees		
							Audit Committee	Outside Director Candidate Recommendation Committee	ESG Committee
Executive Director	Yoon Kim	Male	Chair of the Board of Directors	Aug. 30, 1993	Corporate management	- CEO of Samyang Holdings - Chairperson of Samyang Holdings (Current) - Vice Chairperson of the Federation of Korean Industries (Current) - Chairperson of the Korea-Japan Economic Association (Current)			
	Tae-Ung Eom	Male	CEO	Mar. 26, 2021	Corporate management	- CEO of Samyang Biopharm - CEO of Samyang Holdings (Current)		●	●
	Kyung-Jin Kim	Male	CEO	Mar. 28, 2025	Corporate management	- CEO of ST Pharm - Head of Biopharm Business at Samyang Holdings (Current)			
Outside Director	Ku-Hyun Jung	Male	Outside Director	Mar. 28, 2025	Management, economy	- Professor of Business Administration at Yonsei University - President of Samsung Economic Research Institute - Chairman, Seoul of International Forum - CEO of J Campus (Current)	●	●	●
	Jun-Young Lee	Male	Outside Director	Mar. 26, 2021	Chemical engineering (Professor)	- General Affairs Director of the Korean Fiber Society - Professor of Department of Chemical Engineering and Polymer Engineering, College of Engineering at Sungkyunkwan University (Current)	●	●	●
	Pan-Woo Nam	Male	Outside Director	Mar. 30, 2022	Law (Attorney)	- Director of the National Tax Service Jungbu Regional Office - Attorney at Kim & Chang (Current) - Outside Director of Samyang Foods, Inc. (Current)	●	●	●
	Soon-Hwa Choi	Female	Outside Director	Mar. 28, 2025	Consumer Studies, International Business	- Senior Researcher of Samsung Economic Research Institute - Member of the Social Subcommittee at National Integration Committee - Professor of Department of International Business at Dongduk Women's University (Current)	●	●	●

## Samyang Packaging

(As of the end of March 2025)

Category	Name	Gender	Position	Date Appointed	Expertise	Career	Board Committees	
							ESG Committee	
Executive Director	Jeong Kim	Male	Chair of the Board of Directors	Mar. 20, 2024	Corporate management	- Cornell University MBA - CEO and Head of Chemical Business at Samyang Corporation - President of Samyang Holdings - Vice President of Samyang Packaging (Current)		
	Jae-Hong Kim	Male	CEO	Mar. 22, 2023	Corporate management	- Head of Food PU and Sales PU at Samyang Corporation - Head of Food Materials Distribution BU at Samyang Corporation - CEO of Samyang Packaging (Current)	●	
Outside Director	Chang-Hoon Ji	Male	Outside Director	Mar. 22, 2023	Management, economy	- Vice President of Korean Air - CEO and President of Korean Air - Outside Director of SM Entertainment		●
Other Non-Executive Director	Seok-Hwan Yoon	Male	Other Non-Executive Director	Mar. 20, 2024	Management, economy	- Head of Planning and Coordination Office at Woongjin Group - CEO of Hwaseong Cosmetics - Head of IC and Global Growth PU at Samyang Holdings - Head of Future Strategy Office at Samyang Holdings (Current)		●

## Samyang Corporation

(As of the end of March 2025)

Category	Name	Gender	Position	Date Appointed	Expertise	Career	Board Committees		
							Audit Committee	Outside Director Candidate Recommendation Committee	ESG Committee
Executive Director	Won Kim	Male	Chair of the Board of Directors	Mar. 21, 2018	Corporate management	- Vice Chairperson of Korea Chamber of Commerce and Industry (Current) - Vice Chairperson of Samyang Corporation (Current)			
	Ryang Kim	Male	Executive Director	Mar. 21, 2018	Corporate management	- Vice Chairperson of Samyang Corporation (Current)		●	
	Ho-Sung Kang	Male	CEO	Mar. 25, 2021	Corporate management (Chemical)	- Head of Chemical Business 1 at Samyang Corporation (Current)			●
	Nag-Hyun Choi	Male	CEO	Mar. 25, 2022	Corporate management (Food)	- Head of Food Business at Samyang Corporation (Current)			
Outside Director	Kwang Kim	Male	Outside Director	Mar. 26, 2020	Accounting and tax affairs (Tax accountant)	- Director of Gwangju Regional Tax Office - President of Sewang Metal Industries Co., Ltd. - Representative Tax accountant of Seyeon Tax Firm (Current)	●		●
	Dae-Houn Lee	Male	Outside Director	Mar. 25, 2022	Corporate management (Finance)	- CEO of National Agricultural Cooperative Foundation Mutual Finance - President of NH Nonghyup Bank - Non-executive Researcher at Korea Institute of Finance (Current)	●		●
	Ok-Kyung Yang	Female	Outside Director	Mar. 23, 2023	Social welfare (Professor)	- Professor Emeritus at Ewha Womans University (Current) - Director of Walk Together, Social Welfare Foundation (Current) - Director of ChildFund Korea (Current)	●		●
	Min-Jae Ko	Male	Outside Director	Mar. 25, 2022	Chemical engineering (Professor)	- Senior Researcher at Samsung Electronics - Senior Researcher at Korea Institute of Science and Technology - Professor of Department of Chemical Engineering at Hanyang University (Current)		●	●
	Jin-Byung Park	Male	Outside Director	Mar. 25, 2022	Food engineering (Professor)	- Researcher at Doosan Technology Institute - Chair for Protein/Enzyme Engineering Committee at Korean Society for Biotechnology and Bioengineering (Current) - Professor of Department of Food Science and Biotechnology at Ewha Womans University (Current)		●	●

## Samyang KCI

(As of the end of March 2025)

Category	Name	Gender	Position	Date Appointed	Expertise	Career	Board Committees	
							ESG Committee	
Executive Director	Jin-Yong Lee	Male	CEO	Jan. 1, 2018	Corporate management	- Director of Strategic Planning Department at Samyang Holdings - Head of Culture & Global at Samyang Corporation - CEO of Samyang KCI (Current)		●
Outside Director	Ki-Joon Nam	Male	Outside Director	Mar. 18, 2024	Management Consulting	- Managing Director at Samnam Petrochemical - Outside Director of Samyang KCI (Current)		●
Other Non-Executive Directors	Chi-Wan Lee	Male	Other Non-Executive Directors	Mar. 20, 2023	R&D	- Director of Information Electronic Materials Research Center at Samyang Corporation - Director of Convergence Materials Research Center at Samyang Corporation - Director of Chemical R&D Center at Samyang Corporation (Current)		
	Gun-Ho Kim	Male	Other Non-Executive Directors	Mar. 24, 2025	Corporate management	- Head of Global Growth PU at Samyang Holdings - President of Huvis - President & Head of Strategy of Samyang Holdings (Current)		



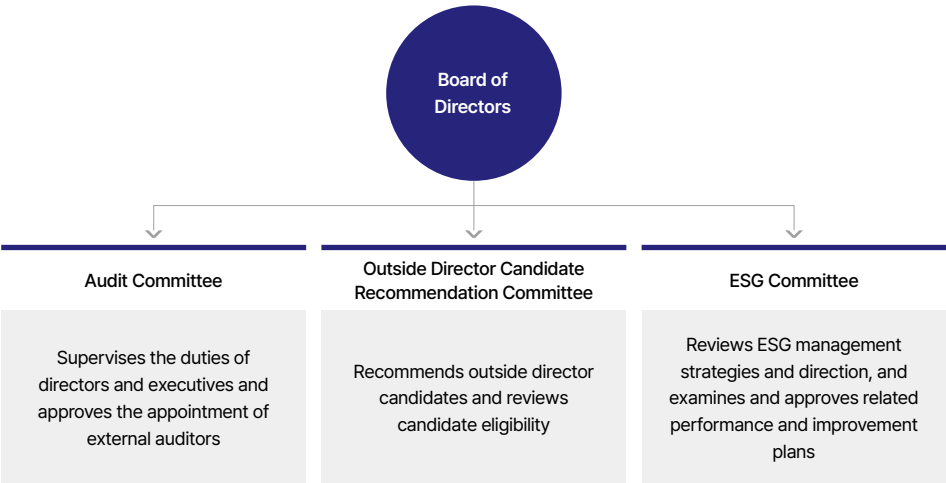
# Governance

## Board Committees

To enhance the expertise and efficiency of its Board of Directors, **Samyang Group** operates the Audit Committee, the Outside Director Candidate Recommendation Committee, and the ESG Committee under the Board of Directors.

### Board Committee Organizational Chart

(As of the end of March 2025)



#### Audit Committee

At **Samyang Holdings** and **Samyang Corporation**, the Audit Committee is composed entirely of outside directors who are experts in law, finance, and management, ensuring both transparency and professionalism in corporate oversight. The committee audits financials and operations, deliberates on matters delegated by the Board of Directors, and supervises the execution of duties to support rational decision-making by directors and management. The main roles of the Audit Committee include reviewing financial statements and accompanying schedules, evaluating external audit results, deliberating on significant corporate issues, and monitoring the operation of the internal accounting control system (ICOFR). Members of the Audit Committee are selected from among outside directors who meet the qualifications outlined in the Commercial Act, with the committee chair appointed through resolution from among the independent outside directors. To further strengthen audit effectiveness and transparency, the committee includes at least one member with expertise in accounting or finance.

#### Outside Director Candidate Recommendation Committee

At **Samyang Holdings** and **Samyang Corporation**, the Outside Director Candidate Recommendation Committee fairly and objectively reviews corporate governance policies and recommends outside director candidates who can effectively supervise and support senior management. During the selection process, the committee prioritizes both the independence of candidates from the largest stockholder and their professional expertise. Candidates are evaluated by the Board of Directors, with final nominees selected based on their ability to serve the best interests of both stockholders and the company. **Samyang Holdings** and **Samyang Corporation** pursue diversity in the candidate pool, imposing no restrictions based on gender or similar factors. All appointed outside directors are highly qualified professionals who meet all requirements under relevant laws and regulations.

#### Outside Director Candidate Recommendation Process

Step 1	Formation of an outside director candidate group	Step 2	Evaluation of outside director candidates	Step 3	Recommendation of outside director candidates
The Outside Director Candidate Recommendation Committee forms a candidate group, considering their expertise and independence from the largest stockholders.		Members of the Outside Director Candidate Recommendation Committee, representing various fields, conduct an objective and independent evaluation, considering the areas recommended for new outside directors.		The Outside Director Candidate Recommendation Committee reviews candidates, evaluating whether they meet the qualifications stipulated in the law, and then recommends the final candidate.	

#### ESG Committee

**Samyang Group** has established and operates the ESG Committee to effectively manage and oversee key issues related to environmental, social, and governance (ESG) matters. The committee plays a vital role in reviewing and analyzing strategies and major policies in ESG areas to ensure the Group's long-term sustainability. Established in 2023, the ESG Committee deliberates and makes decisions on ESG implementation tasks and mid- to long-term strategies, major ESG management policies, the climate change response through the 2050 Net Zero Roadmap, ESG evaluation and disclosure risk management, and opportunities and risks related to material ESG issues. The ESG Committee meets regularly twice a year and may hold interim meetings as necessary. During these meetings, the committee reviews non-financial risk responses, improvements to non-financial indicators, and the status of domestic and international ESG evaluations. It also supervises the performance and improvement of the Group's sustainability strategies and formally reviews and approves the Sustainability Report.

## Strategy

### Board Expertise

**Samyang Group** has assembled a board comprised of directors with expertise in a range of specialized fields to enhance the professionalism of the Board of Directors. This approach elevates both the quality and efficiency of decision-making, playing a crucial role in supporting the Group's sustainable growth and development. To assist directors in performing their roles, the Group operates a dedicated support organization and provides customized training programs based on each director's individual strengths and area of expertise. Furthermore, the Group continuously advances directors' professional knowledge through seminars and training opportunities led by external experts. The Board's diverse areas of expertise are disclosed transparently through the Board Skills Matrix, enabling stakeholders to easily understand the Board's areas of expertise.

### Board Skills Matrix

#### Samyang Holdings

(As of the end of March 2025)

Category	Finance/ Accounting	Management/ Finance	Law	Chemistry	Medicine Pharmaceuticals	ESG
Yoon Kim	●	●				●
Tae-Ung Eom		●		●	●	●
Kyung-Jin Kim		●		●	●	
Koo-Hyun Jung	●	●				●
Jun-Young Lee				●		●
Pan-Woo Nam	●		●			●
Soon-Hwa Choi	●					●

#### Samyang Packaging

(As of the end of March 2025)

Category	Finance/ Accounting	Management/ Finance	Chemistry	Food	ESG
Jae-hong Kim	●	●		●	●
Jeong Kim	●	●	●		
Seok-Hwan Yoon	●	●	●		●
Chang-Hoon Ji	●	●			●

### Training for Board Expertise Enhancement

**Samyang Group** implements a variety of training programs to strengthen the expertise of its Board of Directors and support the Group's sustainable growth. The Group provides opportunities for members to attend external seminars and offers training on board operations, relevant regulations, and audits of the ICOFR, thereby enhancing the competencies of outside directors, Audit Committee members, and the full-time auditor. These efforts help further elevate the Board's professional capabilities. In addition, the Board holds regular and ad hoc meetings here members share their expertise, enabling the company to address challenges effectively and pursue improvements in key areas.

#### Samyang Corporation

(As of the end of March 2025)

Category	Finance/ Accounting	Management/ Finance	Law	Chemistry	Food	ESG
Won Kim	●	●		●		
Ryang Kim	●	●			●	
Ho-Sung Kang		●		●		●
Nag-Hyun Choi		●			●	
Kwang Kim	●	●	●			●
Dae-Houn Lee	●	●	●			●
Ok-Kyung Yang			●			●
Min-Jae Ko				●		●
Jin-Byung Park					●	●

#### Samyang KCI

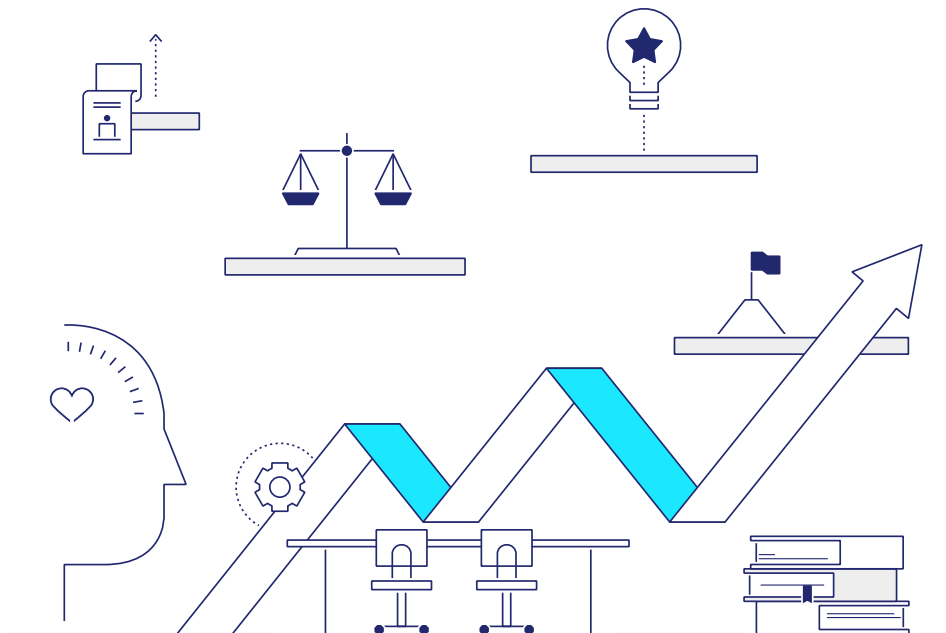
(As of the end of March 2025)

Category	Finance/ Accounting	Management/ Finance	Chemistry	Production/ R&D	ESG
Jin-Yong Lee		●	●		●
Ki-Joon Nam		●	●		
Chi-Wan Lee			●	●	
Gun-Ho Kim	●	●			●

## Strategy

### CEO Succession Process

**Samyang Holdings, Samyang Corporation, and Samyang Packaging** operate a structured system to ensure smooth CEO succession. CEO candidates are identified by senior management at least three to four months in advance. Through an internal process known as the “Star Session,” successors for all executive positions are reviewed and developed annually, and these insights are incorporated into the Group’s talent strategy. The CEO candidate pool consists of individuals with broad knowledge, strong professional expertise, and extensive experience. The HR department provides these candidates with opportunities to systematically develop core competencies, experience, knowledge, and technical skills—including support for participation in CEO-level training programs. Furthermore, the Group collaborates with external professional institutions to offer personalized one-on-one coaching programs, building a tailored development system for the next generation of leaders.



### Audit System Operation

**Samyang Packaging** and **Samyang KCI** conduct audit activities through a full-time auditor appointed by resolution of the general meeting of stockholders. The auditor attends board meetings and independently supervises the duties of directors. When necessary, the auditor may request books and documents from relevant departments. The auditor is also authorized to receive business-related reports from the company and access management information through appropriate means. Recognized by law as a financial expert, the auditor possesses all necessary professional qualifications. To support the execution of audit duties, relevant departments serve as support organizations.

#### Auditor Independence and Expertise

At **Samyang Packaging** and **Samyang KCI**, the auditor independently audits the company’s financials and operations and has the right to attend board meetings and express opinions. When needed, the auditor may submit documents to the Board, specifying the agenda and reasons for convening an interim board meeting. Auditor candidates are selected by the Board of Directors and proposed as resolutions at the general meeting of stockholders. Upon approval, the candidate is officially appointed as auditor.

### Internal Audit System

#### Review and Approval of Internal Audit Plan

To ensure the independence and effectiveness of internal audits, **Samyang Group** establishes internal audit plans that play a central role in maintaining sound corporate management and risk management. These plans enable effective oversight of internal systems and processes. The Board of Directors reviews and approves internal audit plans, continuously strengthening internal control and audit functions, and contributing to enhanced corporate transparency and accountability.

# Risk Management

## Risk Management Process

### Risk Management System

**Samyang Group's** risk management process involves identifying and analyzing risks faced by the company, setting appropriate risk limits and controls, and establishing organization-specific crisis response plans and reporting systems to ensure risks remain within those limits. Risk management policies and systems are regularly reviewed to reflect changes in market conditions and Group activities. Samyang Group aims to build a strict and structured control environment through training, management standards, and procedures, so all employees clearly understand their roles and responsibilities.

The Audit Committee (and full-time auditor) of **Samyang Group** oversees the implementation of risk management policies and procedures by management and evaluates the overall adequacy of the risk management system. The Internal Audit Team supports this oversight by reviewing risk control procedures and reporting findings to the Audit Committee, thereby contributing to the overall effectiveness of the Group's risk management framework.

Risk Type	Compliance Risk	Business Risk	ESG Risk	Internal Transaction Risk	Financial Risk
Managing Body	<div>Compliance Office</div>	<div>Board of Directors</div>	<div>ESG Committee</div>	<div>Finance &amp; Accounting Office (Finance Team)</div>	<div>Audit Committee (full-time auditor)</div>
Key Responsibilities	<div><ul style="list-style-type: none"><li>- Ensure compliance with ethics and legal regulations, and implementation of fair trade-related policies</li><li>- Regularly monitor potential violations and compliance risks</li><li>- Establish improvement plans and follow-up measures for any violations</li><li>- Support the establishment of a compliance culture at the Group level</li></ul></div>	<div><ul style="list-style-type: none"><li>- Evaluate and approve risks related to the Group's strategic direction, new businesses, M&amp;A, and investments</li><li>- Monitor major issues impacting performance and business operations</li><li>- Approve transactions with affiliates and related parties as required by the Fair Trade Act and Commercial Act</li><li>- Approve plans related to the sustainability of business operations, including safety and health</li></ul></div>	<div><ul style="list-style-type: none"><li>- Establish mid- to long-term ESG strategies and sustainable growth plans</li><li>- Identify ESG material issues and define corresponding risk strategies</li><li>- Monitor risks related to ESG evaluations and disclosures</li><li>- Integrate ESG-related business risk factors into overall management</li></ul></div>	<div><ul style="list-style-type: none"><li>- Conduct review procedures for transactions with affiliates and related parties under the Fair Trade Act and Commercial Act</li><li>- Perform reviews for internal transactions requiring assessment</li><li>- Update internal processes and provide employee training in response to legal amendments</li></ul></div>	<div><ul style="list-style-type: none"><li>- Review reliability and accuracy of financial information in line with the ICOFR</li><li>- Audit and report on major accounting issues and potential risks</li><li>- Conduct pre-assessments of risks related to changes in accounting standards and external audit preparation</li><li>- Perform audit duties delegated by the Board or required by law</li></ul></div>

# Ethics and Compliance Management

## Governance

### Ethical Management Governance and Five Core Principles

Since its founding in 1924, **Samyang Group** has built a strong foundation for ethical management by upholding its core management policies of maintaining integrity and trust for the past 100 years. The Group views ethical management not merely as a moral duty, but as a strategic approach to corporate management—one that pursues sustainable growth and strengthened competitiveness by fulfilling economic, social, and environmental responsibilities in a balanced and integrated manner.

**Samyang Group** provides all executives and employees with clear, effective decision-making and behavioral standards to ensure that the principles of ethical management are thoroughly understood and consistently applied. In doing so, the Group remains committed to faithfully carrying out both its core business functions and broader social responsibilities. In 2002, Samyang Group institutionalized its ethical management philosophy by enacting a Code of Ethics. This code consists of Basic Principles, Practice Guidelines, and Detailed Guidelines, offering systematic support for ethical decision-making and conduct by all employees. In 2006, the Group enhanced its internal accounting system, creating an infrastructure for ethical management that meets international standards. Further, in May 2013, responding to a rapidly evolving business environment and the need to reinforce ethical awareness, the Group held a group-wide “Ethical Management Proclamation,” publicly affirming its unwavering commitment to ethical management. To further fulfill the essential role and social responsibilities of the company, Samyang Group established the Five Core Principles of Ethical Management, founded on its ethical philosophy. All employees are expected to put these principles into practice in their daily work, thereby embedding a culture of ethical management throughout the organization and fulfilling their responsibilities as members of a sustainable society.

### Five Principles of Ethical Management

Customers	Stockholders	Suppliers	Employees	Nation and Society
<ul style="list-style-type: none"><li>• Providing the best products and services and differentiated value</li><li>• Protecting customer information and respecting their right to know</li></ul> 	<ul style="list-style-type: none"><li>• Maximizing stockholders' interests and corporate values</li><li>• Increasing accounting transparency and disclosing corporate information</li></ul> 	<ul style="list-style-type: none"><li>• Pursuing fair transactions and win-win growth with suppliers</li><li>• Prohibiting unethical behaviors such as receipt of valuables, entertainment, special treats, and bribery</li></ul> 	<ul style="list-style-type: none"><li>• Encouraging employees to practice their responsibilities and obligations of employees</li><li>• Promoting positive attitudes among employees</li><li>• Performing duties fairly</li><li>• Protecting the company's properties</li><li>• Creating a healthy and safe work environment</li></ul> 	<ul style="list-style-type: none"><li>• Fulfilling corporate social responsibilities</li><li>• Establishing a sound market order through fair competition</li><li>• Protecting the environment and maintaining safety</li></ul> 

## Strategy

### Ethical Management Practice Guidelines

**Samyang Group** has established concrete and actionable strategies to ensure all executives and employees can effectively practice ethical and compliance management. As part of this commitment, the Group has enacted and operates detailed Ethical Management Practice Guidelines, grounded in the Five Core Values of Ethical Management. These guidelines serve as practical references, enabling employees to fully understand ethical principles and act correctly and consistently across a variety of business situations.

In particular, the guidelines provide clear standards of conduct for ethical dilemmas that may arise in the workplace, empowering employees to make autonomous yet responsible decisions. **Samyang Group** reinforces understanding and internalization of these guidelines through strengthened education and communication activities, ensuring that the principles of ethical management are seamlessly integrated into day-to-day operations. This strategic approach not only elevates the ethical awareness of employees but also contributes to enhanced corporate credibility and a stronger foundation for sustainable management.



## Strategy

### Ethics and Compliance Management Education

#### Cultivating Ethical Awareness Through Ethical Management Education

**Samyang Group** conducts regular and systematic ethics training programs to enhance ethical awareness among employees and foster a sound corporate culture across the organization. Delivered under the title “Samyang Ethics School Plus,” this program covers fundamental ethical management concepts alongside a wide range of social issues, including sexual harassment prevention and disability awareness. The training is mandatory for all employees, regardless of job position or role.

Before completing the training, participants are required to sign an Ethical Management Pledge, affirming their personal accountability and commitment to ethical conduct. After the course, an assessment is conducted to evaluate understanding of the content. Notably, an advanced curriculum is offered specifically for executives and team managers, placing greater emphasis on heightened ethical responsibility and leadership.

Through this comprehensive and sophisticated training system, **Samyang Group** strengthens employees’ ability to internalize ethical standards and comply with relevant regulations in all aspects of their work. These efforts help establish a genuine culture of ethical management across the organization. Going forward, the Group intends to further expand both the breadth and depth of its training programs to meet rising societal expectations and fulfill its role as a responsible corporate citizen.

#### Details of Ethical Management Education

Category	Details	Education hours per person
2022 ----- 2023	Five courses  Ethical management, sexual harassment prevention, disability awareness, workplace bullying prevention, and information security	5 hours
2024	Six courses  Ethical management, sexual harassment prevention, disability awareness, workplace bullying prevention, personal information protection, and information security	

#### Compliance Management Education

To reinforce compliance management, **Samyang Group** systematically manages legal violation risks through the Compliance Department of Samyang Holdings and proactively responds to rapidly changing regulatory environments. The Group has established an integrated compliance system across all affiliates, which is continuously enhanced through regular reviews, including those at overseas subsidiaries. In parallel, the Group strengthens its capabilities to protect brand value and intellectual property, and raises employee awareness of legal compliance by offering various training programs and internal seminars. Compliance training focuses on topics such as embezzlement, breach of trust, obstruction of official duties, and the Improper Solicitation and Graft Act, and addresses the practical impacts of legal amendments on business activities to ensure effective and relevant education.

Additionally, newly appointed executives receive annual specialized training on corporate law and internal control systems, clarifying leadership responsibilities for compliance and further solidifying a group-wide culture of compliance.

### Compliance with Fair Transactions

#### Ensuring Fair Transactions with Suppliers

**Samyang Group** strictly prohibits the giving or receiving of money, gifts, or entertainment from or to business partners and stakeholders, in order to foster a fair transactional environment. Before contracts are signed, the Group conducts preliminary reviews and legal consultations to prevent potential violations of the Fair Transactions in Subcontracting Act (“Subcontracting Act”). During transactions, compliance with the Subcontracting Act is regularly monitored, and immediate corrective actions are implemented if issues arise.

#### Fair Transaction Education

**Samyang Group's** fair transaction education emphasizes the prevention of collusion, international cartel activities, and unfair subcontracting practices. In 2024, the Group conducted internal seminars on fair transaction trends, types of unfair collaborative practices (such as various forms of collusion), and included detailed case studies and examples. The training is tailored to different job functions, continuously stressing the importance of voluntary legal compliance and fair transaction principles among employees. Through these ongoing efforts, **Samyang Group** aims to foster a company culture grounded in legal and ethical compliance and to build a strong foundation for sustainable growth.

## Risk Management

### Ethical Audits

**Samyang Group** conducts internal audits through regular audits, special audits, themed audits, whistleblower audits, and ongoing monitoring. Any violations of the Code of Ethics discovered during these audits are investigated by the Management Diagnosis Team and, if necessary, referred to the Personnel Committee.

To promote a culture of integrity, the Group emphasizes prevention over reactive measures. Accordingly, an ethics awareness item has been incorporated into performance evaluation indicators (KPIs), aiming to elevate ethical standards for all executives and employees. Regular risk assessments are conducted for all business sites—excluding certain affiliates undergoing post-merger integration—on a biennial basis. Results from the past three years indicate that no significant corruption risks have been identified.

Category	Details
Regular audits	Audits conducted biennially across all business sites, including those located overseas. Discovering and disseminating the best practices during audits
Special audits	Audits conducted by management instructions and are performed four times a year on average
Themed audits	Audits conducted across the entire group or designated business units focusing on specific themes and audits to prevent violations of the Code of Ethics
Whistleblower audits	Audits conducted in response to reports received online and offline
Ongoing monitoring	Monthly monitoring of personnel, general, finance, accounting, sales, purchase, production, and environmental safety affairs and corporate credit card usage

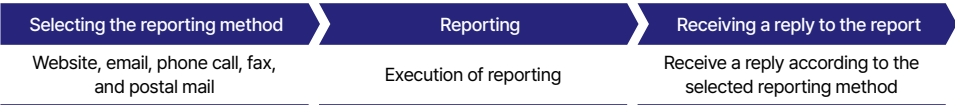
### Ethical Management Reporting Channels and Whistleblower Protection

**Samyang Group** operates a variety of grievance-handling channels accessible to all employees at any time, enabling them to report human rights concerns or provide feedback. These channels include the Group's integrated online platform, dedicated phone lines, fax, email, and postal mail. Through these avenues, both internal and external stakeholders can report violations of the Group's ethical standards and guidelines, and request feedback on case outcomes. Grievance channels guarantee complete anonymity and operate under a strict whistleblower protection system to prevent any form of retaliation. All reports are submitted to designated personnel through the Ethical Management Whistleblower System and are categorized, such as ethical misconduct, embezzlement, sexual harassment, workplace bullying, or fair transaction violations, and then processed promptly according to internal regulations and procedures. During investigations, the Group adheres to strict principles including protective measures for affected employees, confidentiality obligations, and a prohibition on any adverse treatment of victims.

#### Subjects of reports

- Acts of accepting money, gifts, entertainment, and benefits from stakeholders such as suppliers
- Improper use of company assets and information or taking unfair advantage of them
- Violations of ICOFR regulations (intentionally generating false accounting information, compelling others to create false accounting records, or concealing such acts)
- Unethical behaviors related to other stakeholders

#### Internal Whistleblowing Process



#### How to Report

**Phone Call/Fax Report**  
Samyang Group Management Monitoring Team  
Ethical Management Officer  
  
Address: 31, Jongno 33-gil, Jongno-gu, Seoul,  
Republic of Korea  
Tel: +82-2-740-7072, +82-2-740-7639  
E-mail: ethics@samyang.com

**Online Reports**  
The reports received will be processed  
confidentially.

[Reporting Online](#)



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# Water Management

## Water Risk Management and Monitoring

### Environmental Management System for Water Management

As global water scarcity intensifies, the importance of water management is increasingly emphasized. **Samyang Group** has proactively established a comprehensive environmental management system to mitigate water-related risks and advance sustainable management practices. **Samyang Group** operates an Environmental Management System that oversees all aspects of water management. The CEO serves as the chief authority responsible for establishing and approving Environmental Management Guidelines. At the senior management level, a dedicated water management system has been implemented to enable effective oversight and informed decision-making regarding water management strategies. This system includes regular assessments to ensure compliance with both domestic environmental laws and internal standards, and it supports processes for the Board of Directors or senior management to make final evaluations of key matters. Building on this foundation, **Samyang Group** identifies and assesses both potential and actual risks related to water resources and wastewater, managing them through a structured monitoring system. The Group utilizes a real-time monitoring system to track key indicators such as water consumption, wastewater generation, and pollutant emissions, ensuring balanced management that addresses both efficiency and environmental impact. In 2024, there were no violations of water-related laws or regulations. Moving forward, **Samyang Group** is committed to strict regulatory compliance and will continue to prioritize water conservation and sustainable use.

### Water Risk Management

**Samyang Holdings** and **Samyang Corporation** recognize the critical importance of water in their core business activities. Notably, water abstraction is avoided in regions facing severe water stress. This proactive measure is undertaken to minimize adverse impacts on local communities and the environment, reflecting their responsible business practices. Within their production facilities, diverse strategies are employed to optimize water efficiency. These include, but are not limited to, increasing the utilization of reclaimed water, diligently monitoring water usage across all process levels, and ensuring the routine maintenance of production equipment to mitigate wasteful consumption. These initiatives go beyond regulatory compliance, reflecting the Group's commitment to meeting stakeholder expectations and fulfilling its responsibilities as a sustainable enterprise. **Samyang Group** is devoted to continuously adapting to changing environmental and societal requirements, and will persistently elevate its standards and operational effectiveness to serve as an exemplar in water resource management.

### Samyang Packaging's Water Pollutant Emissions Compared to National Regulatory Standards

Category	Unit	Legal Discharge Permit Standards	Internal Discharge Permit Standards	Internal Standard Calculation Rate
BOD	mg/L	60 or less	2 or less	3%
T-N	mg/L	60 or less	20 or less	33%
T-P	mg/L	8 or less	0.3 or less	4%
SS	mg/L	60 or less	10 or less	17%
TOC	mg/L	40 or less	15 or less	37%

### Samyang Corporation's Water Pollutant Emissions Compared to National Regulatory Standards


Category	Unit	Legal Discharge Permit Standards (*1)	Internal Discharge Permit Standards (*2)	Internal Standard Calculation Rate
BOD	mg/L	80 or less	70 or less	87%
T-N	mg/L	60 or less	50 or less	83%
T-P	mg/L	8 or less	4 or less	50%
SS	mg/L	80 or less	40 or less	50%
TOC	mg/L	75 or less	40 or less	60%

(\*1) Legal limits vary by region across multiple sites.  
(\*2) Internal regulations differ by site, but all are managed below the respective legal thresholds.

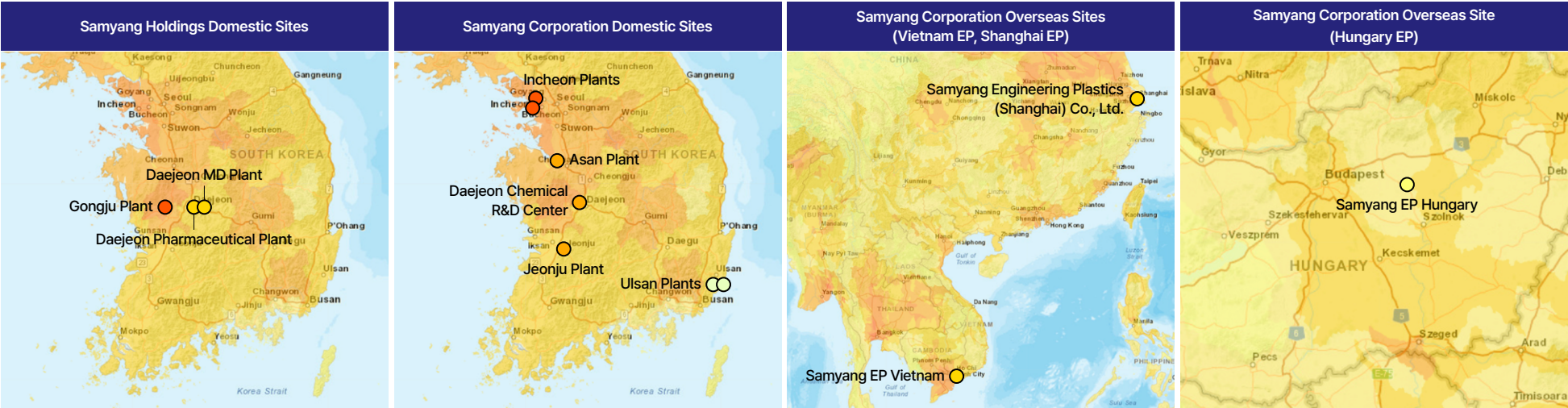
## Water Risk Management and Monitoring

### Water Risk Management

**Samyang Corporation** and **Samyang Holdings** have conducted water risk assessments for their domestic and international business sites using the WWF's Water Risk Filter. The assessment covered Samyang Corporation's Food and Chemical Groups, as well as Samyang Holdings Biopharm. The results indicated that Incheon Plant 1, Incheon Plant 2, and Gongju Plant in Korea have relatively higher basin risk levels. Based on these findings, **Samyang Group** regularly monitors water-related risks—including water quality, quantity, and regulatory factors—at both domestic and international sites. The Group communicates regularly with site managers and implements management plans and strategies to address these risks.

Risk Analysis Tool	Physical Scope	Indicator	Assessed Sites	Water Stressed Sites	WWF Water Risk Filter (2024)
WWF Water Risk Filter	Domestic and international entities of Samyang Corporation and Samyang Holdings	Water Stress	13 sites	3 sites	

### Basin Risk Levels of Assessed Sites





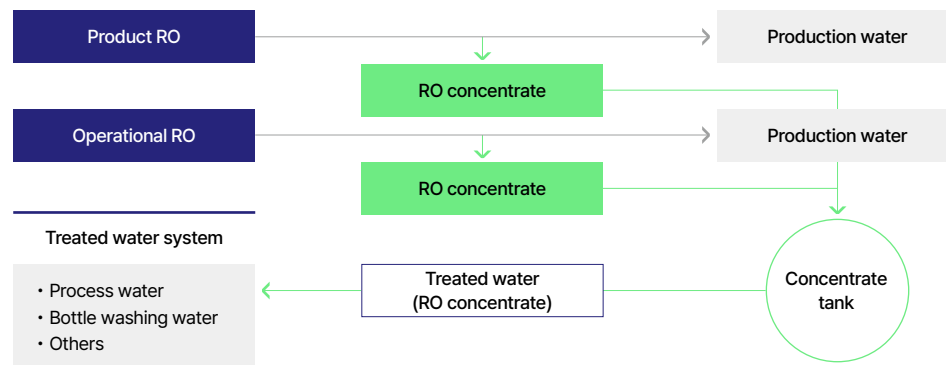
## Water Risk Management and Monitoring

### Using and Recycling Water

**Samyang Group** is committed to minimizing water pollution and strictly complying with the discharge standards set by environmental regulations. The Group systematically manages a variety of water pollutants—including organic substances, suspended solids, and heavy metals—to prevent environmental incidents and reduce impacts on nearby ecosystems.

Recognizing its corporate responsibility, **Samyang Group** actively adopts technologies to ensure wastewater is discharged at an optimal quality. Chemical treatment facilities are employed to minimize the environmental impact of wastewater discharge, and monthly monitoring of water pollutants is conducted to ensure proper operation of treatment facilities. This inspection system helps secure the efficiency and stability of wastewater treatment as a preventive measure for environmental protection. Samyang Group continues to pursue efforts to reduce both wastewater discharge and water intake. The company focuses on using only the necessary amount of water, optimizing processes to minimize energy consumption associated with water treatment, and realizing these efforts at the operational level. At the **Samyang Packaging Gwanghyewon Plant**, for example, a secondary filtration process has been introduced to recycle potable water generated during the production process, which is then reused in processes such as bottle washing. Used water is also repurposed for cooling tower makeup water, pollution control facilities, and cleaning, thereby minimizing waste and promoting resource circulation. **Samyang Group** will continue to balance water quality preservation with resource efficiency, pursuing ongoing environmental stewardship.

#### Treated Water RO Process



### Environmental Conservation Activities

**Samyang Group** actively participates in environmental protection through a variety of programs that connect the company with local communities. Across all business sites, the Group continuously implements the "One-Company One-Stream Initiative," demonstrating its dedication to preserving a clean natural environment. Joint labor-management initiatives are regularly engaged in, including marine conservation activities, road cleaning in industrial complexes, and environmental cleanup volunteering. Samyang Group also maintains strong partnerships with suppliers, working together on environmental protection, tree-planting events, and beautification efforts in industrial areas as part of its commitment to environmentally responsible co-growth within the community. Looking ahead, the Group plans to further strengthen its foundation for partnership-based social contribution through regular activities with suppliers. Additionally, **Samyang Group** continues internal campaigns encouraging employees to reduce energy consumption, waste, and plastic use. Notably, the Group participates in the Ministry of Environment's nationwide "Zero Single-use Items Challenge," implementing strawless lids at company cafés and offering discounts for employees who use personal tumblers, among other practical initiatives. The company is also focused on reducing the use of paper documents and encouraging the reuse of single-sided printed sheets to minimize disposables across the organization. In this context, the "Samyang Green Office Campaign" was launched to encourage employees to engage in a variety of eco-friendly office practices. Guided by the belief that small actions in everyday life can lead to a sustainable future, Samyang Group continues to spread a culture of environmental action. **Samyang Group** is devoted to ongoing engagement and sustained action, aiming to create a better environment and leave a healthy planet for future generations.



Samyang Corporation Asan Plant,  
One-Company One-Stream Initiative

Samyang Green Office Campaign

Zero Single-use Items Challenge

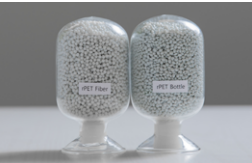
# Investment in Green Businesses

## Investment in Green Facilities

### Samyang EcoTech

**Samyang Packaging** is committed to fulfilling its social responsibilities by manufacturing PET containers and establishing itself as a leading company in the recycling industry. In 2022, the company separated its Recycling Business Unit to create a subsidiary, Samyang EcoTech, which established a recycled PET (R-PET) chip production facility with a capacity of 22,000 tons at Sihwa Plant.

**Samyang EcoTech** began producing high-quality R-Flake and high-purity R-PET chips in the first half of 2023. These products are now used as raw materials for high value-added products. Additionally, the company has implemented advanced processes to minimize the waste of raw materials and other resources during the production of R-flakes and R-PET chips. This initiative is expected to reduce plastic use by 45,000 tons annually. The R-PET chips are currently utilized in the production of yarn for clothing, as well as in containers for food and cosmetics. **Samyang Packaging** continues to lead the industry by fostering a circular economy for PET and offering eco-friendly total solutions in the beverage and packaging sectors.



Samyang EcoTech's  
Recycled PET (R-PET) Chips

### Overview of Samyang EcoTech

Products	Recycled chips and PET flakes
Permitted capacity	49,680 tons/year
Production capacity	PET flakes: 34,000 tons/year, and recycled chips: 22,000 tons/year
Location	81, Gongdan 2-daero, Siheung-si, Gyeonggi-do, Republic of Korea
Area	5,350 pyeong (approximately 17,686 m <sup>2</sup> )
Employees	63 persons
Business characteristics	• Application of physical recycling methods • Production of high-purity recycled raw materials for food and textile use

### Headquarters

Yeonji-dong, Seoul,  
Republic of Korea

### Samyang EcoTech Sihwa Plant

Siheung Industrial Complex,  
Siheung-si, Gyeonggi-do,  
Republic of Korea



### Recycling Brand RECOPET



## Investment in Green Facilities

### Investment in Environmental Management Practices

As part of its sustainable business activities, **Samyang Corporation** has implemented solar power generation facilities and introduced a Factory Energy Management System (FEMS). These measures align with the K-taxonomy's objectives to establish and operate ICT-based energy management systems, and there are plans to expand FEMS deployment to additional business sites. Additionally, the company continues to invest in various environmental protection efforts, such as acquiring green certifications, upgrading equipment, and operating educational programs.

**Samyang Packaging** is installing solar panels at more sites beyond its existing facilities to further reduce greenhouse gas emissions and achieve carbon neutrality. In addition to upgrading existing production equipment and processes, the company gives thorough consideration to environmental impacts when launching new businesses or introducing new equipment, and works closely with local governments prior to implementation. When considering investments in significant facilities, **Samyang Group** adheres to its investment management regulations, which include conducting environmental impact assessments. The Investment Evaluation Review Committee then reviews these assessments to ensure that environmental considerations are integrated into investment decisions.

#### Samyang Corporation's Investment in Green Facilities in 2023 and 2024

Investment Item	Unit	Investment Amount	Details	Expected Reduction
Investment in green facilities	KRW million	3,825	Solar power facilities at 6 business sites	Total 2,953kW

#### Samyang Packaging's Investment Plan in Green Facilities in 2025

Investment Item	Unit	Investment Amount	Details	Expected Reduction
Investment in green facilities	KRW million	2,090	Solar power facilities at Daejeon Plant 1	1,541kW
		1,497	Solar power facilities at Daejeon Plant 2	1,059kW

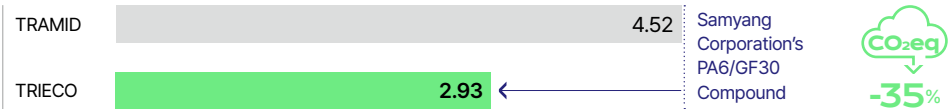
## Sustainable Products

### Investment in Product R&D

#### TRIECO 4D

**Samyang Corporation** is developing "TRIECO 4D," an eco-friendly PA6 (Polyamide 6) compound material produced by recycling waste plastics collected from the southern coast of Korea, particularly discarded fishing nets with short replacement cycles in fishery operations. The collected nets are processed into pellets and transformed into high-quality recycled plastic using Samyang Corporation's proprietary compounding technology, which significantly improves their physical properties. TRIECO 4D overcomes the typical limitations of recycled plastics, such as degradation in physical properties, and achieves approximately a 35% reduction in carbon emissions compared to conventional fossil fuel-based plastics. The product has been officially recognized as a sustainable material by obtaining Environmental Claim Validation (ECV) certification from Underwriters Laboratories (UL). To date, nine TRIECO 4D products have been developed, all meeting physical property standards required by material specifications of multiple domestic and international automotive manufacturers. These products are being considered for use in both interior and exterior automotive parts as well as structural vehicle components. Samyang Corporation will continue investing in the development of parts utilizing recycled materials, thereby contributing to solutions for marine plastic pollution and the realization of a low-carbon circular economy.

#### CO<sub>2</sub>eq Emissions Per Ton of Plastic Material Produced



# Sustainable Products

## Investment in Product R&D

### Development of Label-free Containers

**Samyang Packaging** is expanding its development of “label-free” plastic containers that can be recycled without the need to remove labels. This technology takes advantage of the density difference between PET bottles with a specific gravity greater than 1 sink in water, and labels with a specific gravity of less than 1 float on water, allowing for automatic separation during the washing and recycling process. Previously, shrink labels with a specific gravity above 1 made separation difficult, reducing recycling efficiency. To address these issues, **Samyang Packaging** is developing containers using lightweight, easily recyclable label materials, without compromising quality. These are currently in the prototype stage. With related regulations already enforced in Europe and growing domestic interest in green packaging, demand is expected to increase. The company plans to expand the application of this technology both in Korea and internationally.

### Recycled PET Containers

**Samyang Packaging** is focused on developing PET containers that are easy to recycle. The company not only produces containers using high-purity recycled chips (r-chips), but also continuously improves recycling efficiency by enhancing container structure and manufacturing processes. Notably, Samyang Packaging is the only company in Korea to independently manage the full PET lifecycle—from raw material production to post-consumer recycling—enabling a fully closed-loop PET recycling system. This contributes to environmental pollution reduction and resource conservation, while advancing recycling technology. The company is also developing eco-friendly containers using food-grade certified recycled PET (R-PET), working closely with Samyang EcoTech to further improve R-PET quality and optimize manufacturing. **Samyang Packaging** is proactively preparing for the revision of the Act on the Promotion of Saving and Recycling of Resources, which comes into effect in 2026, and is aligning with new requirements mandating the use of recycled materials. The company is actively pursuing waste reduction and a circular economy, anticipating further growth in the market for R-PET as domestic and international demand increases.

### Development of Lightweight PET Container Technology

**Samyang Packaging** has developed ‘lightweight PET containers’ that maintain strength and beverage quality while reducing the amount of raw material used. This helps reduce water pollution from microplastics and lower carbon emissions during manufacturing. In 2024, these efforts resulted in a reduction of 332.8 tons of carbon emissions.

\* CO<sub>2</sub> emissions per 1 g of PET: 3.075 g

### Development of White Biomaterials

**Samyang Innochem** produces isosorbide (ISB), a bio-based material derived from plant-based resources. ISB is obtained through the chemical conversion of corn starch and offers exceptional versatility. It is recognized as a sustainable alternative to traditional chemical feedstocks and can be used in a wide variety of applications, such as polycarbonates, coatings, and adhesives. **Samyang Group** is focused on developing specialty materials based on ISB to broaden their use across many products. The Group aims to accelerate the growth of advanced materials within the chemical industry by creating new markets for cutting-edge materials and continuously pursuing technological innovation.

### Packaging R&D

**Samyang Packaging** develops packaging materials that reflect diverse customer needs and meet trends toward premiumization and smaller sizes in food and beverage products. The company has created carbonated drink bottles featuring a luxurious champagne-bottom design with a glass-like appearance; functional containers for food and pharmaceuticals using various advanced materials; and heat-resistant, safe containers for rice and pharmaceuticals manufactured using thin, multilayer injection molding technology. Ongoing research is focused on enhancing core packaging functions—such as oxidation prevention, aroma retention, and gas barrier properties. Samyang Packaging was the first company in Korea to introduce aseptic (sterile filling) technology and commercialize a beverage filling process that ensures superior sterility compared to traditional hot-filling methods. This technology allows low- and neutral-acidity beverages to be stored at room temperature, greatly enhancing competitiveness in the OEM/ODM markets. Products utilizing this technology include milk tea, coffee, formulated milk, and carbonated beverages.

### Samyang Packaging

Category	Unit	2022	2023	2024
Sales of lightweight PET containers	KRW million	5,162	8,202	11,170
CO <sub>2</sub> reduction	tCO <sub>2</sub> eq	134.8	171.4	332.8



## Sustainable Products

### Green-certified Products

#### Low-carbon Certified Products: Q.one White Sugar

Q.one White Sugar is the only product in the Korean sugar industry to have earned the Ministry of Environment's low-carbon certification. This prestigious certification is granted by the government to products that demonstrate lower average carbon emissions compared to their counterparts or that incorporate low-carbon technology to achieve a specified reduction rate. In 2010, Q.one White Sugar became the first in the Korean sugar industry to obtain carbon footprint certification, and through sustained effort, secured low-carbon product certification in 2013, maintaining this status ever since. Moreover, Q.one aims to extend the low-carbon certification to other food product categories, such as flour with the goal of expanding its market reach. These initiatives support the shift towards a low-carbon economy and mandatory purchasing by public institutions under the Act on the Promotion of Purchase of Green Products, thereby creating additional business opportunities and promoting sustainable environmental protection.



### Launch of Products with Environmentally Friendly Packaging

#### About Me

Samyang Corporation's cosmetics brand "About Me" incorporates natural ingredients and plant-based raw materials, and its products do not contain oxybenzone and octinoxate, which are known to harm marine environments. Furthermore, the packaging for these products features Forest Stewardship Council (FSC)-certified paper, soy-based ink, and easily separable labels to encourage the use of sustainable materials.

#### Sales from ESG-related Products

Category	Unit	2022 (*)	2023 (*)	2024
Low-carbon certified products	KRW million	275,906	342,987	330,160
Environmental Product Declaration products	KRW million	7,713	9,139	9,156
Total	KRW million	283,619	352,126	339,316

(\*) Data for 2022 and 2023 has been revised due to omission of items in the original calculation.

#### Sales of Products Using Green Packaging in 2024

Category	Unit	2022 (*)	2023 (*)	2024
Sales amount	KRW million	1,509	1,893	1,311
FSC-certified paper used	kg	4,289	5,553	4,283
Soy ink used	L	105	141	130

(\*) Data for 2022 and 2023 has been revised due to omission of items in the original calculation.

### Green Purchasing




Samyang Group is committed to fulfilling its social responsibility by adhering to environmental regulations and proactively engaging in low-carbon, eco-friendly purchasing from the initial stages of procurement. To this end, Samyang Group's ESG Committee proposed and approved the Green Purchasing Policy, under which the Group prioritizes products certified for environmental impact, recycling, energy efficiency, waste reduction, and other environmental attributes. By consistently purchasing such green products, Samyang Group aims to save resources, reduce pollution, and actively practice sustainable business as part of its corporate social responsibility.

#### Samyang Corporation

Category	Unit	2022	2023	2024
Green product procurement	KRW thousand	14,740	15,371	17,698

#### Green Purchasing Policy

#### Green Product Criteria

	Environmental Labeling Products	Low-Carbon Products	Good Recycled Products
			
Purpose	Products with superior environmental performance throughout their lifecycle (meeting KS quality standards or higher)	Products with reduced GHG emissions that are certified with an Environmental Product Declaration (EPD)	High-quality products manufactured from recycled materials
Certification Bodies	Ministry of Environment/ Korea Environmental Industry & Technology Institute	Ministry of Environment/ Environmental Industry and Technology Institute	Korean Agency for Technology and Standards/ Resource Circulation Industry Authentication Institute



## Sustainable Products

### Sustainable Raw Materials

#### Post-Consumer Material (PCM)

**Samyang Corporation's** Post-Consumer Material (PCM) utilizes materials discarded after consumer use, including waste plastic, fishing nets, and electronic batteries. Although the use of PCMs in general typically leads to reduced carbon dioxide emissions, it often degrades material properties. However, **Samyang Corporation** has developed a technology that preserves performance levels, matching those of virgin polycarbonate, even when incorporating up to 90% PCM material. This innovation allows the company to offer sustainable solutions.

Category	Unit	2023	2024
Amount of recycled polycarbonate (PC) materials	Tons	5,266	4,598
Percentage of recycled PC materials used relative to total purchase amount	%	5.78	4.67

#### RSPO Certification for Responsible Procurement

**Samyang Corporation** has joined the Roundtable on Sustainable Palm Oil (RSPO) as an official member to address environmental and labor rights issues in palm oil production regions. The company procures palm oil that has been produced according to the standards verified by the RSPO. To acquire certified palm oil of mass balance grade, the company has secured supply chain certification from the association. RSPO-certified palm oil is delivered to the company's Incheon Plant 2 from production sites, utilized in manufacturing, and then sold as finished products. This process ensures traceability from the production site to final product sales. As of 2024, 9.1% of the company's total oil purchases are RSPO-certified. Products that contain certified palm oil include RSPO Palm Oil, Noblesse, and Snow Soft.

In 2016, **Samyang KCI** obtained Roundtable on Sustainable Palm Oil (RSPO) certification. To ensure ongoing compliance, the company has implemented the RSPO Supply Chain Certification Standard regulations. This documentation helps us monitor whether the raw materials adhere to the RSPO Mass Balance (MB) throughout the processes of warehousing, storage, sales, and shipment. Furthermore, **Samyang KCI** conducts regular internal audits and training sessions, and undergoes periodic audits by certifying bodies. Through these measures, the company systematically manages the use of sustainable palm oil and strives to expand the scope of RSPO certification.

#### Samyang Corporation

	Category	Unit	2022	2023	2024
RSPO-certified palm oils	Purchase amount	Tons	1,350	1,550	1,650
	Purchase percentage	%	8.8	9.6	9.1

#### Samyang KCI

	Category	Unit	2022	2023	2024
RSPO-certified palm oils	Purchase amount	Tons	834	753	838
	Purchase percentage	%	47.43	55.9	43.67

RSPO Certificate



# Biodiversity Conservation

## Biodiversity Conservation

### Biodiversity Policy

**Samyang Group** acknowledges biodiversity conservation as a core aspect of our social responsibility. The Group carefully evaluates the impact of our business activities on natural ecosystems and is committed to ongoing efforts to protect both biodiversity and ecological systems. The Group regularly assesses the potential impacts of its business activities on local biodiversity and works to minimize any negative effects. As part of these efforts, the Group actively engages in practical conservation initiatives, such as habitat protection, plogging events, and river cleanup activities. To ensure systematic management of biodiversity conservation, the Group has established a Biodiversity Policy, which has been reviewed and approved by the **Samyang Group** ESG Committee and is transparently disclosed to the public on the Group's website.

[Biodiversity Policy](#) 

### Environmental Activities for Biodiversity Conservation

**Samyang Group** engages in biodiversity conservation activities focusing on the mandarin duck, a nationally protected species designated under the standards of the National Institute of Biological Resources. The Group laid the foundation for conservation efforts by signing a memorandum of understanding (MOU) with the Seongdong-gu District Office and the Social Cooperative Hangang, and has since carried out avian ecological monitoring. Within the Jungnangcheon and Cheonggyecheon stream areas, the Group has participated in volunteer activities to provide food for mandarin ducks and remove waste from their habitats. These initiatives aim to improve the survival and reproductive rates of the mandarin ducks, and future plans include establishing rest areas to expand the scope in a more systematic manner of these conservation efforts. While quantitative outcomes such as habitat expansion or population growth, have not yet been disclosed, **Samyang Group** will continue to strengthen its biodiversity conservation activities. The Group is committed to active engagement in biodiversity-related initiatives and making a tangible contribution to ecosystem sustainability.



Plogging Event



Environmental Cleanup Activities



Samyang Group Employees' Biodiversity Conservation Activities



Samyang Corporation Food Support PU Employees' Biodiversity Conservation Activities

# Information Security

## Information Security Management System

### Information Security Policy

In November 2024, **Samyang Group** enacted an Information Security Policy to proactively respond to evolving cybersecurity risks in the digital era, safeguard information assets and personal data, build stakeholder trust, and reinforce the foundation for sustainable management. This policy aims to protect the Group's information assets and ensure the safe management of personal data belonging to customers, employees, and business partners. The Information Security Policy was reviewed and approved by the ESG Committees of Samyang Holdings, Samyang Corporation, Samyang Packaging, and Samyang KCI. Also, to foster group-wide awareness and embed a culture of information security, the policy has been publicly disclosed on the Group's official website. **Samyang Group** manages its information security activities through three pillars: managerial, technical, and physical. Furthermore, the Group has developed detailed guidelines for the collection, use, storage, and processing of all personal data to ensure its protection and uphold the rights of all data subjects.

Managerial Pillar	Technical Pillar	Physical Pillar
<b>Operation of an information security organization</b> - Operating an information security organization led by the CISO  <b>Enhancing employee security awareness</b> - Sharing information on external security threats and promoting appropriate response measures to employees - Conducting security training and collecting security pledges	<b>Technical vulnerability remediation</b> - Remediating vulnerabilities in servers, networks, databases, and security systems - Remediating vulnerabilities in web and mobile apps  <b>Establishment of a security management system</b> - Implementing a document security system, an intrusion prevention system, and a data loss prevention system	<b>Implementation of physical protection activities</b> - Specifying a security zone - Controlling access - Installing and operating CCTV - Deploying security personnel and monitoring incoming and outgoing items

### Information Security Policy

### Information Security Governance

In response to the accelerated digital transformation and the growing complexity of information security threats, **Samyang Group** has established and operates a dedicated and structured information security organization. This structure serves as the foundational framework for safeguarding the Group's information assets and maintaining the trust of customers and stakeholders.

The Chief Information Security Officer (CISO) leads the group-wide information security strategy and reports directly to the CEO, ensuring both independence and strategic importance of the information security. Under the CISO, a general management organization is responsible for the implementation of information security initiatives and facilitates enterprise-wide collaboration and decision-making through the Information Security Committee. The security management system is divided into managerial, technical, and physical areas, with dedicated managers in each field to address specific threats. This organizational structure enhances the professionalism and operational effectiveness of the Group's security functions. The Information Security Committee and the Information Security Working-level Council hold regular meetings to review emerging issues, identify areas for improvement, and facilitate organizational cooperation. This enhances information security awareness across the Group and ensures a prompt, consistent response system.

With this organizational structure, **Samyang Group** continually strengthens its information security capabilities and enhances group-wide responsiveness, thereby ensuring corporate stability and sustainability in a rapidly evolving security environment.







## Strengthening Information Security Awareness and Practices

### Information Security Training

**Samyang Group** is committed to raising employees' information security awareness and mitigating related risks. The Group provides annual training for all employees through the Samyang Ethics School, covering topics such as IT security status, the importance of security awareness, security policies and regulations, and understanding the Personal Information Protection Act.

Additionally, the personal information protection department and those handling personal data are required to complete both practical and specialized personal data protection courses offered by the Korea Internet & Security Agency and submit certificates of completion. To further strengthen security awareness, the Group posts approximately 20 to 30 security notices each year on the group intranet to remind employees of key security protocols and data leakage risks.

#### Information Security Training Program

	Details	Training Methods
 Samyang Ethics School	<ul style="list-style-type: none"><li>- Group IT security status</li><li>- Importance of security awareness<ul style="list-style-type: none"><li>* Including necessity for personal information protection and the scope of personal information</li></ul></li><li>- Group security regulations</li><li>- Basic courses (understanding of the Personal Information Protection Act)</li></ul>	<p>Online training enrollment</p> <ul style="list-style-type: none"><li>- Complete externally sourced and in-house created content on the affiliated training provider's website (<a href="http://samyang.hunet.co.kr">http://samyang.hunet.co.kr</a>)</li><li>- After completing the courses, sign the online security pledge and take a test to confirm learning outcomes</li></ul>
 Personal Information Protection Training	<ul style="list-style-type: none"><li>- Practical courses (technical and administrative protection measures)</li><li>- Specialized courses (personal information protection in business planning, implementation, and operations)</li></ul>	<p>Online training enrollment</p> <ul style="list-style-type: none"><li>- Select and complete an online course provided on the Korea Internet &amp; Security Agency's personal portal site (<a href="http://www.privacy.go.kr">http://www.privacy.go.kr</a>)</li><li>- Submit the training completion certificate upon finishing the course</li></ul>

### Simulated Training and Code of Conduct

**Samyang Group** conducts regular simulated email phishing exercises for all employees to reinforce the organization's capacity to respond effectively to potential information leakage incidents. These exercises educate employees on recognizing the risks associated with disclosing sensitive information externally and emphasize the importance of exercising heightened caution when handling suspicious emails, particularly those from unknown senders. This program plays a key role in significantly enhancing information security awareness across the company.

In addition, **Samyang Group** has established and communicates clear Principles of Conduct for Information Security, ensuring that employees fully understand and adhere to specific security guidelines in their daily work. To further foster a culture of security and accountability, all employees are required to sign an information security compliance pledge. This pledge explicitly defines employees' responsibilities and emphasizes the importance of strict adherence to practical security protocols. By requiring every employee to sign this pledge, **Samyang Group** reinforces individual accountability and strengthens the foundation for a robust security culture throughout the organization.

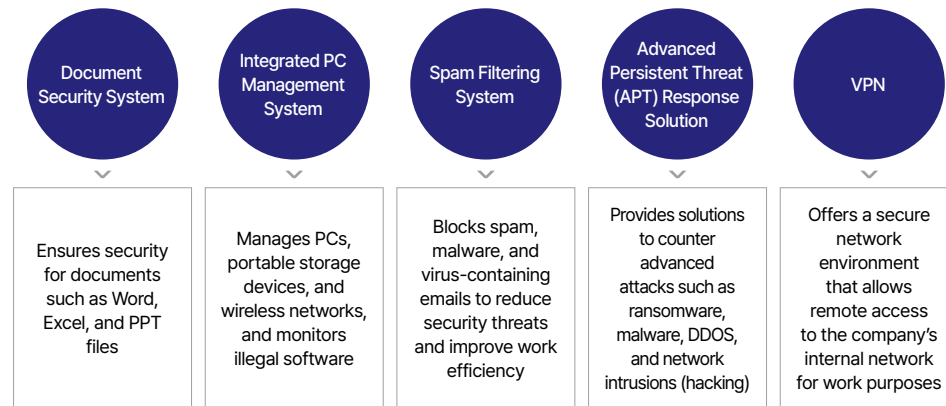
#### Code of Conduct for Information Security

- 1 Only authorized and approved information assets may be accessed
- 2 External leakage of the company's important information via email, messenger, mobile phones, USB devices, or any other unauthorized channels is strictly prohibited
- 3 All users must access information assets via identification and authentication procedures using their own individual IDs and passwords, and manage their IDs and passwords securely
- 4 All users must promptly report any security incidents to the information security officer/manager
- 5 All users must meticulously manage document or data permissions and conduct regular audits
- 6 All users must adhere to information security guidelines, personal information handling procedures, and ransomware infection prevention practices

## Information Security Activities

### Operating an Information Security System

**Samyang Group** implements comprehensive security measures to safeguard internal personal information and business data against external threats. The Group has upgraded its integrated PC security, anti-distributed denial-of-service (Anti-DDOS) equipment, and intrusion prevention systems (IPS). Furthermore, the establishment of a mailbox backup system highlights our continued commitment to information security through strategic investments in cybersecurity infrastructure.



In 2023, **Samyang Group** launched the development of a Security Information and Event Management (SIEM) system, completed in 2024, to strengthen workplace security. This system facilitates the real-time collection and analysis of security equipment logs, enabling fast detection and response to cyber threats. Consequently, it has enhanced integrated log management and security monitoring, creating a robust framework to effectively counter various internal and external breach attempts.

In addition, **Samyang Group** has implemented a Data Leakage Prevention (DLP) System to protect sensitive information on PCs and to comply with technical safeguards required by relevant laws, including the Personal Information Protection Act, the Credit Information Use and Protection Act, and the Unfair Competition Prevention and Trade Secret Protection Act. Through these initiatives, the Group actively prevents personal information leakage and implements a more secure information environment. The Group also participates in the Korea Internet & Security Agency's Cyber Threat Analysis and Sharing (C-TAS) program, which allows for prompt responses to sophisticated threats and helps prevent the spread of damage.

### Assessing Group Information Security Vulnerabilities

**Samyang Group** has worked with a professional external consulting agency to conduct group-wide information security vulnerability assessments. These assessments include systematic reviews of core infrastructure such as operating systems, database management systems (DBMS), and web/application servers (WEB/WAS). Identified security threats are addressed according to their risk severity and operational impact, using both risk elimination and risk mitigation strategies.

In accordance with the risk elimination approach, short-term measures have been completed for items that can be addressed immediately. For some items, a phased implementation plan has been established, as follows.

#### Phased implementation strategy for risk elimination

- **Short-term action items:** Items that have been addressed before the implementation inspection
- **Secondary action items:** Items that require additional measures after the implementation inspection and are scheduled to be completed in 2024
- **Mid- to long-term action items:** Items that may impact operations, such as system reboot, that are scheduled to be completed by 2025

For items that cannot be promptly addressed due to operational constraints, the Group implements a risk mitigation strategy by applying compensatory measures to reduce potential risks. For example, a vulnerability was managed by strengthening account security settings for a specific third-party solution. Through these actions, the Group effectively prevents security incidents and enhances overall information security.

Based on the assessment results, **Samyang Group** proactively eliminates security threats and improves the group-wide security management system to enhance information security. Moving forward, **Samyang Group** will establish a more robust security framework through regular inspections and improvement activities, thereby fulfilling its responsibilities as a trusted company.

### Information Security Disclosure Program

Since 2022, **Samyang Corporation** and **Samyang Packaging** have actively participated in the information security disclosure program, which is designed to protect internet users' rights and promote greater transparency and progress in the information security industry. By openly disclosing information security investments, personnel allocation, certifications, and various related activities, **Samyang Corporation** and **Samyang Packaging** are enhancing corporate trust and strengthening their capabilities to respond effectively to cyber threats.

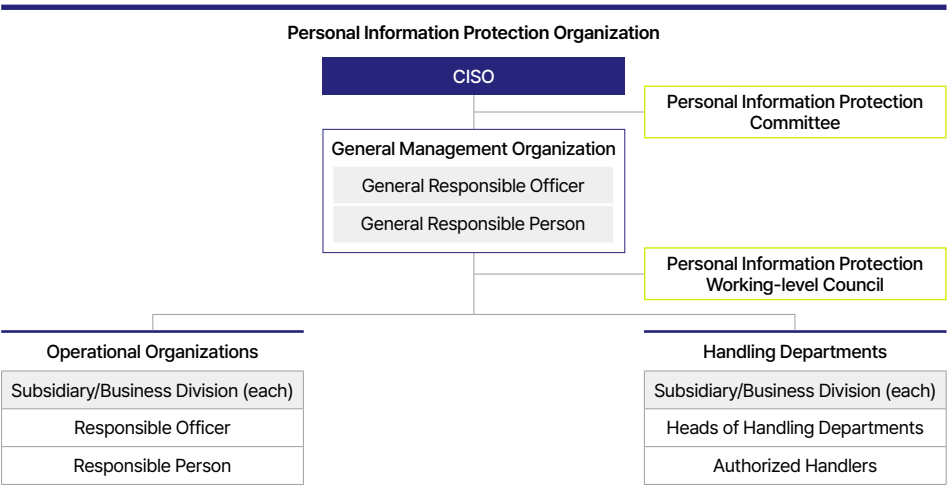


## Personal Information Protection Management System

### Personal Information Protection Governance

**Samyang Group** has established a comprehensive, group-wide organizational structure dedicated to strengthening personal information protection. The general management organization, headed by the CISO, works in close collaboration with the operational teams of each subsidiary and business division. This general management organization, consisting of a general responsible officer and general responsible person, is responsible for developing and overseeing personal information protection policies throughout the entire Group. Within each subsidiary and business division, practical roles are clearly designated across business units and handling departments, including responsible officers, heads of handling department, and authorized handlers to directly manage and safeguard personal information.

Additionally, **Samyang Group** operates the Personal Information Protection Committee to review and coordinate group-wide regulations and standards. The committee, chaired by the Group's CISO and composed of responsible officers from each subsidiary, is responsible for reviewing and approving key issues related to personal information protection. The Personal Information Protection Working-level Council facilitates the implementation of committee decisions and fosters effective collaboration among relevant departments. Members of the personal information protection organization perform thorough supervision and continuous improvement activities, and ensure the secure management of personal information, thereby safeguarding the data assets of both customers and the Group.



### Personal Information Management Process

**Samyang Group** employs systematically structured database and application systems to securely process personal information. These systems incorporate various protection measures, including authentication and access management, screen display controls, encryption, and log management. In accordance with the Group's security policies, **Samyang Group** ensures the secure handling of personal information and rigorously performs all management and oversight tasks. Furthermore, **Samyang Group** conducts a thorough review and management of a comprehensive inventory of systems, the personal information processed by each system, the system administrators, the responsible departments, and the status of the stored personal information.

#### Personal Information Handling Guidelines

Acquiring consent when collecting and using personal information	Separately managing the safety of stored personal information to ensure that only authorized personnel have access	Completely and irrecoverably destroying personal information after use
1	2	3
Not storing personal information, such as resident registration numbers, credit card numbers, and bank account numbers on PCs	Deleting personal information when changing PCs and mobile phones	Immediately reporting any personal information leakage incidents to the information protection department
4	5	6

### Privacy Policy

**Samyang Group** rigorously complies with its Privacy Policy, strictly adhering to all relevant laws, including the Personal Information Protection Act and the Protection of Communications Secrets Act. To promote transparency and accessibility, the policy is clearly posted on the company's main website providing detailed information on the use and protection of personal information. Furthermore, the Group continually updates its policies in response to customer needs and social developments, while maintaining a secure management and customer service system. Through these efforts, **Samyang Group** actively addresses potential threats to personal information during handling and processing, upholds user trust, and is dedicated to improving service quality.

# Community Engagement

## Social Contribution System and Strategic Directions

### Strategic Approach to Social Contribution

**Samyang Group** has identified “Talent Development,” “Environmental Preservation,” and “Health Improvement” as the three core values of its Social Contribution Policy. The Group actively implements a diverse range of initiatives to embody these values and spread a positive impact throughout society. Instead of focusing on one-time donations or short-term campaigns, the Group pursues strategic social contributions that advance both its sustainability and broader social value. Guided by its corporate purpose—“Beyond life’s potential, innovate the future”—the Group concentrates on creating new value through its social contribution activities. Samyang Group is dedicated to carrying forward the vision of its founder: “Earn money honestly and use it rightly for the nation.” With this legacy in mind, the Group seeks not only to grow its business but also to contribute to the sustainable development of the nation and society as a whole.

**Samyang Group’s** scholarship foundations—the Yangyoung Foundation and the Sudang Foundation—demonstrate its longstanding commitment to academic advancement and talent development. The Yangyoung Foundation hosts the Future Science Camp annually, inspiring curiosity and creative thinking in science and technology among the next generation. The Sudang Foundation recognizes researchers with outstanding academic achievements and public contributions by awarding the Sudang Prize, thereby enhancing the competitiveness of Korea’s academic community.

**Samyang Group** also supports elite athletes and helps expand the reach of underrepresented sports. Samyang Corporation operates Korea’s only corporate women’s cycling team, helping develop athletic talent and contribute to the advancement of cycling in Korea. This initiative is regarded as a long-term, strategic social contribution that goes beyond simple sponsorship. To promote environmental awareness among children, **Samyang Group** organizes the “Love Nature With Blue Mind: Drawing Festival” for preschool and elementary students nationwide. In addition, each of the Group’s business sites leads local clean-up activities, putting the value of environmental protection into practice.

Furthermore, **Samyang Group** carries out hands-on, community-focused volunteer efforts to support vulnerable groups, including home repair services, coal briquette deliveries, and kimchi-sharing events. These activities are especially concentrated during times of greatest need, such as holidays and the winter season, enabling the Group to provide practical and heartfelt support to neighbors facing hardship. More than just one-time aid, these efforts demonstrate Samyang Group’s commitment to co-prosperity and actively participating in solving community challenges.

### Social Contribution Policy

Mission

Samyang Group supports talent development, coexists with nature, and works together to build a healthy and sustainable tomorrow for everyone.

Policy

Talent Development

Environmental Preservation

Health Improvement



Discover and nurture individuals who can unlock their potential and create new value

Strengthen activities that preserve ecosystems and raise environmental awareness

Promote co-prosperity by promoting a healthy and caring local community

Core Business

Scholarship Programs and the Sudang Prize of the Yangyoung-Sudang Foundation

University student supporters “Samyang Seeds”

Samyang Corporation Women’s Cycling Team

Future Science Camp

Love Nature With Blue Mind: Drawing Festival

Local Community Cleanup Activities

Beautiful Sharing Package

Charitable Home Improvement with Love and Coal Briquettes Delivery

## Talent Development

### About the Foundation

The Yangyoung Foundation and the Sudang Foundation, **Samyang Group's** scholarship foundations, were established to cultivate talent and advance academic achievement. The Yangyoung Foundation, Korea's first private scholarship foundation, was founded in 1938 by Sudang Yeon-Su Kim. The Sudang Foundation was established in 1968 by Sudang and his family to broaden the reach of scholarship activities. Both foundations are funded by contributions from Samyang Group affiliates and serve as the core pillars of the Group's scholarship and educational initiatives.

The Yangyoung Foundation and the Sudang Foundation award scholarships to students who demonstrate academic excellence and exemplary conduct despite hardships. They also support academic advancement by providing research grants to scholars and academic institutions. The Yangyoung Foundation annually awards scholarships to approximately 120 university students and offers research grants to professors specializing in the humanities and natural sciences. The Sudang Foundation awards scholarships each year to around 100 middle and high school students and university students and supports professors, academic societies, and educational institutions.



Samyang Group Yangyoung-Sudang Foundation, 2024 Scholarship Award Ceremony

### Introducing the Sudang Prize

The Sudang Prize, named after the pen name of Chairman Yeon-Su Kim, the founder of Samyang Group was established in 1973 to honor the spirit of industrial and talent development and to recognize individuals who have made significant contributions to the advancement of the nation and society. Initially introduced in 1973 as the "Sudang Science Award" by the Kyungbang Scholarship Society, it was presented 14 times until 1986. Subsequently, in 2006, the Sudang Foundation took over, broadening the award's scope to encompass both the natural sciences and the humanities, and has since been operating the prize under its current name, "Sudang Prize."

The Sudang Prize currently honors two researchers for their exceptional contributions, regardless of category, in three categories: basic science, applied science, and humanities. Each awardee receives a cash prize of KRW 200 million along with a plaque.

To further enhance the fairness and professionalism of the Sudang Prize and to maintain its prestige, the Sudang Foundation has established the Sudang Prize Steering Committee. This committee includes distinguished individuals from a variety of fields.



The 33rd Sudang Prize Ceremony



## Talent Development

### Samyang Group's University Student Supporters: "Samyang Seeds"

Launched in 2017, "Samyang Seeds" is Samyang Group's flagship university student engagement program. The name comes from the word "seed," reflecting its hope that university students with potential will grow into strong, flourishing trees, just as a small seed matures into something greater. Samyang Seeds participants gain an in-depth understanding of Samyang Group's products and technological expertise across its chemical, food, packaging, and pharmaceutical/biotech businesses. Drawing on this knowledge, they serve as ambassadors who help raise awareness of Samyang Group.

For the 8th cohort in 2024, over 550 university students from across Korea applied, and after a document review and interviews, 32 were selected. These participants enjoyed a wide range of fully sponsored programs, including site tours of Samyang Group business locations, employee mentoring, and cooking classes. Through these activities, they completed promotional missions and discovered and developed their own potential.



"Samyang Seeds" 8th Inauguration Ceremony

### Future Science Camp

Samyang Group and the Yangyoung Foundation host the "Future Science Camp" each year for elementary school students in Daejeon, with the aim of fostering the next generation of talent in science and engineering. The camp provides students with hands-on experiences involving promising future-oriented technologies, helping to nurture creativity and inspire interest in science and engineering, ultimately supporting their growth as future innovators.

In 2024, the camp's theme was "Everyday Science with Us, 365 Days a Year." The program included interactive sessions focused on technologies such as eco-friendly electric vehicles, semiconductor wafers, and sustainable plastics. Notably, the camp integrated technologies from Samyang Group's main business areas into the educational content, effectively showcasing the Group's technical strengths and contributions to building a better future.



2024 Future Science Camp Hosted by the Yangyoung Foundation and Samyang Group

## Talent Development

### Samyang Corporation Women's Cycling Team

**Samyang Corporation** established its women's cycling team in 1986, a time when cycling was relatively unknown in Korea. The company has continued to sponsor and manage the team, significantly contributing to the growth of this overlooked sport. As the only corporate women's cycling team in Korea, the Samyang Corporation Women's Cycling Team has maintained a proud tradition, producing numerous national team members and setting new Korean records, thereby playing a vital role in advancing women's cycling.

The team consistently achieves outstanding results at domestic and international competitions. In 2024, they took overall first place at both the Changnyeong Tour and Gangjin Tour National Road Cycling Competitions. Notably, team member Min-Ji Song represented Korea as a national cyclist at the Paris 2024 Olympic Games.



Samyang Corporation Women's Cycling Team

## Health Improvement

### Beautiful Sharing Package

The Beautiful Sharing Package program, supported by **Samyang Group**, is a social contribution initiative that delivers warmth and compassion to neighbors facing difficulties in local communities. Each year, proceeds from the sale of goods sponsored by Samyang Group and other leading Korean companies are used to purchase and distribute essential items to underserved households.

### Practicing Co-Prosperity with Neighbors

**Samyang Group** is committed to co-prosperity through a variety of annual social contribution activities, including home repair services, coal briquette deliveries, kimchi-making events, and charitable donations to support neighbors in need. These efforts reflect the Group's management philosophy of pursuing shared growth with local communities.

At **Samyang Corporation's** Asan Plant, employees delivered 1,000 coal briquettes to elderly residents living alone and multicultural families. Samyang Kasei donated a total of 6,000 briquettes to the community through two employee fundraising campaigns. Meanwhile, employees at Samyang Corporation's Jeonju EP Plant visited Hoseong Children's Home in Jeonju, personally delivering staff-collected donations.



2024 Coal Briquettes Delivery with Love



## Environmental Preservation

### Love Nature With Blue Mind: Drawing Festival

Each year, **Samyang Group** hosts the Love Nature With Blue Mind: Drawing Festival for preschool and elementary school students nationwide. Launched in 1996, this festival raises awareness of the importance of environmental preservation. Students submit artwork on environmental themes, with outstanding entries recognized with awards.

The 26th festival, held in 2024, attracted approximately 1,100 participants and over 2,200 visitors, including families, making it a lively and well-attended event. In addition to the drawing contest, the Group hosted an Eco Flea Market to highlight the importance of resource circulation. Families could purchase a variety of reusable items—such as toys, books, clothing, and shoes—at affordable prices, offering a meaningful opportunity to practice sustainable consumption at home.

The Group also ran hands-on activities to engage children with environmental issues in a fun and accessible way. These included making plant pots and keyrings from recycled coffee grounds, crafting eco-friendly pouches, and creating framed artwork with environmental themes, all aimed at encouraging eco-friendly values from an early age.



The 26th Love Nature With Blue Mind: Drawing Festival

### Local Community Cleanup Activities

**Samyang Group** consistently conducts environmental cleanup activities near its affiliates' business sites, collecting litter and removing pollutants from local riversides and roadsides. These initiatives protect local ecosystems, improve environmental quality, and promote collaboration with local residents, fostering co-prosperity and coexistence between the company and its communities.

For example, **Samyang Corporation's Ulsan Plant 1** partnered with Ulsan Port Authority to remove waste from sidewalks and roadways in the Jangsaengpo-dong area. The collected materials were used for an upcycling craft workshop at a local elementary school. **Samyang KCI** conducted a coastal cleanup with agencies connected to Daesan Port, collecting marine debris from Sukhoji, a coastal wetland near the Daesan Plant, fulfilling corporate social responsibility and helping establish a culture of marine waste recovery. **Samyang NC Chem** carried out tree planting and cleanup activities throughout the Tancheon General Industrial Complex, creating green spaces and contributing to carbon sink development.



Joint Environmental Cleanup with Daesan Port Partner Organizations

## Mid- to Long-term Metrics and Goals

### Social Contribution Mid- to Long-term Goals

**Samyang Group** aims to support talent development, coexist with nature, and build a healthy, sustainable tomorrow for everyone through co-prosperity with local communities. To realize this vision, the Group plans to expand the scope and scale of its initiatives based on the Group's three core Social Contribution Policies by 2027.

In particular, the Group is committed to narrowing educational gaps in regions with fewer learning opportunities compared to the Seoul metropolitan area, and to expanding volunteer activities for underserved groups. These efforts are designed to lay the groundwork for deeper social engagement and co-prosperity with local communities. **Samyang Group** is also actively exploring new social contribution programs that are both connected to its business identity and capable of generating even greater social value.

Through these mid- to long-term goals, **Samyang Group** strives to create more meaningful social impact and continue to grow as a company that advances together with the communities it serves.

Social Contribution Mid- to Long-term Goals						
Category	Programs	Local Communities	2024 (Results)	2025 (Targets)	2026 (Targets)	2027 (Targets)
Talent Development	Future Science Camp	For elementary school students in communities near the Group's business sites	79 persons	80 persons	80 persons	80 persons
Environmental Preservation	Employee Volunteer Activities (*)	Near rivers and roadsides surrounding the Group's business sites	707 persons	728 persons	749 persons	771 persons
Health Improvement		For underserved populations in local communities where the Group's business sites are located				

(\*) Simple total number of employee volunteers across all Samyang Group affiliates

### Social Contribution Performance

**Samyang Group** consistently conducts social contribution activities focused on talent development, environmental preservation, and health improvement every year. In 2024, all affiliates across the Group implemented a total of 74 initiatives, amounting to KRW 1.8 billion in social contribution efforts.

#### 2024 Social Contributions Performance

Unit: KRW thousand

Category	Samyang Holdings	Samyang Corporation	Samyang Packaging	Samyang KCI
Talent Development	58,000	1,166,213	600	2,342
Environmental Preservation	8,000	14,750	-	3,650
Health Improvement	111,300	127,327	131,701	-
Other	106,680	1,831	5,268	-
Total	283,980	1,310,121	137,569	5,992

#### Yangyoung Foundation Scholarship and Support Cumulative Performance (1939-2024)

Unit: KRW million

Category	Scholarships	Research Funding	Academic Financial Support
Number of recipients	9,775 persons	632 persons	145 cases
Funding amount	17,668	5,443	2,222

#### Sudang Foundation Scholarship and Support Cumulative Performance (1968-2024)

Unit: KRW million

Category	Scholarship (Middle and high school)	Scholarship (University)	Sudang Prize Monetary Awards	Research Funding	Academic Financial Support	Educational institutions
Number of recipients	11,443 persons	2,398 persons	51 persons	255 persons	38 cases	12 places
Funding amount	3,115	5,471	5,900	2,148	370	730

# Human Rights Management

## Human Rights Management Monitoring

### Human Rights Management Policy

**Samyang Group** pursues sustainable development by respecting and protecting the human rights of all stakeholders impacted by its business activities, including employees, customers, suppliers, and local communities. **Samyang Group** rigorously adheres to internationally recognized human rights principles and norms, including the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the UN Convention on the Rights of the Child. To implement human rights management, **Samyang Group** has established a human rights management policy and, with the ESG Committee's approval, has documented its human rights management standards. The Group communicates its human rights management policy to stakeholders in all areas where human rights-related risks may emerge, actively promoting and increasing awareness of human rights issues. The policy is implemented across all business sites, and the Group aims to identify and address human rights and labor-related risk factors through ongoing monitoring.

#### Human Rights Management Policy

[Samyang Holdings](#) [Samyang Corporation](#) [Samyang Packaging](#) [Samyang KCI](#)

### Joining the UN Global Compact (UNGC)

**Samyang Corporation** and **Samyang KCI** have joined the UN Global Compact (UNGC) to enhance sustainable management in the areas of society, environment, and governance. The UNGC is the world's largest voluntary corporate sustainability initiative, promoting adherence to ten principles in areas such as human rights, labor, environment, and anti-corruption, and providing concrete implementation guidelines. Since its launch in 2000, over 20,000 companies in about 160 countries have participated, encouraging responsible corporate citizenship. **Samyang KCI** integrates the UNGC's ten principles into its core management strategies and overall operations, driving meaningful changes and improvements in all ESG areas, including human rights protection, labor environment improvement, environmental responsibility, and anti-corruption. Additionally, the company encourages employee participation to advance the UN Sustainable Development Goals (SDGs), aiming to foster a company-wide culture of sustainable management.

### Ten Basic Principles of Human Rights Management

Category	Details
Respect for human rights	We respect the dignity of all employees and strive to ensure that no inhumane treatment occurs.
Prohibition of forced labor	We prohibit all types of forced labor that infringe on physical or mental freedom and guarantee work based on free will.
Prohibition of child labor	We comply with the legal minimum employment age, strictly prohibit the employment of individuals under the age of 15, and are committed to protecting young workers.
Prohibition of discrimination	We eliminate all types of discrimination in overall human resource management and provide equal and fair opportunities.
Prohibition of workplace sexual harassment and bullying	We prohibit workplace sexual harassment and bullying and implement preventive education and protective measures for victims.
Guarantee of freedom of association and collective bargaining	We guarantee freedom of association and collective bargaining in accordance with applicable labor laws and prohibit any unfair treatment.
Compliance with wages and working hours	We comply with laws and regulations in each country and region regarding wages and working conditions, including minimum wage and overtime payments.
Compliance with safety and health regulations	We prioritize the safety and health of employees and provide the best possible working environment.
Responsible supply chain management	We pursue co-prosperity with partners on an equal basis, and support and cooperate with them to practice human rights management.
Protection of customer and user rights and personal information	We prioritize customer safety and personal information protection and comply with relevant laws and regulations.

### Activities Enhancing Human Rights Awareness

**Samyang Group** carries out systematic activities to enhance human rights awareness, enabling all employees to understand and respect the value of human rights. The company conducts annual training on key human rights issues—such as preventing workplace bullying and sexual harassment, and enhancing awareness of individuals with disabilities—for all employees, including new hires. The training content is continuously updated to reflect social changes and legal standards. Additionally, the company has established a practical grievance handling system by creating a safe environment for whistleblowers based on anonymity and confidentiality, enabling prompt identification and resolution of employee grievances.

To strengthen the effectiveness of its human rights management policy, the Group continues to conduct company-wide monitoring and improvement activities by regularly reporting relevant issues to the ESG Committee and key management meetings, and monitoring compliance with the policy. Through these efforts, **Samyang Group** is committed to embedding human rights management becomes an integral part of everyday practices rather than merely a declarative statement.

## Human Rights Risk Management

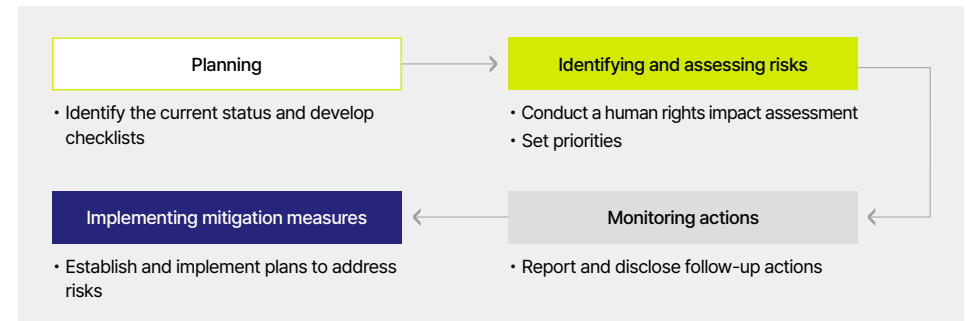
### Progress and Mid- to Long-term Goals of Samyang Group's Human Rights Management



### Human Rights Impact Assessments

In 2025, **Samyang Group** introduced human rights impact assessments to systematically identify and manage potential human rights risks across its business activities. As part of this initiative, **Samyang KCI** took the lead in piloting a human rights impact assessment in the first half of 2025 and plans to expand this practice in the second half of the year, thereby strengthening the group-wide human rights management framework.

#### Human Rights Impact Assessment Process



In the first half of 2025, **Samyang KCI** conducted a human rights impact assessment to evaluate its human rights management practices. Employees assessed that the company has established and rigorously implemented strict principles on core human rights issues, including respect for human rights, prohibition of forced labor, prohibition of discrimination, and prohibition of workplace sexual harassment and bullying. Notably, the likelihood and severity of incidents—such as forced labor, wage and working-hour violations, and human rights violations involving business partners and consumers—were assessed to be very low overall.

Through this assessment, **Samyang KCI** identified new hires, contract-based employees, and employees who are pregnant or raising young children as groups relatively more vulnerable to potential human rights risks. The company is undertaking more detailed risk management activities focused on these groups.

Based on the results of the human rights impact assessment, **Samyang KCI** will continue to proactively identify potential human rights risks and will actively incorporate employee ideas for human rights protection, striving to create a respectful, human rights-friendly workplace environment for all.



## Identification and Management of Human Rights Risks

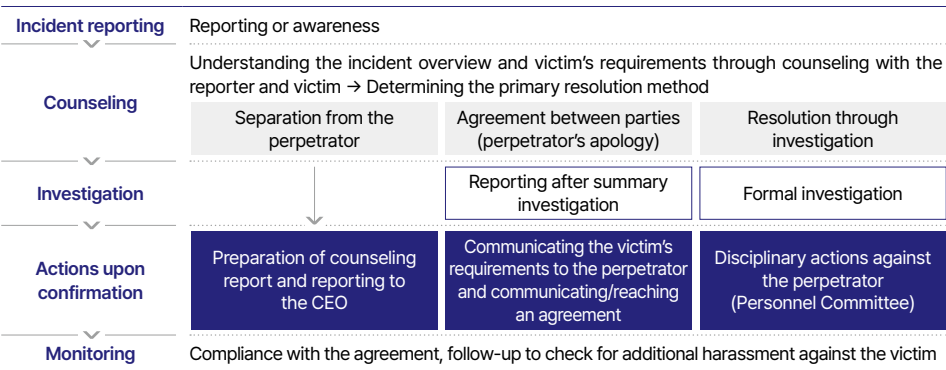
### In-house Grievance Handling

**Samyang Group** operates a systematic grievance handling process to protect the rights of all stakeholders, including employees, and to create a healthy work environment free from discrimination and unfair treatment.

First, each business site designates at least one member of the Labor-Management Council as a grievance handling officer, responsible for receiving and resolving grievances. All employees can freely report grievances, either verbally or in writing, to the grievance handling officer if they experience or become aware of any violations of rights guaranteed by international human rights standards, relevant laws, or the Group's Human Rights Management Policy. In addition, the company operates multiple channels, such as online platforms, email, and a hotline, to enable external stakeholders, including partners, customers, and local communities, to report human rights violations or concerns about potential violations.

When a grievance is reported or identified, the company prioritizes immediate separation from the alleged perpetrator. The grievance handling officer and the Labor-Management Council promptly convene a committee to verify the facts, and, if necessary, conduct interviews with the parties involved and review relevant documentation to develop a reasonable solution. After the grievance is resolved, the company promptly communicates the outcome to the whistleblower and implements corrective actions and follow-up monitoring to prevent recurrence.

**Samyang Group** strictly protects the confidentiality of grievance filers and whistleblowers and ensures anonymity and protective measures so that no form of disadvantage occurs. Through these efforts, **Samyang Group** fosters a trustworthy communication environment and continually strives to build a responsible corporate culture that respects human rights.



## Efforts for Labor-Management Co-prosperity

### Labor-Management Council

**Samyang Group** adheres to the International Labour Organization (ILO) conventions and domestic labor laws to respect employees' freedom of association. In support of this commitment, the Group has established the Labor-Management Council Regulations and actively participates in activities aimed at enhancing our organizational culture and addressing grievances. The Labor-Management Council convenes four times a year, and decisions made through the council are applied fairly to all employees, while specific individual matters apply only to the relevant parties. Communication between labor and management about maintaining and improving working conditions occurs periodically through the council. Any changes to operations are communicated with at least seven days' notice.

### Labor-Management Teams

**Samyang Corporation**, **Samyang Packaging**, and **Samyang KCI** each operate a Labor-Management Team to facilitate smooth communication and foster a co-prosperous organizational culture. These teams function as regular communication channels, listening to employee voices and quickly identifying and addressing issues within the organization. Their focus is on supporting all employees so that they can grow and develop in a better working environment. This serves as an important foundation for building trust-based labor-management relationships and for establishing a sustainable corporate culture.

### Collective Bargaining

**Samyang Corporation**, **Samyang Packaging**, and **Samyang KCI** fully guarantee the autonomous activities of labor unions in accordance with the Trade Union and Labor Relations Adjustment Act. Each year, the companies engage in collective bargaining to discuss, in depth, working conditions such as wages, benefits, and working hours. Collective bargaining not only serves as a practical means to protect workers' rights and improve labor conditions, but also affirms that the company and its employees are partners based on mutual respect and trust. Moving forward, the companies will continue to strengthen this cooperative model for mutual understanding and shared growth between labor and management.

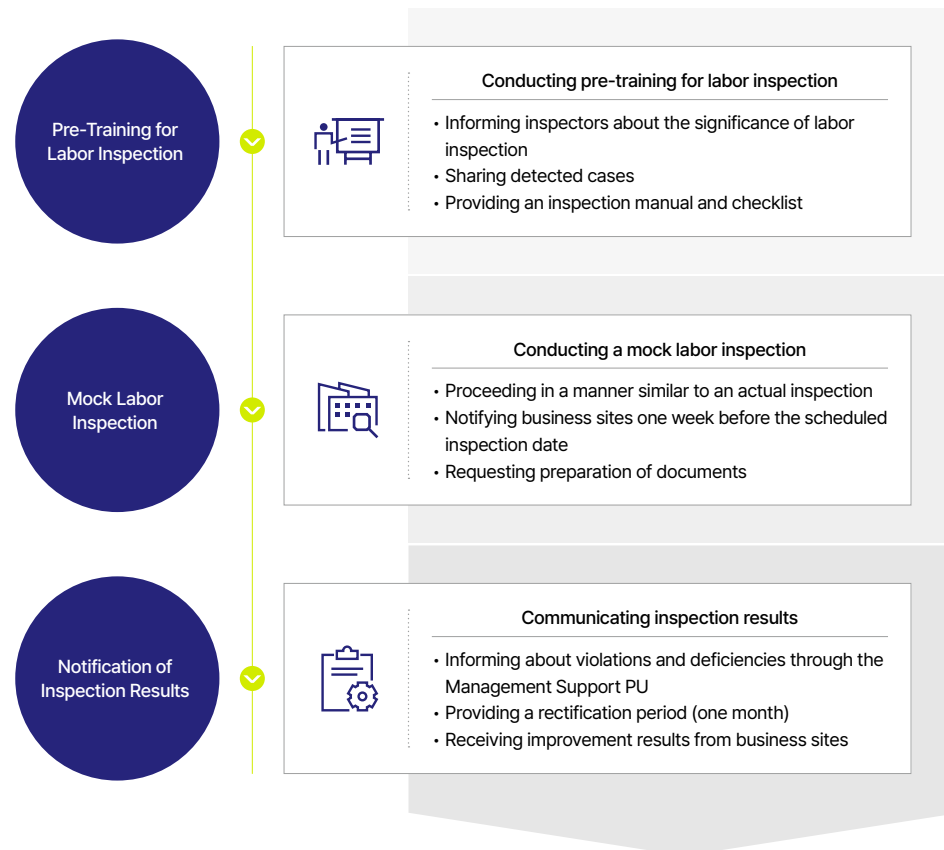


## Efforts for Labor-Management Co-prosperity

### Labor Relations Risk Management Through Labor Inspection

**Samyang Group** operates an internal labor inspection system to establish a transparent and sound labor-management relationship. This initiative goes beyond legal compliance and represents a proactive, group-level effort to create a fair and stable work environment. Under the supervision of the Management Support PU, regular labor inspections are conducted at each business site. These inspections cover a range of items, including sexual harassment prevention training, prevention of workplace bullying and discrimination, the establishment and operation of the Labor-Management Council, compliance with collective agreements, and union dues deductions. Identified issues are addressed promptly, further strengthening communication between labor and management. Through this systematic approach, **Samyang Group** continually advances a healthy labor-management culture and a co-prosperous organizational culture.

#### Labor Inspection Process



#### Key Inspection Items for Labor Inspections

Inspection Item	Specific Details	Inspection Documents
Employment Contract Compliance	Inclusion of essential details (wages, standard working hours, holidays, etc.)	Employment contracts for regular, fixed-term, and part-time workers
Working Hours and Break Compliance	Adherence to the 52-hour workweek limit	Attendance records, payroll records, overtime work applications, and flexible work agreements
Holiday Compliance	Confirmation of holiday stipulations in Employee handbook and contracts	Employee handbook, employment contracts, and payroll records
Wage Compliance	Proper settlement of wages and payment of additional allowances	Payroll records and wage statements
Annual Paid Leave Compliance	Legality of annual leave and payment for unused leave	Annual leave management, leave applications, and resignation settlement details
Sexual Harassment Prevention and Workplace Bullying Handling	Annual sexual harassment prevention training and proper handling of workplace bullying	Training records and attendance lists
Employee Handbook Establishment	Establishment of Employee Handbook and reporting to the Ministry of Employment and Labor	Employee handbook and personnel regulations
Labor-Management Council Operation	Establishment and operation of the council, and record-keeping of meeting minutes	Labor-Management Council regulations and meeting minutes
Maternity Protection Provision	Provision of maternity leave and miscarriage leave	Employment contracts, Employee handbook, and payroll records
Discriminatory Treatment Assurance	Non-discriminatory treatment of fixed-term, part-time, and dispatched workers	Employment contracts, Employee handbook, payroll records, and drafts
Comprehensive Wage System Compliance	Comparison of stipulated additional allowances in contracts with actual overtime, night, and holiday work	Employment contracts and overtime/night/holiday work records
Required Document Preservation	Preservation of employee list and employment contracts for three years	Employee list, employment contracts, and Employee handbook
Union Activity and Unfair Labor Practice Monitoring	Reporting of collective agreements, deduction of union dues, and support for operating expenses	Collective agreements, union rules, and union dues deduction details

# Supplier ESG Management

## Building a Sustainable Supply Chain

### Sustainable Supply Chain Management Policy

The global supply chain has recently faced growing uncertainties, including geopolitical risks, tighter environmental regulations, and human rights and labor issues. Consequently, the significance of managing ESG-related risks within supply chains continues to rise. In this environment, forming responsible relationships with suppliers as strategic partners—beyond a cost-reduction-focused supply chain strategy—has become essential to sustaining business growth. **Samyang Group** recognizes that advancing sustainability throughout its supply chain is a core strategic imperative for strengthening the Group's mid- to long-term competitiveness. Guided by this commitment, the Group has established a Sustainable Supply Chain Management Policy aimed at ensuring fair and transparent transactions with suppliers, complying with ESG standards, and building a foundation for mutual growth. This policy has been reviewed and approved by the ESG Committees of Samyang Holdings, Samyang Corporation, Samyang Packaging, and Samyang KCI, and has been officially adopted. It is transparently disclosed on the Group's website, making it accessible to all employees, suppliers, and external stakeholders.

**Samyang Group's** Sustainable Supply Chain Management Policy comprises three key guidelines. First, the Supply Chain ESG Management Guidelines outline a Supplier Code of Conduct and incorporates processes for monitoring compliance and systematically managing suppliers' ESG risks. Second, the Sustainable Raw Material Procurement Policy affirms the Group's commitment to complying with international standards for hazardous chemical substances management and prohibiting the use of conflict minerals across all production activities. Third, the Ethical Procurement Policy demonstrates the Group's intention to establish an ethical and transparent procurement culture through clear compliance standards, fair-transaction principles, and purchasing guidelines. Going forward, **Samyang Group** will remain committed to proactively managing ESG risks throughout the supply chain and strengthen long-term, trust-based partnerships with suppliers. Through fair transaction practices rooted in ethical management and responsible procurement, the Group will further enhance its supply-chain ESG management system and help raise sustainability across the broader industry in which it operates—thereby realizing a true partnership based on win-win growth.

#### Sustainable Supply Chain Management Policy

### Three Key Strategies for Sustainable Supply Chain Management

#### Operating Central Procurement System

**Samyang Group** operates a Central Procurement Office responsible for the integrated purchasing of major items. This office optimizes human resources throughout the company and establishes a system to provide consistent procurement services. Additionally, the Group is digitizing the purchasing process to enhance the speed and efficiency of our operations. The operation manual provides detailed guidance on information exchange with suppliers, participation in bidding, purchase orders, and payment settlement. Furthermore, all transaction records are securely managed in the Total Open e-Procurement System (TOPS), Order Management System (OMS), the Enterprise Resource Planning (ERP) System, or as physical documents.

#### Compliance with Procurement Code

**Samyang Group's** procurement function is grounded in the core principles of integrity and transparency, ensuring fair supplier selection through diverse evaluation and analysis methods. Supplier selection is conducted via comprehensive assessments, competitive bidding, designated contracts by operating units, and sole or exclusive sourcing. Pricing decisions are supported by techniques such as price comparisons and cost analysis enabling rational and evidence-based decision making. In identifying and registering potential or new suppliers, the Group strictly adheres to standardized procedures; as a rule, individual purchasing personnel or requesting departments may not register suppliers at their own discretion. All procurement activities comply with applicable national laws and regulations and strictly adhere to the Group's internal code of ethics and conduct guidelines. Through this approach, **Samyang Group** continues to reinforce a fair and responsible supply-chain management system.

#### Sustainable Procurement

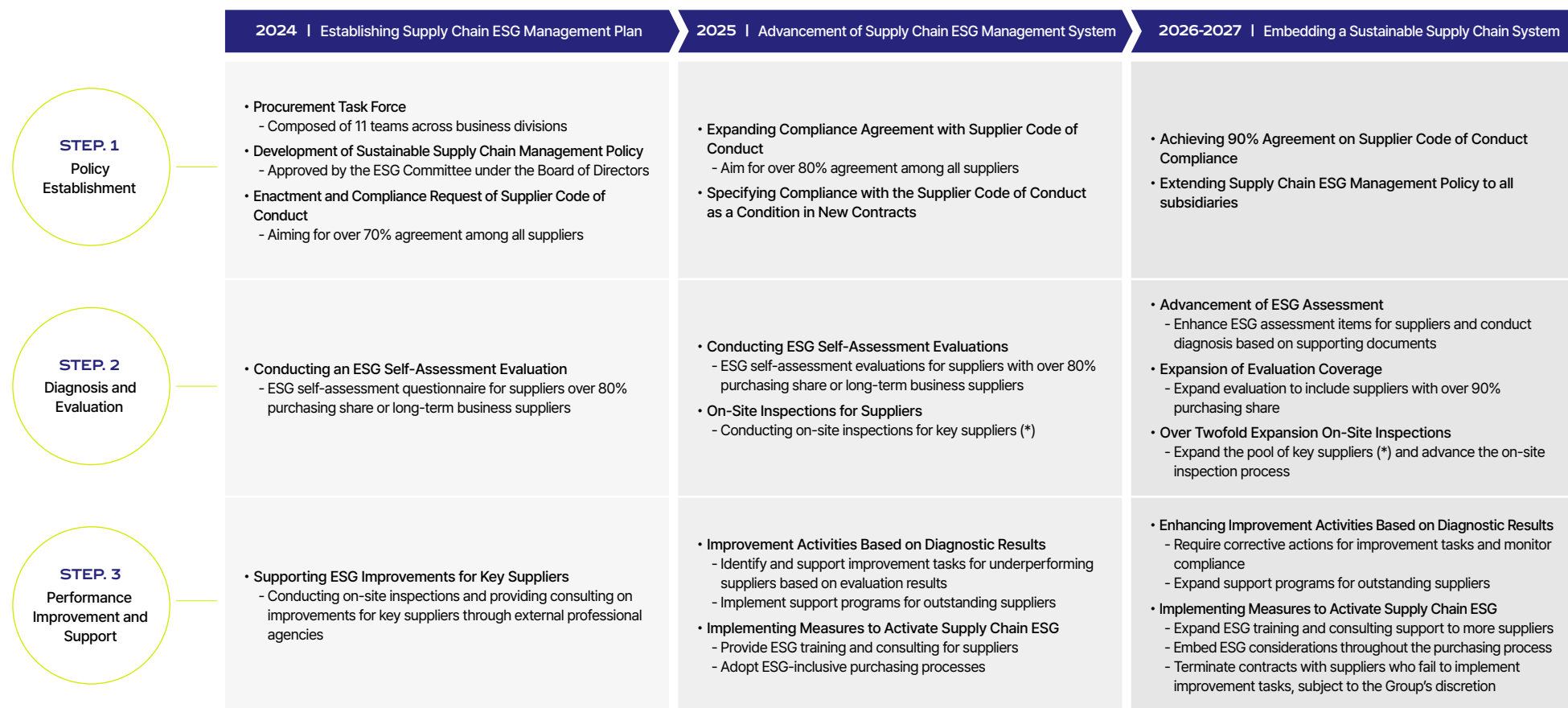
**Samyang Group** actively implements a sustainable procurement strategy founded on environmental, social, and economic responsibility. Through green purchasing, the Group reinforces environmental sustainability, while generating economic value by introducing innovative technologies and systems. Furthermore, creative procurement activities enhance collaboration across the supply chain and lay the foundation for sustainable development. This integrated approach has become a core strategy for realizing responsible management within Samyang Group.

## Responsible Supply Chain Management

### Establishing an ESG System for the Supply Chain

**Samyang Group** is committed to achieving win-win growth with its suppliers and fully recognizes the importance of ESG management. The Group is actively working to strengthen ESG capabilities across the supply chain. To this end, it has adopted a systematic, mid- to long-term approach and established a roadmap detailing a three-year implementation plan. The roadmap expands ESG coverage across the entire supply chain and includes specific plans to help suppliers in systematically strengthening their ESG competencies.

#### Supply Chain ESG Management Roadmap



(\*) Key Suppliers: Selected based on ESG self-assessment results, transaction volume, and business relationships

## Responsible Supply Chain Management

### Supplier ESG Risk Management Process

1 Samyang Group requires all suppliers to adhere to our Code of Conduct. At the same time, we select key suppliers based on purchasing volume, strategic importance, and the nature of the business relationship.	2 Samyang Group conducts ESG risk self-assessments for key suppliers. These assessments are typically conducted once a year.
3 For selected suppliers, chosen based on a comprehensive review of transaction volume, strategic importance, and ESG risk, Samyang Group conducts on-site assessments and consulting led by external experts.	4 ESG risks identified from the assessments are requested to be improved and are monitored. Additionally, Samyang Group actively supports suppliers by providing necessary resources for their improvement activities.

### Compliance with Supplier Code of Conduct

**Samyang Group** has instituted the Supplier Code of Conduct to build long-term partnerships and realize sustainable win-win growth. The Code encompasses five areas: Human Rights Management, Safety and Health Management, Environmental Management, Ethical Management, and Management Systems. It is based on international standards and guidelines, including the International Labour Organization (ILO) Core Conventions, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises, and it applies to all suppliers that provide products and services to Samyang Group.

**Samyang Group** requires suppliers to sign a pledge of compliance with the Supplier Code of Conduct, thereby supporting them in actively upholding the principles and values of socially responsible management. The Group also conducts an annual review to assess the policy's validity and performs additional reviews as necessary in response to changes in applicable laws or shifts in internal and external operating environments.

	Unit	Samyang Holdings	Samyang Corporation	Samyang Packaging	Samyang KCI
Total number of suppliers	No. of companies	95	730	263	124
Number of suppliers that signed the Supplier Code of Conduct	No. of companies	70	545	143	78
Compliance agreement rate	%	73.7	74.7	54.4	62.9

### Supplier ESG Self-assessment Evaluation

**Samyang Group** supports ESG self-assessments to systematically identify and effectively manage ESG-related risks among its suppliers. These assessments are administered flexibly—either online or offline—depending on each supplier's circumstances. The assessment covers 65 items across five key areas: environment (18 items), human rights (15 items), safety and health (13 items), ethics (12 items), and management systems (7 items). The evaluation indicators are anchored in the K-ESG Guidelines and Samyang Group's Supplier Code of Conduct.

Out of a total of 1,212 Tier-1 suppliers, **Samyang Group** selected 97 key suppliers for evaluation through a comprehensive review of business-impact factors, including procurement value, strategic importance, and partnership level. These key suppliers represent approximately 80% of the Group's total procurement value. Assessments were completed for 59 suppliers. As a result, 10 suppliers were found to have items requiring improvement, and corrective actions were requested. No instances of significant adverse social or environmental impact were identified, and no contract terminations occurred as a result of the evaluation.

	Unit	Samyang Holdings	Samyang Corporation	Samyang Packaging	Samyang KCI
Number of key suppliers	No. of companies	21	48	21	7
Number of suppliers that completed ESG self-assessment	No. of companies	14	27	14	4
ESG self-assessment completion rate	%	66.7	56.3	66.7	57.1

### On-site Diagnostics and Improvement Consulting for Key Suppliers

**Samyang Holdings** and **Samyang Corporation** entered into agreements with external expert organizations to strengthen suppliers' ESG management capabilities and enhance their competitiveness. In 2024, on-site ESG assessments were conducted for 10 key suppliers selected—among those subject to ESG self-assessments—based on a comprehensive review of transaction volume and strategic importance. The assessments encompassed four core areas: labor and human rights, safety and health, environment, and business ethics. Based on the results, areas for improvement were identified, and tailored consulting is being provided to each supplier.

In 2025, the scope of on-site diagnostics and improvement consulting will be expanded to include suppliers of Samyang Packaging and Samyang KCI. Through these efforts, **Samyang Group** will broaden ESG oversight across the entire supply chain and systematically support and strengthen suppliers' sustainability capabilities.

## Supplier Safety and Health Management Activities

### Operation of a Supplier Safety and Health Council

**Samyang Group** regularly operates the Safety and Health Council—comprising both principal-contractor and subcontractor employees—to prevent industrial accidents and strengthen sustainable partnerships with suppliers. This council functions as a practical governance framework that enables organic communication with suppliers, allowing early identification of safety and health issues and the collaborative deliberation and adoption of practical improvements at worksites.

The council addresses a broad range of agenda items, including: ▲ conducting risk assessments and formulating improvement measures for workplace safety risks; ▲ conducting regular investigations of risk factors related to musculoskeletal disorders; ▲ inspecting and improving the safe operation of internal logistics vehicles and work equipment; ▲ reviewing compliance with regular employee health examinations; and ▲ listening to suppliers' concerns and challenges. Through these efforts, the Group comprehensively manages supplier work environments and employee health, and has established a proactive, prevention-oriented safety and health system.

**Samyang Group's** Safety and Health Council convenes on a monthly basis, and all agenda items submitted are reviewed and addressed in full. This ensures a rigorously action oriented framework that goes beyond simple reporting. Through transparent communication and prompt feedback with suppliers, the Group has built strong on-site trust. Going forward, **Samyang Group** will continue close collaboration to create safe and healthy working environments and plans to develop the Council into a core element of supply-chain management, contributing to the sustainability of the broader industrial ecosystem.

### Number of Supplier Issues Submitted to and Resolved by the Safety and Health Council

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Number of issues received	Cases	97	95	91	858	827	526	152	213	140	68	174	108
Number of issues resolved	Cases	97	95	91	854	825	524	152	213	139	68	174	108
Resolution rate	%	100	100	100	99.5	99.8	99.6	100	100	99.3	100	100	100

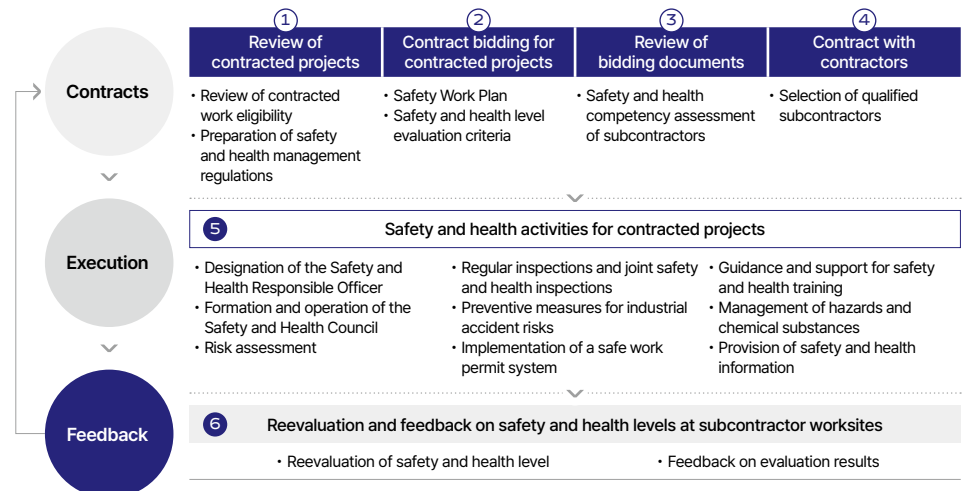
### Supplier Safety and Health Competency Assessment Management

**Samyang Group** assesses the safety and health capabilities of its suppliers during the bidding and selection process for contracted work to prevent serious industrial accidents and establish a safe supply chain. This assessment fairly selects suppliers that possess the minimum capabilities required to implement the principal contractor's safety and health activities and guidance, while encouraging suppliers to voluntarily improve their safety and health standards. The competency assessment comprises 12 items across four key areas: ▲ Safety and Health Management System; ▲ Implementation Level; ▲ Operational Management; and ▲ Accident Occurrence Level. Assessment results serve as key criteria in supplier selection. Suppliers that do not meet the standards may undergo re-evaluation or be excluded from consideration.

In addition, **Samyang Corporation** implements various programs such as the Safety and Health Resolution Conference to recognize outstanding suppliers and promote active participation in safety and health initiatives. The company also provides practical support to help suppliers establish safe working environments.

**Samyang Packaging** has implemented a risk-assessment awareness campaign at all business sites, posting relevant information in accessible locations to strengthen internal capabilities and promote autonomous safety management. In addition, the company has conducted an Equipment Interlock Safety Compliance Pledge Campaign for suppliers to foster a safe equipment-operation environment.

### Key Safety and Health Activities for Each Stage of Contracted Projects





## Communication with Suppliers

### Operating the Win-Win Growth Portal and Receiving VOC

**Samyang Group** operates the Win-Win Growth Portal as a pivotal platform to foster sustainable, co-prosperity collaboration with suppliers. Previously focused on suppliers of Samyang Corporation, this portal was renewed in 2024 to expand access to suppliers across all Samyang Group affiliates.

The enhanced portal offers a comprehensive introduction to **Samyang Group's** win-win growth philosophy, the status of Co-Prosperity Council operations, and supplier support programs. It serves as a practical hub for communication and information sharing, delivering tangible value to suppliers. In addition, **Samyang Group** receives opinions and suggestions directly through the VOC (Voice of Customer) feature and responds promptly, while continually improving the system to encourage wider use.

With this renewal, **Samyang Group** aims to expand points of contact with more suppliers and continually enhance the portal as a digital co-prosperity communication channel that supports transparent and fair supply-chain operations.



Samyang Win-Win Growth Portal

### Operating Dispute Resolution Procedures for Suppliers

**Samyang Group** has established an internal dispute-resolution system to ensure the prompt and effective handling of conflicts that may occur during transactions, with the goal of building fair and transparent relationships with suppliers. Through this system, the Group strives to protect suppliers' legitimate rights and interests and to realize a sustainable supply-chain ecosystem based on mutual trust.

In particular, the Supplier Feedback (Voice of Customer, VOC) function is used to receive dispute-resolution requests, improvement proposals, and general inquiries. Submissions are promptly classified and routed by the Group ESG Team to the appropriate response process. Dispute-related matters submitted through the VOC system are formally referred by each affiliate to the Internal Review Committee or the Dispute Resolution Review Committee as official agenda items. Depending on the significance and nature of the issue, they may be reported directly to the CEO to ensure timely decisions. This framework is designed not merely to process complaints but to reflect suppliers' voices and enhance the effectiveness of problem-solving. Outcomes of dispute resolutions are shared with the relevant supplier through sufficient communication and, where necessary, are linked to institutional improvements to prevent the recurrence of similar cases.

#### Supplier Dispute Resolution Process



#### Supplier Feedback (VOC) and Dispute Resolution Cases in 2024

	Unit	Samyang Holdings	Samyang Corporation	Samyang Packaging	Samyang KCI
Number of VOC submissions	Cases	0	0	0	0
Number of dispute resolution requests	Cases	0	0	0	0

## Win-win Growth with Suppliers: Samyang Corporation

### Supporting Win-win Growth Program

**Samyang Corporation** focuses on fostering a fair transaction culture and growing together with suppliers through a range of win-win growth programs that provide tangible support. The company operates Win-Win Growth Funds and the Samyang Co-prosperity Council as part of its proactive co-prosperity initiatives.

To provide meaningful support to its partner SMEs, **Samyang Corporation** implements a range of win-win growth programs encompassing financial assistance, technical support, and quality and hygiene management. To help expand suppliers' sales, the company conducts various promotions and markets confectionery recipes using sourcing and OEM products. In addition, through hygiene-guidance visits to suppliers, the company completed 80 visits and inspections across 29 companies in 2024, which is expected to enhance suppliers' quality-management capabilities and increase sales.

ServeQ, the food service distribution brand of **Samyang Corporation**, consistently organizes recipe seminars to boost the competitiveness of small bakeries, independent confectioners, and local entrepreneurs facing challenges in product innovation and sales promotion. In 2023, **Samyang Corporation** reinstated these in-person seminars, and the seminars have featured a wide array of recipes, including practical breads, savory breads, desserts, frozen dough, and Western and Chinese cuisine. In 2024, a total of 53 seminars were held nationwide.

#### Support Programs for Suppliers Win-win Growth

Category	Program	Description
Financial Support	Supporting win-win growth cooperation loans	Samyang Corporation offers loan products to our suppliers at reduced rates through special interest discounts in accordance with the "Win-Win Growth Cooperation Agreement for Joint Support of Samyang Corporation's Suppliers" with IBK Industrial Bank.
Technical Support	Supporting the joint R&D efforts of suppliers	Samyang Corporation operates a program that allows suppliers to engage in joint research and development for new product launches. Through this program, top food material research specialists employed at Samyang Corporation present novel ideas and support the entire process from product design to market release.
Hygienic Support	Technical guidance through on-site Visits	Samyang Corporation diagnoses and guides the quality management levels of our partner companies and encourages them to improve their response capabilities during third-party audits.
	OEM production stabilization support	Samyang Corporation provides on-site quality management support during the production of new products by OEM suppliers.
	Operating channels to share legal/regulatory information	Samyang Corporation enhances preemptive response and prevention capabilities by sharing updates in real time on the enactment and revision of food hygiene-related laws and regulations, as well as hazard information.
	Supporting HACCP certification and training	Samyang Corporation supports our suppliers in obtaining and training on quality management system (HACCP) certification.

### Samyang Co-prosperity Council

**Samyang Corporation** operates the Samyang Co-Prosperity Council with 102 suppliers who have committed to fair transaction agreements, aiming to maintain equitable transaction relationships and strengthen partnerships further. The Council strives to foster long-term partnerships and win-win growth between Samyang and its member companies through diverse exchange activities and co-prosperity systems.

### Operating Internal Deliberation Committee

**Samyang Corporation** has established a dedicated department to promote win-win growth and enhance supplier partnerships. This department is committed to improving collaboration processes, enhancing payment terms, establishing co-prosperity funds, facilitating the transfer of advanced technologies, and supporting the enhancement of hygiene facilities. The Internal Deliberation Committee, comprising a chairperson, members, and a secretary, convenes on a monthly basis to discuss transaction-related issues and develop mitigation strategies. In 2024, the committee convened a total of 12 meetings.

### Preferential Payment Terms for Companies with Fair Transaction Agreements

Since 2023, **Samyang Corporation** has implemented a policy to uphold fair transaction practices and co-prosperity with our suppliers. Under this policy, suppliers who engage in fair transaction agreements are guaranteed full payment in cash within 10 days of delivery. Furthermore, **Samyang Corporation** has implemented an electronic monitoring system to oversee transactions and prevent any unfair practices.

### Win Win Index Assessment

The Win-Win Index, developed by the Korea Commission for Corporate Partnership, annually evaluates and quantifies the co-prosperity performance of large and mid-sized enterprises, publicly discloses company-level ratings, and its results carry significant societal influence. In the 2024 Win-Win Index assessment, **Samyang Corporation** achieved a "Good" rating and attained the highest rating in the Fair-Trade Agreement evaluation.

# Customer-oriented Management

## Customer-oriented Management Activities

### Voice of Customer (VOC) Management

**Samyang Group** collects Voice of Customer (VOC) feedback through a variety of communication channels, including its product websites, chatbot, Instagram, and customer service center. Each VOC received is assigned to dedicated personnel for careful management. All customer information, inquiries, and resolutions are systematically organized and managed in a database. In addition, the Group regularly conducts customer surveys to assess satisfaction and identify customer needs, using the insights to continuously improve the quality of its products and services.

**Samyang Group** operates an efficient management system to respond quickly and effectively to product and service complaints. Customer feedback is thoroughly analyzed to identify root causes, and proactive measures are taken to resolve issues swiftly. Preventive actions are also implemented to avoid recurrence. The Group values customer input and consistently incorporates feedback into product and service improvement.

**Samyang Corporation, Samyang Packaging, and Samyang KCI** have established a rapid and systematic process for handling customer complaints. When a complaint is received, it is registered in the Salesforce System, and the responsible department collaborates with relevant departments to investigate the root cause. The responsible department collects and analyzes data and, if necessary, consults with relevant departments to establish countermeasures. After corrective and preventive measures are implemented, feedback is provided to the customer. Every step of the process is carefully managed and monitored, and the effectiveness of actions is reviewed. Through this approach, VOC is actively reflected in management, and the companies strive to enhance customer satisfaction and trust by promptly resolving issues and preventing recurrence.

Notably, in 2024, **Samyang Corporation's** Food Group introduced speech-to-text (STT) technology to process customer inquiries swiftly and accurately. The adoption of STT has improved both the efficiency of customer service agents and the accuracy of recordkeeping, enabling faster and more systematic responses to food safety-related inquiries. This capability allows the company to request root cause analysis and preventive measures from its production plants and partners, continuously improving product and service quality to build customer trust.

**Samyang Corporation's** Water Solutions (WS) PU introduced the AI chatbot "TRIGENT," specifically designed for the TRILITE brand, to offer comprehensive solutions for product lineups and related technologies tailored to customer needs.

Developed using OpenAI's ChatGPT, trained on WS PU's 50 years of accumulated technical data, TRIGENT is capable of delivering real-time responses to a wide range of situations and technical issues. Through this technology, WS PU improves customer service efficiency and accuracy, strengthens global brand recognition, and increases responsiveness to the global market by ensuring multilingual compatibility.

### VOC Response Strategy

- 1 ..... Review and address VOC items that require institutional improvements
- 2 ..... Respond to quality issues requiring product recall by implementing necessary recall and reporting procedures
- 3 ..... Conduct field-based sales activities
- 4 ..... Operate a VOC response manual

### Customer Complaint Response Process



### Customer Participation Monitoring System

**Samyang Packaging** conducts customer-involved plant audits every year to enhance customer satisfaction. The company invites current business partners to visit its plants, where customers inspect general workplace conditions, warehouse management, hygiene, product quality inspection, and transportation processes. These thorough evaluations help improve quality control and customer satisfaction. After the audits, scores are calculated and reports are generated based on the findings, and the company promptly addresses any identified issues.

## Customer-oriented Management Activities

### Consumer Rights Protection

Under the mission of “Securing Customer Trust through Consumer Rights Protection,” **Samyang Corporation** has established a Consumer Rights Protection Policy and has set mid- to long-term goals. This policy clearly defines the principles and procedures for providing safe products and fair and transparent services, with the aim of protecting consumer rights and effectively resolving complaints and disputes. The policy was reviewed and approved by Samyang Corporation’s ESG Committee, and all employees—including those of partner companies—are thoroughly informed and required to comply with it.

This policy is based on three core principles: (1) ensuring the safety of products and services, (2) providing clear information regarding all products and services, and (3) providing equitable services through fair and transparent transactions. To support these principles, **Samyang Corporation** has obtained various certifications to ensure reliable products and operates a structured customer management system. The company also promotes consumer rights protection through transparent information disclosure and regular updates.

[Samyang Corporation Consumer Rights Protection Policy](#)

### Samyang Corporation Food Business’ Mid- to Long-term Goals for Consumer Rights Protection

Implementation period	2023 - 2024	2025 - 2026	2027 -
Strategic goals	Strengthening consumer inquiry record protection	Enhancing consumer service improvement activities	Advancing consumer-oriented management
Strategic initiatives	<ul style="list-style-type: none"><li>Diversify customer communication channels</li><li>Digitize customer consultation records using VOC and STT</li></ul>	<ul style="list-style-type: none"><li>Develop standard response scripts and enhance consultation quality</li></ul>	<ul style="list-style-type: none"><li>Establish a management system for consumers in global markets</li><li>Develop a VOC-based improvement process for consumer protection</li></ul>

### Consumer Dispute Resolution Standards

**Samyang Corporation** Food Business resolves consumer disputes in accordance with the Fair Trade Commission’s Consumer Dispute Resolution Standards.

Applicable Products (19 categories)	Type of Disputes	Resolution Standards
Carbonated beverages, confectionery, ice cream, dairy products, canned goods, baked goods, sugar and flour products, edible oils, processed meat products, seasonings, fermented products, tea, noodles, nutritional foods, alcoholic beverages, lunchboxes, side dishes, and frozen foods, and bottled water	Insufficient content or volume	Product exchange or refund of purchase price
	Expired shelf life	
	Side effects	Compensation for medical expenses and lost future income (*)
	Injuries due to container damage, etc.	

(\*) This applies only when the loss of income resulting from the damage is substantiated.

### Consumer Rights Protection System

**Samyang Holdings** prioritizes customer safety and protection in the medical devices and pharmaceutical sectors. To support this commitment domestically, the company implements various compensation and insurance programs.

Category	Details
Compensation regulations for affected clinical trial participants	Compliance with the Pharmaceutical Affairs Act and the Medical Device Act to provide compensation or indemnification to clinical trial participants
Pharmaceutical adverse drug reaction relief program	Provision of death benefits, disability benefits, medical expenses, and funeral expenses to patients and families suffering from death, disability, or illness caused by adverse drug reactions
Medical devices liability insurance	Requirement to have insurance or mutual aid to compensate for damages to patients due to death or serious side effects during use of products involving implantable medical devices
Pharmaceutical products liability insurance	Requirement to have insurance to cover damages to patients due to death or serious side effects that occur during medically approved use of pharmaceutical products



# Culture of Diversity and Inclusion

## Organizational Culture Where Sustainable Potential Flourishes

### Purpose

Under the new Purpose, "Beyond life's potential, innovate the future." **Samyang Group** is pursuing fundamental transformation—not just in work methods, but in preparing for Samyang's next 100 years. At the heart of this transformation is its commitment to fostering a healthy organizational culture that enables employees to discover and develop their own potential. **Samyang Group** regards organizational culture not simply as atmosphere or set of policies, but as the foundational driver that shapes employees' values, mindsets, and behaviors—a core factor for building Samyang's unique and sustainable competitive edge. Accordingly, Samyang Group regularly assesses organizational culture at the group level, designs a variety of activation programs based on assessment results, and fosters a work environment where all employees can work with greater enjoyment and enthusiasm.

**Samyang Group** is committed to fostering a horizontal and open culture, continuously working to enhance internal communication. The Group's approach goes beyond simply facilitating smoother interactions; it reflects a strategic effort to embed the practical capability to anticipate future challenges and to proactively propose solutions throughout the organizational culture.

Moving forward, **Samyang Group** is committed to fulfilling its Purpose and ensuring sustainable growth. **Samyang Group** will achieve this by building a culture of autonomy and responsibility grounded in employee growth, cultivating an execution-oriented organization ready for the future, and nurturing a corporate culture where empathy and shared growth flourish.

### Internalization of Purpose

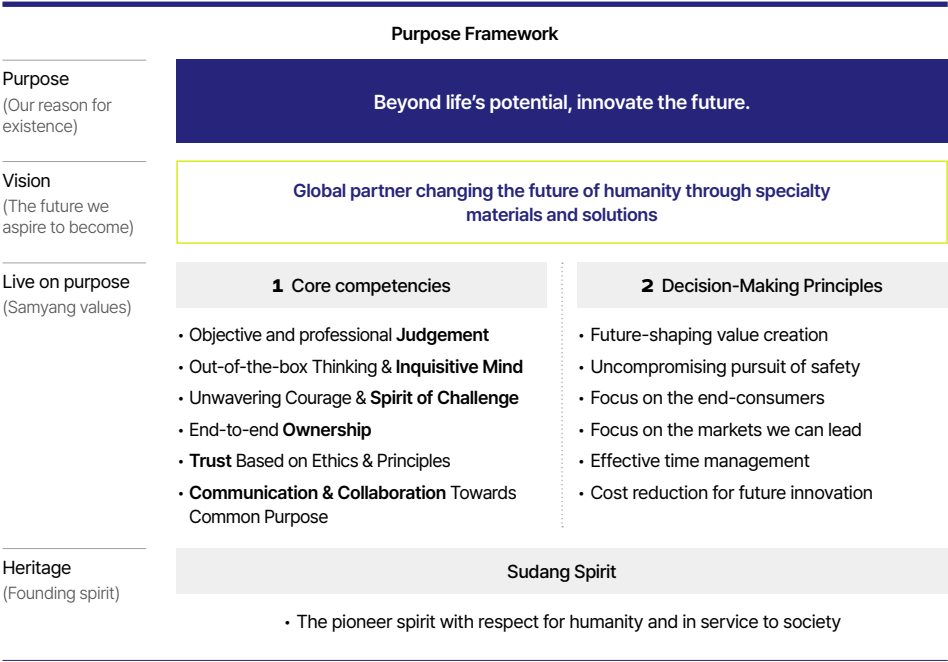
**Samyang Group** is committed to ensuring that its Purpose is not merely a slogan, but a core value that genuinely shapes employee behavior and decision-making. To that end, **Samyang Group** conducts a range of internalization activities, including workshops for executives and team leaders designed to deepen their understanding of its Purpose. Building on these efforts, participants actively discuss and share ideas about how to interpret and put the Purpose into practice.

Furthermore, Samyang Group is building a culture where Purpose is genuinely embedded into employees' daily work. By aligning Purpose with actionable tasks, the Group helps employees connect it directly to their roles.

**Samyang Group** also identifies and disseminates best practices company-wide to encourage broader adoption.

As a result, Purpose is becoming a natural part of Samyang Group employees' mindsets and attitudes, alongside its core code of conduct—Samyang Values ("Live on Purpose"): judgment, an inquisitive mind, spirit of challenge, ownership, trust, and collaboration.

Through these efforts, **Samyang Group** is establishing an organizational culture where all employees are united under a shared purpose, thereby realizing a sustainable future.





## Organizational Culture Where Sustainable Potential Flourishes

### The Force That Drives Purpose: Change Agents

**Samyang Group** cultivates Change Agents who play a central role in driving transformation across the organization. Through peer-led cultural initiatives centered on these individuals, **Samyang Group** empowers employees to internalize its Purpose—"Beyond life's potential, innovate the future"—in their daily work and to spread the effects of positive change throughout the company.

Change Agents are leaders who refuse to settle for conventional approaches; they propose new directions, fostering communication and empathy among colleagues, reducing resistance to change, and spreading positive energy organization-wide. They embody the Samyang Values ("Live on Purpose")— judgment, an inquisitive mind, spirit of challenge, ownership, trust, and collaboration—through their actions. As role models, they lead by example in shaping organizational culture and advancing meaningful transformation. Moreover, they play a pivotal role in promoting sustainable growth by leading organizational activation programs and innovation initiatives. Change Agents are essential to embedding and expanding a Purpose-driven culture at the operational level, ensuring that Samyang Group's values are not only stated but actively practiced throughout the company.



2025 Samyang Group Change Agents

### Embedding Purpose into Our Work: Workshop Program for all Employees

**Samyang Group** operates a structured, three-phase workshop program to embed its corporate Purpose into employees' daily work and decision-making. The first workshop, which is attended by all Group executives, focuses on deepening understanding of the Purpose and its core values and on setting enterprise-wide direction. In the second workshop, each executive shares perspectives on the Purpose with their team members and co creating actionable plans tailored to the organization's characteristics and work environment. In the third workshop, each team discusses how to implement these plans into practice in daily operations, ensuring that the Purpose becomes an intrinsic part of work routines and organizational culture—not merely a formal statement. Through this staged approach, **Samyang Group** embeds the Purpose operationally and ensures that it becomes a core principle that genuinely influences behaviors and decisions across the company.



Group-Wide Purpose Internalization Workshop

## Organizational Culture Where Sustainable Potential Flourishes

### Promoting Organizational Diversity

**Samyang Group** is committed to cultivating an inclusive organizational culture that embraces and respects diverse backgrounds and experiences, thereby enabling all employees to realize their capabilities and potential. To this end, the Group sets concrete inclusion goals and continually pursues initiatives to achieve them, fostering teams in which people from a wide range of backgrounds—including women, persons with disabilities, veterans, and foreign nationals—work together. In particular, the Group has steadily expanded the representation and recruitment of women across the organization. In 2023 and 2025, Samyang Corporation and Samyang Holdings, respectively, appointed new female outside directors, enhancing gender diversity within decision-making structures. The Group also operates mentoring forums to nurture female leadership, providing equitable growth opportunities for all employees.

Moreover, **Samyang Group** has systematically implemented plans to expand employment opportunities for socially vulnerable groups. **Samyang Holdings** and **Samyang Corporation** have set a target for socially vulnerable groups to comprise 3% of their workforce by 2026, including the planned recruitment of five persons with disabilities and four veterans. **Samyang Packaging** has set a goal of reaching a 3.1% employment rate for persons with disabilities by 2026, having steadily expanded such hiring over the past five years. As an interim milestone, the company has set a 2.8% employment rate for 2025. Through these efforts, **Samyang Group** is fostering a sustainable organizational culture founded on diversity and inclusion while advancing its people-centered management philosophy.

### Organizational Culture Assessment

**Samyang Group** recognizes organizational culture as a fundamental pillar for achieving sustainable growth and long-term competitiveness. To cultivate a healthy, people-centered workplace, **Samyang Group** conducts systematic assessments of its organizational culture. These assessments go beyond basic satisfaction surveys, providing a clear, objective understanding of employees' values, mindsets, and behavioral patterns, as well as in-depth analysis of qualitative factors such as engagement, communication, trust, and collaboration. **Samyang Group** conducts these assessments regularly at both the corporate and business unit levels to identify the strengths of its current culture and areas in need of improvement. The results serve as the foundation for designing and implementing tailored organizational development programs that reflect each team's specific needs and context. This process is instrumental in fostering an environment where employees can thrive and feel deeply engaged in their work. Through these efforts, **Samyang Group** continuously evaluates and refines work practices and the broader culture to ensure alignment with the company's Purpose.

### Organizational Engagement Programs

**Samyang Group** implements a broad range of organizational engagement programs to ensure that employees are not passive recipients of corporate culture, but active contributors and drivers of cultural transformation. These programs seek to promote a culture where employees' voices are heard and respected, and where the direction of the organization is shaped through open dialogue and voluntary participation.

At each division and business site, employee-driven ideas are channeled into actionable initiatives through Change Agents—voluntary leaders who actively shape and influence the organizational culture. These efforts significantly enhance employee engagement and a sense of belonging. The CEO regularly participates in business-unit town-hall meetings, creating a forum for direct communication between management and employees and reinforcing alignment on the company's direction and vision. Organizational activation workshops further enhance cross-department collaboration and build shared understanding across the Group. Replacing the traditional kickoff ceremony, NEW DAY CONNECT has emerged as a symbolic, Group-wide initiative that advances communication and unity while serving as a key driver of cultural engagement. In addition, **Samyang Group** gathers feedback through open forums, idea-submission campaigns, employee interviews, and structured feedback sessions. These participation-based activities support ongoing cultural development and provide a practical foundation for embedding Samyang Group's core values of openness, collaboration, and Purpose internalization.



2025 Samyang NEW DAY CONNECT

## Connecting Hearts: A Culture of Communication and Inclusion

### Samyang Communication Plaza: Where Diverse Voices Come Together

**Samyang Group** operates Samyang Communication Plaza, an internal online communication platform, to foster open communication and employee-driven organizational development. This platform is designed to activate collaboration and dialogue among employees by providing a space where they can freely share opinions and actively participate in shaping the corporate culture. The platform features a variety of themed boards, including Purpose, Praise & Recognition, Culture Improvement Activities, Club & Interest Groups, and Workplace Improvement Suggestions. Through these channels, employees are empowered to contribute directly to the continuous evolution of a vibrant, inclusive, and Purpose aligned organizational culture.

The Praise & Recognition board plays a vital role in fostering a culture of appreciation and respect among employees, helping to embed constructive feedback throughout the organization. Examples of peer recognition that resonated with employees are shared and rewarded during the semiannual Group-wide meetings, further promoting a culture of appreciation. The Culture Improvement Activities board encourages employees to propose ideas for enhancing the organizational culture, while the Workplace Improvement Suggestions board facilitates active discussion on eliminating inefficiencies and improving internal systems and processes. The Club & Interest Groups board showcases hobby-based and voluntary in-house communities, strengthening interpersonal connections and a sense of belonging within the organization. The Purpose board, managed primarily by Change Agents, serves as a hub for sharing purpose-driven initiatives taking place across different departments, enabling employees to learn from one another and adopt best practices. More than simply an information sharing space, the Samyang Communication Plaza functions as an interactive platform that encourages employees to become co-creators of organizational culture and active drivers of positive change. Going forward, **Samyang Group** will continue to expand this platform as a center for autonomous communication, constructive feedback, and purposeful knowledge-sharing.



### Psychological Safety Through EAP: Building an Inclusive Organizational Culture

**Samyang Group** is committed to fostering an inclusive culture that respects each employee's individuality and empowers people to reach their full potential. As part of this commitment, the Group operates an Employee Assistance Program (EAP) to promote employees' psychological and emotional well-being. Through partnerships with professional counseling service providers, employees have access to confidential, in-depth counseling on a wide range of topics, including workplace stress, interpersonal challenges, and personal or family-related concerns.

In addition, Samyang Group organizes Small Event programs on special occasions, such as Family Month, Chuseok, and Valentine's Day, that encourage employees to share meaningful moments with family and friends. These initiatives help foster a psychologically safe, family-friendly workplace—one in which every employee feels respected, supported, and a genuine sense of belonging.





# Expanding the Business Portfolio

## Business Portfolio Development

### Strategy for Expanding the Business Portfolio

#### Growth Direction

**Samyang Group** is dedicating company-wide efforts to establishing a future-oriented business structure, grounded in its distinctive technological capabilities, to achieve sustainable growth amid a rapidly changing external environment. In particular, the Group is integrating and advancing its core competencies—technological strengths accumulated in the bio and organic-synthesis fields—to respond strategically and proactively to structural shifts accelerated after the pandemic, including demographic change, the climate crisis, digital transformation, and the restructuring of global supply chains.

**Samyang Group** is solidifying its foundation for sustainable growth—creating social and economic value in tandem through technology-driven business innovation—under its vision to be “a global partner changing the future of humanity through specialty materials and solutions.” To realize this vision, the Group has designated “Health & Wellness” and “Advanced Materials” as core pillars for future growth, proactively pursuing new opportunities beyond merely strengthening the competitiveness of existing businesses. In the Health & Wellness domain, it is expanding products and services that support healthy aging and improve quality of life under the concept of “Aging Well,” while in Advanced Materials it is developing innovative solutions that make daily life more convenient and enriching, in pursuit of a “Connected Life.”

The Group continues to enhance its ability to deliver customized solutions—moving beyond simple product supply—with the goal of responding proactively to diverse global market needs and strengthening a portfolio centered on high-value-added specialty products. To this end, it actively leverages external resources such as M&A, CVC investment, and strategic partnerships to expand the growth base of existing businesses while simultaneously developing new markets. At the same time, it continues to launch innovative products and services based on in-house technological capabilities and R&D strength, thereby reinforcing global competitiveness. These comprehensive efforts are laying the groundwork for sustained growth despite shifting market conditions, securing global leadership, and positioning the Group as a company that drives sustainability across the industry. Going forward, the Group will continue its advance as a sustainable enterprise that positively impacts humanity and society, underpinned by disciplined execution and agile responsiveness.

### Directions of the Samyang Group's Portfolio for Future Growth

Growth Themes	Health & Wellness	Advanced Materials
	✓	✓
Focus	Aging well	Connected life
Main Businesses	<ul style="list-style-type: none"><li>• Personal care materials</li><li>• Sugar reduction</li><li>• Prebiotics</li><li>• Anticancer drug CDMO</li><li>• Medical Device</li><li>• SENS™ platform</li></ul>	<ul style="list-style-type: none"><li>• Semiconductor materials</li><li>• Ion exchange resins</li><li>• Isosorbide</li><li>• Mobility materials</li></ul>
Key Products and Materials	<ul style="list-style-type: none"><li>• Biodegradable conditioning polymers</li><li>• Natural surfactants</li><li>• Allulose</li><li>• Resistant dextrin, fructo-oligosaccharides, and other dietary fibers</li><li>• Anticancer drugs</li><li>• Aesthetic threads and polymer fillers</li><li>• Gene delivery technology and new drugs</li></ul>	<ul style="list-style-type: none"><li>• Photoresist materials for semiconductors and wet chemicals</li><li>• Uniform ion exchange resins for power generation/ultrapure water</li><li>• Green adhesives/plastics</li><li>• Recycled plastic materials</li><li>• Battery materials</li></ul>

## Business Portfolio Development

### Strategic Directions for Major Businesses

#### Health & Wellness Business

Health & Wellness is one of the core business areas that **Samyang Group** is cultivating as a future growth engine. In response to rising consumer demand for healthy lifestyles, the Group is diversifying its portfolio to include specialty ingredients, personal care materials, and beauty- and biotechnology-based products. Going forward, **Samyang Group** will further strengthen its R&D capabilities and pursue open innovation to secure competitiveness in the global Health & Wellness market and reinforce its position as a provider of sustainable health solutions.

#### Boosting the Growing Specialty Business



As consumer interest in sugar reduction and health continues to rise, demand for low-calorie sweeteners is increasing. In line with this trend, **Samyang Corporation** is diversifying its product portfolio around health-oriented functional ingredients such as the alternative sweetener allulose (Nexweet®) / Resistant dextrin (Fiberest®), and fructo-oligosaccharides. Allulose is a low-calorie sweetener with approximately 0 kcal; It is a nearly zero calorie sweetener and a clean, pleasant sweetness compared with sugar and can be applied across a wide range of food categories. Resistant dextrin and fructo-oligosaccharides offer functional health benefits such as supporting gut health and blood-glucose control, and they are used in developing products that meet consumers' functional needs. Through these initiatives, the company is actively seeking new market opportunities in the Health & Wellness industry and aims to help foster healthy food culture and build a sustainable food-industry ecosystem.

#### Expanding the Portfolio of Personal Care Materials



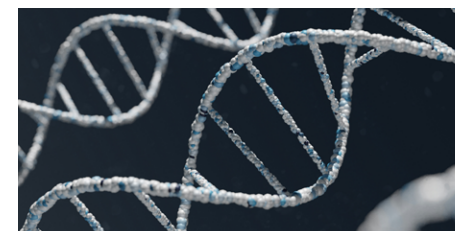
In 2023, **Samyang Group** acquired Verdant Specialty Solutions, a U.S. specialty chemical company, to expand in the global personal care market. This move is part of the mid- to long-term strategy "Vision 2025," aimed at accelerating the shift to a specialty-focused business structure and global expansion. Verdant has strong capabilities in personal care and industrial surfactants, and the Group is strengthening both its product portfolio and overseas distribution network through the acquisition. In addition, leveraging **Samyang KCI's** technological expertise, the Group is expanding naturally derived emulsifiers (polyglycerin esters) and high-performance skin- and hair-care materials, while concurrently developing medical-device and pharmaceutical products that utilize biocompatible materials (MPC derivatives). In line with eco-friendly trends and shifting global demand, Samyang Group is strengthening a portfolio centered on sustainable materials.

#### Expanding CDMO and strengthening the eco-friendly, biodegradable material-based aesthetics and cosmetic surgery business



**Samyang Holdings** is actively advancing innovative new-drug R&D, expanding global production bases, and entering new business areas within the pharmaceutical and bio sectors. In the domestic market, to expand its globally competitive CDMO (Contract Development and Manufacturing Organization) business, the company began operating a facility for cytotoxic anticancer injectables at its Daejeon pharmaceutical plant that meets global GMP (Good Manufacturing Practice) standards; it obtained EU GMP certification in August 2024 and is scheduled to secure GMP approvals in Japan and Korea in 2025. In addition, through the biodegradable polymer-based filler brand "Rafullen®" and lifting-thread brand "Croquis®," the company is pursuing sustainable growth in the global aesthetic and cosmetic-surgery market, grounded in environmentally friendly and innovative technologies.

#### Differentiated Gene Delivery Technology, SENS™



**Samyang Holdings'** BioPharma division is developing a differentiated gene-delivery technology applicable to a wide range of therapeutics. SENS™ is the company's proprietary platform that employs newly discovered cationic lipids and biodegradable polymers. The cationic lipids discovered by **Samyang Holdings** effectively protect nucleic acids and impart tissue selectivity to the formulation. The use of biodegradable polymers that naturally decompose in the body ensures blood stability as well as an excellent safety profile. The company has established multiple tissue-delivery platforms through diverse compositions and a comprehensive carrier library. **Samyang Holdings'** SENS™ is a core technology poised to lead the global gene-therapy market and contribute to human health. Drawing on years of accumulated know-how, the company is accelerating advances in drug-delivery technology and supplying compositions with high gene-delivery efficiency and outstanding safety.



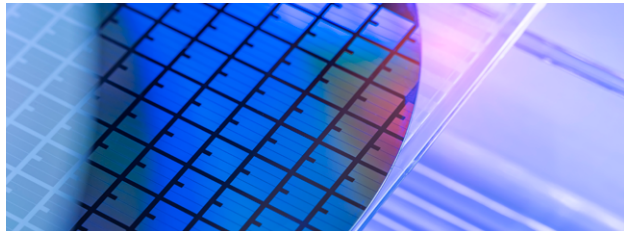
## Business Portfolio Development

### Strategic Directions for Major Businesses

#### Advanced Materials Business

**Samyang Group** is leading technological innovation in advanced materials, focusing on semiconductor materials, ion exchange resins, isosorbide, and mobility materials. With the goal of entering new markets, the Group is expanding strategic investments in companies with novel technologies and strengthening frameworks for technical collaboration. Through these efforts, it aims to enhance global competitiveness and secure early market leadership, accelerating next-generation technology development through sustained R&D investment and the cultivation of innovative partnerships.

#### Semiconductor Materials



**Samyang NC Chem** focuses on developing fine-chemical materials for photoresists (PR), which are essential to key semiconductor manufacturing processes. Photoresists are photosensitive materials that change their chemical properties in response to specific wavelengths of light; they consist of a polymer, a photo acid generator (PAG), and a solvent. The company's core products—polymers and PAGs—are critical components that determine overall PR performance, including photosensitivity, resolution, and pattern stability. Recently, as demand for next-generation semiconductors has grown alongside advances in artificial intelligence (AI), the use of photoresists across various exposure wavelengths has expanded. **Samyang NC Chem** is responding to changes in semiconductor technology applied to cutting-edge devices and contributes to the advancement of the global industry by providing optimal materials that meet diverse customer needs. The company also plans to strengthen market competitiveness by establishing itself as a trusted materials partner through the development of high-purity, high-quality semiconductor materials.

#### Ion Exchange Resin



In 1976, **Samyang Group** became the first company in Korea to produce ion exchange resins through a technical partnership with Mitsubishi Chemical of Japan, successfully achieving localization of precision materials; it remains the nation's sole manufacturer of ion exchange resins. Since 2011, the Group has developed ultrapure-water-grade ion exchange resins, contributing to the competitiveness of the semiconductor and display industries, and in 2016 it established Asia's largest dedicated plant for uniform particle-sized ion exchange resins in Gunsan.

Furthermore, by securing specialized R&D talent and continuously developing application technologies, the Group can produce customized ion exchange resins optimized for specific uses. As a result, it leads the global premium ion exchange resin market not only in general water treatment but also in applications for nuclear power plants, semiconductors, and chromatography. In 2021, to address diverse water-treatment needs, the Group entered the EDI (Electrodeionizer) business—an eco-friendly water-treatment system—and, since 2023, has added the reverse osmosis membrane business, providing total solutions across the water-treatment field.

#### Isosorbide



**Samyang Group** is focusing on developing eco-friendly plastics and batteries using isosorbide. Isosorbide is a bio-based material obtained by chemically transforming corn-derived starch and has a wide range of applications. It holds significant potential as a substitute for existing chemical materials in a range of products, such as polycarbonate, paints, and adhesives. **Samyang Group** is dedicated to developing specialty materials centered on isosorbide, with the aim of broadening the range of product applications. In addition, the Group is concentrating research on advanced battery materials—including the development of electrolyte additives—as part of its commitment to lightweight, high-output battery technologies. These R&D efforts will enable **Samyang Group** to play a pivotal role in future mobility solutions and further strengthen its competitiveness in advanced materials.

## Business Strategy

### R&D Center for Research and Development Initiatives

**Samyang Group** leads the market across diverse industries—including chemicals, food, biopharmaceuticals, and packaging—based on outstanding R&D capabilities. Its researchers focus on securing core technologies and developing high-value-added products to continuously enhance market competitiveness. Furthermore, **Samyang Group** is pursuing a strategy of continually exploring new megatrends and expanding its R&D domains to identify future growth drivers.

#### Chemical R&D Center

**Samyang Group's** Daejeon Chemical R&D Center focuses on developing advanced new materials through research into the synthesis and processing of engineering plastics, ion exchange resins, eco-friendly materials such as biodegradable substances, and next-generation adhesives. Researchers rigorously analyze the latest scientific and technological trends and concentrate on developing innovative materials and processes, balancing customer requirements with the importance of environmental protection. Building on long-standing expertise in polymer synthesis and processing, the Center is expanding its research scope to include batteries, semiconductors, and high-performance and eco-friendly materials (including recycled and biodegradable materials). Through these efforts, the Group aims to enhance customers' quality of life and convenience.

Category	Key Competencies
Electrics & Electronics Tech Center	Research on specialty compounds such as Metalinus®, medical applications, and transparent flame-retardant materials
Mobility Tech Center	Research on EP compound materials, analysis of polymer processing (extrusion/injection) and properties, mass production application of developed materials, and customer support
Specialty Tech Center	Research on eco-friendly materials such as Specialty polycarbonate (PC) and ion exchange resin materials, and the development of materials utilizing molecular dynamics and simulation research
Electronic Materials PG	Research on semiconductor/battery materials through polymer monomer design/polymerization and organic synthesis
Green Solution Materials PG	Research on organic synthesis, polymerization, and property analysis utilizing isosorbide (ISB), as well as materials for eco-friendly adhesives and personal care products

#### Food R&D Center

The Food R&D Center within the **Samyang Group's** Discovery Center has set “globalization” and “specialization” as core strategies, concentrating capabilities on developing high-value-added food ingredients and securing differentiated technological competitiveness. It is proactively responding to future demand by developing health-oriented functional ingredients for new applications, aiming to enhance technology-driven competitiveness across domestic and international markets. Drawing on accumulated know-how, the Center focuses on discovering specialty ingredients for food and industrial use and new applications, conducting process-improvement research for commercialization, and performing customer-tailored application studies. It is also advancing the R&D foundation needed for sustainable growth.

Category	Key Competencies
Solution Center	Providing total solutions to corporate customers through the development and applied research of starch, starch sugar, flour, fats and oils, premixes, frozen bakery products, sauces, and processed meat products
Ingredient Development PG	Developing specialty ingredients by utilizing enzyme reaction optimization, high-purity separation technology, starch modification technology, fat and oil processing technology, and flavors

#### Bio-Convergence R&D Center

The **Samyang Group** Bio-Convergence R&D Center conducts research to develop bio-derived, high-value specialty materials applicable to food, personal care, and pharmaceutical fields, while creating new, market-leading businesses. Focusing on strain and enzyme improvement and fermentation-process technologies, the Center develops microorganisms that produce high-performance materials using AI-based metabolic-pathway design, while also concentrating on the continual discovery of new specialty materials. Furthermore, to secure future growth engines, it is establishing an R&D hub based on systems metabolic engineering and integrating chemical-processing technologies to develop high-performance specialty materials, thereby strengthening the Group's contribution in environmental sustainability and human health.

Category	Key Competencies
Bio-Technology PG	Development of specialty materials for food, personal care, and related applications through enzyme engineering (GMO, NGMO), and optimization of enzyme and microbial fermentation conditions and manufacturing processes
Metabolic Pathway Design PG	Optimization of conditions for microbial cultivation and improvement of production capacity using AI/ML modeling including metabolic pathway reconstruction, targeted gene expression regulation, genome engineering, and synthetic gene circuit fabrication



Samyang Chemical R&D Center (Daejeon)



Samyang Discovery Center (Pangyo)

## Business Strategy

### R&D Center for Research and Development Initiatives

#### Biopharmaceutical R&D Center

The Biopharmaceutical R&D Center of **Samyang Holdings** Biopharm is a specialized research institute focused on developing medical devices, pharmaceuticals, and new drugs for the global market. The Center has successfully developed absorbable surgical sutures that degrade in the body, as well as cytotoxic anticancer agents targeting solid tumors and hematologic malignancies. Notably, it has developed the SENS™ gene-delivery technology, based on more than 30 years of expertise in manufacturing and processing biodegradable polymers. This technology is applicable across a range of therapeutic areas and is recognized as a core platform in the global gene-therapy market.

Category	Key Competencies
MD	Research on wound care and aesthetic plastic surgery products based on bio-absorbable polymer materials production and application technologies
Pharmaceuticals	Development of differentiated generic anticancer drugs and incrementally modified drugs by applying solubilization and nano-formulation technologies
New Drugs	Development of Samyang's proprietary nucleic acid delivery platforms and therapeutics

#### Samyang Packaging Tech Center

**Samyang Packaging** Tech Center has organized diverse research areas and experimental facilities to develop comprehensive packaging solutions, including material research, product design and modeling, technology validation and evaluation, and production-process optimization. The Tech Center focuses on researching and developing innovative packaging solutions in collaboration with other research institutes within Samyang Group. In addition, it conducts research to minimize waste generated during production and reduce carbon emissions, creating environmentally sustainable value. These efforts demonstrate Samyang Packaging's commitment to pursuing two goals simultaneously: developing sustainable packaging solutions and protecting the environment.

Category	Key Competencies
Samyang Packaging Tech Center	Development of new/lightweight PET bottles and customer support, and research on recycling and new packaging materials

#### Samyang NC Chem Dongtan R&D Center

**Samyang NC Chem** Dongtan R&D Center strives to take a leading position in fine chemical materials for semiconductors. Leveraging continuous R&D and outstanding materials-manufacturing technology, it aims to grow into Korea's top fine-chemical materials company. The Center conducts research across comprehensive range of semiconductor photoresist materials based on polymerization, synthesis, and purification technologies. With more than a decade of experience in semiconductor-materials research, it has secured stable production technologies from development through mass production and possesses a wide array of analytical equipment and techniques to meet customer quality requirements. The Dongtan R&D Center focuses on localizing core semiconductor materials and developing next-generation materials; by establishing an independent development process and pursuing innovative research, it is working to secure a leading position in the future semiconductor market.

Category	Key Competencies
Samyang NC Chem Dongtan R&D Center	Development of Polymer and PAG for semiconductor photoresists (PR) based on polymerization, synthesis, and purification technologies
Synthesis Team 1	Research on the polymerization of EUV/ArF/KrF polymers for semiconductor PR
Synthesis Team 2	Research on the synthesis of EUV/ArF PAG and monomers for semiconductor PR
Analysis Team	Analysis of developed polymers and PAGs for semiconductor PR
Research Planning Team	Support for the development, mass production transfer, national projects, and safety management of polymers and PAGs for semiconductor PR

#### Samyang KCI Research & Development Division

The Research & Development Division of **Samyang KCI** aims to develop world-class functional ingredients in the field of personal-care functional raw materials. The Division comprises a Research & Development Team and a Solution Team; both work closely with customers, leveraging skilled researchers, advanced equipment, and accumulated know-how. The R&D Team focuses on developing customized ingredients that meet customer needs and continually strives to optimize manufacturing processes and improve efficiency. Meanwhile, the Solution Team strengthens customer support by providing training on ingredient use and cosmetic-formulation techniques and by offering tailored solutions to address the diverse issues that may arise during customers' production processes.

Category	Key Competencies
R&D Team	Developing high-value-added materials such as hair and skincare product ingredients, pharmaceutical ingredients, and medical devices by utilizing process optimization, naturally-derived raw materials, and high-performance material design technology
Solution Team	Providing customized total cosmetic solutions through differentiated cosmetic formulation development, responses to customer process issues, supply of raw materials based on safety assurance, development of active ingredients, and technical training.

## Business Strategy

### Samyang Innovation R&D Fair (SIRF)

Samyang Group's "Samyang Innovation R&D Fair (SIRF)" began in 2012 and is now in its 13th year as an annual event. The fair serves as a platform for sharing and exhibiting the Group's yearly R&D achievements across all research institutes, playing a crucial role in fostering researchers' innovative spirit and promoting knowledge exchange. In 2023, the exhibition format was revamped in line with the Group's future strategy, shifting from individual project-focused displays to themed showcases by research institutes. Starting in 2024, seven research organizations—including the Chemical R&D Center, Food R&D Center, Biopharmaceutical R&D Center, Bio-Convergence R&D Center, Samyang Packaging Tech Center, Samyang KCI Research & Development Division, and Samyang NC Chem R&D Center—will showcase related ongoing projects under 14 selected themes. Furthermore, the exhibition panels are made of honeycomb board to emphasize environmental friendliness, underscoring the event's commitment to sustainability. SIRF also evaluates and awards outstanding R&D projects based on criteria such as innovation, creativity, corporate competitiveness, and contribution, further strengthening the Group's research culture.



2024 Samyang Innovation R&D Fair

### Intellectual Property Management

As part of its ESG management, **Samyang Group** is strengthening legal protection for technologies with high business value and utility through patent applications. Intellectual property rights are managed via an IP-management system that emphasizes confidentiality, internal controls, and transparent procedures, while a Patent Review Committee assesses the appropriateness of filings and drives continual improvement. In particular, the Group actively protects IP related to innovative technologies that create social and environmental value—such as eco-friendly technologies and sustainable solutions—and is reinforcing ESG-linked portfolios, including green patents. These efforts help Samyang Group create social value through technological innovation and contribute to building a sustainable future.

#### Status of Intellectual Property Rights

Affiliate	Category	Unit	Korea				Overseas			
			Patent	Utility Model	Trademark	Subtotal	Patent	Utility Model	Trademark	Subtotal
Samyang Holding	Pending applications	Cases	50	0	61	111	154	0	150	304
	Maintained registrations	Cases	87	1	281	369	194	0	87	281
	Subtotal	Cases	137	1	342	480	348	0	237	585
Samyang Corporation	Pending applications	Cases	198	0	25	223	262	0	30	292
	Maintained registrations	Cases	501	0	104	605	302	0	247	549
	Subtotal	Cases	699	0	129	828	564	0	277	841
Samyang Packaging	Pending applications	Cases	1	2	0	3	1	0	0	1
	Maintained registrations	Cases	14	1	15	30	3	0	0	3
	Subtotal	Cases	15	3	15	33	4	0	0	4
Samyang KCI	Pending applications	Cases	2	0	3	5	5	0	3	8
	Maintained registrations	Cases	12	0	0	12	2	0	6	8
	Subtotal	Cases	14	0	3	17	7	0	9	16
Total		Cases	865	4	489	1,358	923	0	523	1,446



# Transparent Disclosure of Information

## Enhancing Transparency in Information Disclosure and Stockholder Value

### Stock Issuance Status and Stock Ratios of Major Stockholders

Samyang Group allocates voting rights fairly based on the type and number of stocks owned. Each common stock is entitled to one voting right; however, preferred stocks do not carry voting rights.

#### Stock Issuance Status

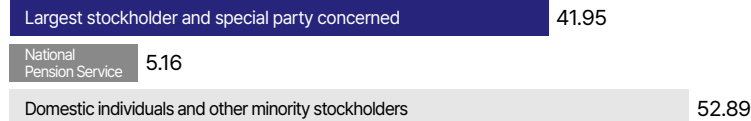
(As of the end of December 2024)

Category	Type of Stock	Samyang Holdings		Samyang Corporation		Samyang Packaging		Samyang KCI	
		Number of stocks	Remarks	Number of stocks	Remarks	Number of stocks	Remarks	Number of stocks	Remarks
Total number of stocks issued	Common stocks	8,564,271		10,313,449		15,788,671		11,270,000	
	Preferred stocks	304,058		370,070		0		0	
Number of stocks without voting rights	Common stocks	1,128,726	Treasury stocks	647,099	Treasury stocks	457,700	Treasury stocks	509,800	Treasury stocks
	Preferred stocks	304,058		370,070		0		0	
Number of stocks with voting rights	Common stocks	7,435,545		9,666,350		15,330,971		10,760,200	

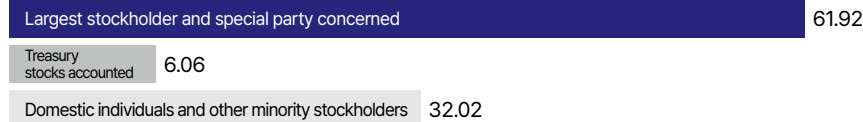
#### Stockholder Composition

(As the end of December 2024)

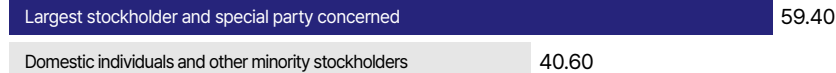
##### Samyang Holdings



##### Samyang Corporation



##### Samyang Packaging



##### Samyang KCI



## Enhancing Transparency in Information Disclosure and Stockholder Value

### Protecting Stockholder Rights

**Samyang Group** ensures that stockholders have full access to information related to general meetings of stockholders. To achieve this, **Samyang Holdings**, **Samyang Corporation**, and **Samyang Packaging** disclose all relevant information 14 days prior to each meeting, while **Samyang KCI** discloses such information three weeks before the meeting, either by sending convocation notices or through the Financial Supervisory Service's electronic disclosure system. To protect stockholder rights and increase voting convenience, **Samyang Group** has implemented an electronic voting system, enabling stockholders to exercise their voting rights through various channels. While the Group does not adopt a written voting system, it provides comprehensive guidance to all stockholders ahead of each general meeting. Furthermore, by entrusting the Korea Securities Depository with the operation of the electronic voting and electronic proxy solicitation systems, the Group offers proxy voting options for those who are unable to attend in person. Additionally, Samyang Group publicly discloses the results of voting at recent regular stockholders' meetings on its website. In compliance with the amended Enforcement Decree of the Commercial Act, both the business report and audit report are disclosed at least one week before each general meeting via the Financial Supervisory Service's electronic disclosure system. These documents are also posted on the company website, underscoring the Group's ongoing commitment to protecting stockholder rights.

### Communication with Stockholders

**Samyang Group** makes extensive efforts to provide all stockholders with equal access to information. The Group transparently discloses corporate information through multiple platforms, including the company website, the Financial Supervisory Service's electronic disclosure system (DART), and the Korea Exchange's corporate disclosure channel (KIND). In particular, the "Investor Information" section of the company website supplies stockholders with key materials such as major updates, financial data, investor relations (IR) materials, disclosure information, and public announcements. These resources are regularly updated to maintain the currency of information and to enhance stockholders' understanding of the Group. The Group further improves accessibility to non-financial information by operating English and Chinese versions of its website for foreign investors, and by making ESG-related information available online. In addition, through the "IR Inquiry" section, Samyang Group actively solicits stockholder opinions and strengthens communication channels, continually working to enhance stockholder value.

### Operation of the Stockholder Proposal System

To safeguard stockholder rights, **Samyang Group** recognizes the stockholder proposal right in accordance with Article 542-6 of the Commercial Act. Under this provision, any stockholder who has continuously held at least 0.5% of voting shares for the preceding six months is entitled to submit proposals for the general meeting, either in writing or by electronic document, up to six weeks before the date of the regular stockholders' meeting. The Board of Directors will adopt such proposals as meeting agenda items and clearly state them in the convocation notice, provided they do not violate laws or the company's articles of incorporation and do not fall under the rejection grounds specified in Article 12 of the Enforcement Decree of the Commercial Act. If the proposing stockholder requests, the essential points of the proposal will be included in the convocation notice, and the stockholder will have an opportunity to explain the item during the general meeting. These procedures promote active stockholder participation in management and contribute to greater transparency in corporate governance.

### Tax Risk Management

**Samyang Group** strictly complies with the tax laws of every country in which it operates, ensuring accurate tax reporting and diligent fulfillment of tax obligations. The Group continually monitors changes in both domestic and international tax regulations, as well as the policy directions of relevant tax authorities, in order to proactively identify and manage tax risks, thereby reinforcing tax compliance. Overseas subsidiaries located in major regions, including Europe, the United States, Vietnam, and China, also ensure full compliance with local tax laws by working closely with local tax professionals to guarantee accurate tax filings and payments.

In addition, **Samyang Group** rigorously adheres to the Adjustment of International Taxes Act for all transactions with overseas subsidiaries. The Group practices a tax strategy that is both reasonable and transparent, grounded in the arm's length principle, and fully aligned with global tax standards. These efforts not only enhance tax transparency but also strengthen trust with stakeholders both domestically and internationally.

## Enhancing Transparency in Information Disclosure and Stockholder Value

### Stockholder Return Policy

**Samyang Group** has consistently issued dividends each year to enhance stockholder value. The Group's dividend policy seeks to maintain stable, long-term cash dividends by comprehensively considering annual business performance, financial conditions, historical dividend records, and the prevailing economic and market environment, both domestically and abroad. While dividends are primarily distributed based on net income, the Group follows a policy of stable payouts, regardless of sharp fluctuations in earnings. In addition to safeguarding the company's financial stability, the Group is gradually increasing dividend payouts in line with a stockholder-friendly market environment. Detailed dividend information can be found on the Samyang Group website. In February and August 2024, **Samyang Packaging** signed two treasury stock repurchase trust agreements with NH Investment & Securities to acquire treasury shares worth KRW 7.894 billion, with the aim of enhancing stockholder value. The 457,700 treasury shares acquired were fully retired by a board resolution in February 2025, directly contributing to greater stockholder value.

#### Dividends in the Last 5 Years

##### Samyang Holdings

Business Year	Closing Month	Stock Type	Dividends per Stock (KRW)	Total Dividends (KRW 100 million)	Dividend Yield (%)	Dividend Payout Ratio (%)	
						Consolidated Basis	Separate Basis
2024	December	Common stocks	3,500	260	5.2	30	36
		Class stocks	3,550	11	6.7		
2023	December	Common stocks	3,500	260	5.0	12	13
		Class stocks	3,550	11	6.6		
2022	December	Common stocks	3,500	260	5.0	26	34
		Class stocks	3,550	11	6.3		
2021	December	Common stocks	3,000	223	3.0	8	10
		Class stocks	3,050	9	4.4		
2020	December	Common stocks	2,250	167	3.0	12	23
		Class stocks	2,300	7	4.6		

##### Samyang Corporation

Business Year	Closing Month	Stock Type	Dividends per Stock (KRW)	Total Dividends (KRW 100 million)	Dividend Yield (%)	Dividend Payout Ratio (%)	
						Consolidated Basis	Separate Basis
2024	December	Common stocks	1,750	169	3.6	14	20
		Class stocks	1,800	7	5.8		
2023	December	Common stocks	1,750	169	3.9	16	19
		Class stocks	1,800	7	6.7		
2022	December	Common stocks	1,250	121	3.1	18	23
		Class stocks	1,300	5	4.3		
2021	December	Common stocks	1,250	121	2.0	31	43
		Class stocks	1,300	5	3.1		
2020	December	Common stocks	1,250	121	2.1	22	31
		Class stocks	1,300	5	2.8		

##### Samyang Packaging

Business Year	Closing Month	Stock Type	Dividends per Stock (KRW)	Total Dividends (KRW 100 million)	Dividend Yield (%)	Dividend Payout Ratio (%)	
						Consolidated Basis	Separate Basis
2024	December	Common stocks	500	77	3.0	38	39
		Class stocks	-	-	-		
2023	December	Common stocks	500	79	3.1	31	32
		Class stocks	-	-	-		
2022	December	Common stocks	750	118	4.0	98	98
		Class stocks	-	-	-		
2021	December	Common stocks	1,000	142	4.0	47	47
		Class stocks	-	-	-		
2020	December	Common stocks	1,000	142	4.6	44	44
		Class stocks	-	-	-		

##### Samyang KCI

Business Year	Closing Month	Stock Type	Dividends per Stock (KRW)	Total Dividends (KRW 100 million)	Dividend Yield (%)	Dividend Payout Ratio (%)	
						Consolidated Basis	Separate Basis
2024	December	Common stocks	250	27	3.6	18	-
		Class stocks	-	-	-		
2023	December	Common stocks	250	27	3.4	24	-
		Class stocks	-	-	-		
2022	December	Common stocks	250	27	2.8	15	-
		Class stocks	-	-	-		
2021	December	Common stocks	200	22	2.2	21	-
		Class stocks	-	-	-		
2020	December	Common stocks	200	22	2.0	20	-
		Class stocks	-	-	-		

# APPENDIX

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## ESG Facts & Figures

The financial information is presented in accordance with the Korean version of International Financial Reporting Standards (K-IFRS). Discrepancies in environmental, social, and governance data in certain scopes have been explicitly indicated through the notes to the report.

### Financial Information

#### Condensed Consolidated Statement of Financial Position

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI (*1)		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Current assets (*2)	KRW million	1,747,899	1,891,863	1,866,108	1,105,796	1,209,397	1,160,289	177,390	142,327	171,293	74,377	71,259	90,945
Non-current assets (*2)	KRW million	2,799,882	3,244,797	3,424,399	1,843,853	1,995,604	2,159,637	465,170	499,714	495,985	48,754	48,047	45,231
Total assets (*2)	KRW million	4,547,781	5,136,660	5,290,507	2,949,649	3,205,001	3,319,926	642,561	642,041	667,277	123,130	119,306	136,176
Current liabilities	KRW million	754,977	1,362,419	988,835	503,591	824,776	677,084	81,119	183,018	100,991	24,697	12,550	17,322
Non-current liabilities (*2)	KRW million	1,269,293	977,705	1,303,584	915,068	668,130	695,161	200,368	84,449	186,699	246	329	368
Total liabilities	KRW million	2,024,270	2,340,124	2,292,419	1,418,659	1,492,907	1,372,245	281,487	267,466	287,690	24,944	12,879	17,689
Capital stock	KRW million	44,342	44,342	44,342	53,417	53,417	53,417	78,943	78,943	78,943	5,635	5,635	5,635
Additional paid-in capital (Capital surplus)	KRW million	330,531	341,516	175,176	863,997	863,997	865,968	145,771	145,771	145,771	6,742	6,742	6,742
Other components of equity (Other comprehensive income + Other equity items)	KRW million	65,827	112,041	234,897	23,912	103,338	233,116	(87)	(44)	(7,938)	(4,348)	(4,418)	(4,381)
Retained earnings	KRW million	1,351,231	1,494,832	1,652,746	382,651	475,371	578,453	136,447	149,904	162,811	90,158	98,468	110,491
Non-controlling interests	KRW million	731,580	803,806	890,927	207,013	215,972	216,727	0	0	0	0	0	0
Total equity	KRW million	2,523,511	2,796,536	2,998,088	1,530,990	1,712,095	1,947,681	361,074	374,574	379,587	98,186	106,427	118,487
Total liabilities and equity (*2)	KRW million	4,547,781	5,136,660	5,290,507	2,949,649	3,205,001	3,319,926	642,561	642,041	667,277	123,130	119,306	136,176

(\*1) Samyang KCI is based on the separate financial statement report.

(\*2) The Samyang Holding's data for 2023 were recalculated due to Purchase Price Allocation (PPA) accounting treatment following the acquisition of its affiliate Verdant at the end of 2023.

## ESG Facts & Figures

### Condensed Consolidated Statement of Profit or Loss

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI (*1)		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Sales	KRW million	3,316,778	3,210,853	3,553,264	2,652,439	2,651,439	2,671,821	407,353	421,669	448,112	109,605	109,946	110,185
Cost of sales	KRW million	2,773,466	2,682,163	2,914,202	2,238,555	2,187,134	2,160,769	335,774	339,039	360,322	70,718	82,440	73,983
Gross profit	KRW million	543,312	528,690	639,062	413,884	464,305	511,052	71,579	82,630	87,790	38,888	27,506	36,202
Selling and administrative expenses	KRW million	410,988	433,887	511,524	331,868	351,105	377,529	47,883	50,162	54,032	17,010	17,234	21,180
Operating profit	KRW million	132,324	94,803	127,539	82,016	113,200	133,523	23,696	32,468	33,757	21,877	10,272	15,022
Financial income	KRW million	66,888	85,845	101,245	54,447	65,341	76,936	3,376	2,807	3,123	785	1,329	1,716
Financial expenses	KRW million	54,884	69,146	70,208	44,807	51,787	38,462	6,619	6,377	6,656	1,398	1,370	1,538
Gain or loss on associates using equity method	KRW million	792	(17,482)	(30,915)	1,047	2,001	1,090	0	0	0	102	253	214
Other income	KRW million	89,038	228,258	78,104	81,419	64,545	59,854	4,311	4,671	8,286	6,187	5,429	4,306
Other expense	KRW million	107,494	55,744	77,665	76,841	43,492	58,069	4,415	3,282	9,546	4,852	2,570	1,970
Income before income tax expense	KRW million	126,664	266,533	128,099	97,281	149,808	174,872	20,350	30,287	28,964	22,701	13,342	17,750
Income tax expense	KRW million	20,814	39,519	38,607	15,034	27,811	38,431	8,260	4,852	8,524	4,885	2,342	3,036
Current net profit	KRW million	105,849	227,014	89,492	82,247	121,997	136,441	12,090	25,435	20,440	17,816	11,000	14,713
Other comprehensive income (loss)	KRW million	(696)	72,896	166,769	3,631	77,797	129,140	3,990	(94)	393	(51)	(70)	37
Total comprehensive income (loss)	KRW million	105,153	299,910	256,261	85,878	199,794	265,581	16,080	25,342	20,833	17,766	10,931	14,750

(\*1) Samyang KCI is based on the separate financial statement report.

# ESG Facts & Figures

## Environmental

### Environmental Targets for 2030

Category (*)		Samyang Holdings	Samyang Corporation	Samyang Packaging	Samyang KCI	Key Action Plans
Greenhouse gases (GHGs)	GHG emissions	20% reduction compared to 2020	42% reduction compared to 2020	20% reduction compared to 2020	20% reduction compared to 2020	GHG reduction facilities and Power Purchase Agreement (PPA)
	Energy consumption	Up to 9% reduction in energy consumption intensity compared to 2020	Up to 20% reduction in energy consumption intensity compared to 2020	Up to 9% reduction in energy consumption intensity compared to 2020	Up to 20% reduction in energy consumption intensity compared to 2020	Introducing energy-efficient equipment
	Energy system certification	-	Introduction of an Energy Management System	-	-	
Pollutants	Air	Maintain emissions concentrations at 70% of legal standards or below	Maintain emissions concentrations at 45% of legal standards or below	Maintain emissions concentrations at 70% of legal standards or below	Maintain emissions concentrations at 60% of legal standards or below	Upgrading air emission facilities
	Water	Maintain emissions concentrations at 70% of legal standards or below	Maintain emissions concentrations at 50% of legal standards or below	Maintain emissions concentrations at 70% of legal standards or below	Maintain emissions concentrations at 70% of legal standards or below	Strengthening internal water quality standards
Waste	Recycling	Achieve up to 98% waste recycling rate	Achieve up to 98% waste recycling rate	Achieve up to 99% waste recycling rate by 2030	Achieve up to 99% waste recycling rate by 2030	Strengthening waste separation and disposal
	Certification	-	Acquiring Zero Waste to Landfill (ZWTL) Silver	-	Acquiring Zero Waste to Landfill (ZWTL)	
Water use	Water intake	Up to 9% reduction in water intake intensity compared to 2022	Up to 10% reduction in water intake intensity compared to 2022	Up to 20% reduction in water intake intensity compared to 2022	Up to 10% reduction in water intake intensity compared to 2022	Implementing water consumption reduction initiatives
	Water consumption	-	Up to 30% reduction in water consumption intensity compared to 2022	-	-	
Compliance with environmental laws	Chemical spills	0 cases	0 cases	0 cases	0 cases	Strengthening and maintaining monitoring
	Violations of environmental laws and regulations	0 cases	0 cases	0 cases	0 cases	

(\*) Targets only apply to domestic business sites of each company. Specific targets vary by site.

# ESG Facts & Figures

## GHG Emissions (Scope 1&2)

Category		Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI (*1)		
			2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
GHG emissions	Direct emissions (Scope 1)	tCO <sub>2</sub> eq	641	582	589	153,271	143,307	143,235	25,561	24,971	23,461	2,298	2,107	2,303
	Indirect emissions (Scope 2)	tCO <sub>2</sub> eq	17,138	17,994	17,998	116,853	117,277	121,038	119,473	110,970	111,217	3,245	3,189	3,636
	Total emissions	tCO <sub>2</sub> eq	17,778	18,576	18,588	270,112	260,575	264,263	145,034	135,941	134,677	5,543	5,296	5,938
	Emission intensity (per separate revenue)	tCO <sub>2</sub> eq/ KRW 100 million	5.36	5.79	7.88	13.51	13.04	13.44	39.63	32.23	31.05	5.06	4.82	5.39
	Target emissions for 2024	tCO <sub>2</sub> eq	16,724			242,517			133,561			4,987		

(\*1) The Samyang KCI's data for 2022 and 2023 has been changed due to revised data calculation criteria (truncating decimal places).  
\* Due to the truncated values, the sum of individual emissions may not match the total sum.

Year	Unit	Samyang EcoTech	Samnam Petrochemical	Samyang Kasei	Samyang Innochem	Samyang Fine Technology	Samyang NC Chem	Samyang Biopharm Hungary	Samyang Engineering Plastics (Shanghai) Co., Ltd.	Samyang EP Hungary	Samyang EP Vietnam
2022	tCO <sub>2</sub> eq	–	184,576	77,738	96,854	29,179	11,768	627	5,905	1,314	2,265
2023	tCO <sub>2</sub> eq	4,434	187,338	70,928	94,578	31,643	10,905	859	6,551	1,116	2,874
2024	tCO <sub>2</sub> eq	7,196	185,783	80,045	99,486	31,163	11,105	984	4,678	1,101	2,827

# ESG Facts & Figures

## GHG Emissions (Scope 3)

Category		Samyang Holdings		Samyang Corporation		Samyang KCI	
		2024 (tCO <sub>2</sub> eq)	Percentage (%)	2024 (tCO <sub>2</sub> eq)	Percentage (%)	2024 (tCO <sub>2</sub> eq)	Percentage (%)
GHE emissions	1. Purchased goods and services	1,681	0.73	1,419,239	89.59	25,349	85.7
	2. Capital goods	9,017	3.89	13,986	0.88	849	2.9
	3. Fuel- and energy-related activities not included in scope 1 or scope 2	2,498	1.08	43,628	2.75	504	1.7
	4. Upstream transportation and distribution	183	0.08	62,197	3.93	797	2.7
	5. Waste generated in operations	348	0.15	6,249	0.39	80	0.3
	6. Business travel	460	0.20	794	0.05	57	0.2
	7. Employee commuting	362	0.16	1,185	0.07	402	1.4
	8. Upstream leased assets	33	0.01	103	0.01	-	-
	9. Downstream transportation and distribution	44	0.02	124	0.01	1,544	5.2
	12. End-of-life treatment of sold products	509	0.22	21,005	1.33	-	-
	13. Downstream leased assets	824	0.36	18	0.00	-	-
	15. Investments	215,902	93.12	15,582	0.98	-	-
	Total	231,865	100	1,584,109	100	25,349	100



## ESG Facts & Figures

The environmental performance in the following tables covers three Samyang Holdings business sites (MD Plant, Gongju Plant, and Pharmaceutical Plant), seven Samyang Corporation business sites (Ulsan Plant 1, Ulsan Plant 2, Incheon Plant 1, Incheon Plant 2, Asan Plant, Jeonju EP Plant, and Central R&D Center), four Samyang Packaging business sites (Gwanhyewon Plant, Daejeon Plant 1, Daejeon Plant 2, and Jincheon Plant), and Samyang KCI (Seoul Office, Daesan Plant, and Sihwa Plant).

### Air Pollutant Management

Category		Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI			Samyang NC Chem			Samyang Innochem		
			2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Air pollutant emissions	NOx	Ton	0.01	0	0	27	21	24	11.06	31.44	30.42	1.29	1.21	0.84	0.82	1.34	1.54	0.81	3.47	1.91
	SOx	Ton	0	0	0	27	20	20	1.33	0	0.13	0.07	0.04	0.07	0.06	0.04	3.65	0.16	0.28	0.04
	Dust	Ton	0.25	0.22	0.31	17	14	13	0.38	0.08	1.06	0.42	0.59	0.50	0.12	2.98	2.09	0.37	0.23	0.34
	HAPs	Ton	5.43	4.82	3.44	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	VOCs	Ton	5.34	4.78	3.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Total (*)	Ton	5.69	5.04	3.75	71	55	57	12.77	31.52	31.61	1.78	1.94	1.41	1.25	4.36	7.28	1.34	3.98	2.29
	Emission intensity (per separate revenue)	Ton/KRW 100 million	0.0027	0.0023	0.0016	0.0035	0.0027	0.003	0.0015	0.0014	0.0073	0.00162	0.00177	0.00129	-	-	0.00658	-	-	0.00734
Target emissions for 2024		Ton	5.39			77			25			2			5			1		

(\*) Excluding duplicate VOC emissions

\* In all tables below, the Samyang Corporation's data for 2024 excludes one business site included in the 2022 and 2023 disclosures and includes one R&D Center.

### Hazardous Chemical Management

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Percentage of products containing CMR substances	%	-	-	-	-	-	-	-	-	-	-	-	-
Percentage of products containing REACH SVHC (*)	%	-	-	-	0	0	26.79	-	-	-	-	-	-
Percentage of products containing REACH restricted substances (Annex 17) (*)	%	-	-	-	0	0	0.18	-	-	-	-	-	-
Total usage	Ton	556.55	529.57	499.10	11,388	11,130	6,598	-	-	-	1,612.60	1,494.59(*)	2,039.06
Total emissions	Ton	32.05	30.83	33.68	5.10	4.47	4.36	-	-	-	13.63	9.85	10.97

(\*)1 Percentage of REACH substance is calculated by substance code.

(\*)2 The data has been recalculated due to a simple aggregation error.

## ESG Facts & Figures

### Number of Chemical Spill Incidents

Year	Samyang Holdings	Samyang Corporation	Samyang Packaging	Samyang KCI	Samyang Innochem	Samyang NC Chem	Samyang Biopharm Hungary	Samyang Engineering Plastics (Shanghai) Co., Ltd.	Samyang EP Vietnam	Samyang EP Hungary
2024	0	0	0	0	0	0	0	0	0	0

### Waste Management

Category		Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
			2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
General waste	Generation amount	Ton	144	213	192	26,896	29,206	30,227	5,246	5,176	5,808	130	128	116
	- Recycled	Ton	70	86	55	25,792	28,092	29,077	5,194	5,124	5,705	32	24	27
	- Incinerated	Ton	63	114	122	843	840	897	36	52	53	54	50	45
	- Landfilled	Ton	0	0	0	230	274	253	0	0	49	43	54	43
	- Others	Ton	11	13	15	31	0	0	16	0	0	0	0	0
Designated waste	Generation amount	Ton	1,005	1,028	1,169	1,059	488	480	125	124	99	1,539	1,550	1,735
	- Recycled	Ton	799	838	1,064	867	292	103	38	55	47	1,505	1,546	1,733
	- Incinerated	Ton	206	190	106	192	196	376	21	44	27	33	4	2
	- Landfilled	Ton	0	0	0	0	0	0	0	24	24	0	0	0
	- Others	Ton	0	0	0	0	0	1	66	0	0	0	0	0
Total waste	Generation amount	Ton	1,149	1,241	1,362	27,955	29,693	30,707	5,371	5,301	5,907	1,669	1,678	1,851
	Recycled amount	Ton	869	924	1,119	26,659	28,383	29,180	5,232	5,179	5,754	1,537	1,570	1,760
Waste recycling rate		%	76	74	82	95	96	95	97	98	97	92	94	95
Generation intensity (per separate revenue)		Ton/KRW 100 million	0.54	0.57	0.58	1.40	1.49	1.57	1.32	1.28	1.29	1.52	1.53	1.68
Waste management expenses (*)		KRW thousand	204,510	238,285	232,115	-	-	2,221,110	223,979	177,623	208,052	-	-	-
Target generation for 2024		Ton	1,186			27,844			5,736			1,760		

(\*) Waste management expenses include consignment fees and other related expenses and are compiled only for certain corporations.

## ESG Facts & Figures

### Compliance with Environmental Laws and Regulations

Category		Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
			2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Environmental laws and regulations	Environmental management certifications and awards	Cases	1	0	0	7	7	14	4	4	4	2	2	2
	Number of environmental law violations	Cases	0	0	0	2	1	0	0	0	0	1	2	0

### Environmental Expenditures

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Capital expenditures	KRW thousand	169,100	41,378	21,200	-	6,242,000	5,343,000	28,610,000	1,300,000	3,000,000	143,103	143,800	150,800
Operating expenses	KRW thousand	215,954	471,369	653,143	-		589,024	1,460,000	1,500,000	1,577,032	598,827	672,201	645,490

### Eco-friendly Vehicles

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI (*)		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Eco-friendly vehicles	Units	-	-	3	5	10	18	0	0	5	1	3	3
Total vehicle fleets	Units	-	-	25	32	58	77	5	4	12	8	7	7
Percentage of eco-friendly vehicles	%	-	-	12	15	17	23	0	0	41	13	43	43

(\*) Samyang KCI's three-year data have been recalculated due to a data aggregation error.

# ESG Facts & Figures

Detailed Environmental Specialized Training Programs of Samyang Holdings

Category	Course Title	Training Hours	Total Training Hours	Number of Trainees	MD Plant	Gongju Plant	Pharmaceutical Plant
Environmental Training	Training for hazardous chemical supervisors	32	32	1	0	1	0
	Training for technical workers and managers of hazardous chemical substances	16	80	5	1	1	3
	Training for hazardous chemical managers and handlers	16	864	54	5	18	31
	Training for hazardous chemical workers	2	482	241	213	4	24
	Training for general air environmental engineers	14	14	1	0	1	0
	Training for water quality environmental engineers (outsourced, exempt)	4	4	1	0	1	0
	Specialized training for Chemical Accident Prevention and Management Plan	16	16	1	0	0	1
	Total	100	1,492	304	219	26	59

Detailed Environmental Specialized Training Programs of Samyang Packaging

Category	Course Title	Training Hours per Capita	Number of Trainees (Persons)	Total Training Hours
Environmental Training	Training for hazardous chemical managers and handlers	16 hours/ 2 years	12	192
	Training for technical workers and managers of hazardous chemical substances	16 hours/ 2 years	0	0
	Training for hazardous chemical workers	2 hours/year	274	548

Detailed Environmental Specialized Training Programs of Samyang Corporation

Category	Course Title	Training Hours	Number of Trainees	Total Training Hours
Environmental Training	Training for water quality environmental engineers (Course 1)	28		
	Training for water quality environmental engineers (Course 2)	14	3	46
	Training for water quality environmental engineers (Course 3)	4		
	Training for noise environmental engineers	0	0	-
	Training for waste dischargers	4	3	12
	Training for air environmental engineers (Course 1)	28		
	Training for air environmental engineers (Course 2)	14	7	168
	Specialized training for Chemical Accident Prevention and Management Plan	16	2	32
	Training for technical workers and managers of hazardous chemical substances	16	8	128
	Training for hazardous chemical managers and handlers	16	32	512
	Training for hazardous chemical workers	2	975	1,950
	Training for acquiring supervisor qualification	32	2	64
	Statutory training for integrated environmental managers	40	4	160
Other	Training for ISO 14001 internal auditors	14	1	14
Total		196	1,037	3,086

Detailed Environmental Specialized Training Programs of Samyang KCI

Category	Course Title	Training Hours per Capita	Number of Trainees (Persons)	Total Training Hours
Environmental Training	Training for hazardous chemical managers and handlers	16 hours/ 2 years	74	1,184
	Training for technical workers and managers of hazardous chemical substances	16 hours/ 2 years	3	48
	Training for hazardous chemical workers	2 hours/year	43	86

# ESG Facts & Figures

## Water Management

Category	Unit	Samyang Holdings			Samyang Corporation (* <sup>2</sup> )			Samyang Packaging			Samyang KCI (* <sup>2</sup> )		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Water withdrawal (surface water)	Ton	94,112	113,820	85,405	3,867,863	3,627,241	4,154,420	2,290,693	2,512,438	2,791,100	-	-	-
Water withdrawal (groundwater)	Ton	-	-	-	2,412	2,300	54,649	195,432	150,568	140,096	120	120	120
Water withdrawal (third-party supplied water)	Ton	-	-	-	-	-	-	-	-	-	45,589	38,329	39,236
Total	Ton	94,112	113,820	85,405	3,867,865 (* <sup>4</sup> )	3,629,541 (* <sup>4</sup> )	4,209,069	2,486,125	2,663,006	2,931,196	45,709	38,449	39,356
Water consumption (* <sup>1</sup> )	Ton	79,974	97,811	70,545	853,137	542,582	1,058,363	1,249,639	1,301,537	1,541,580	25,332	19,749	16,038
Water (wastewater) discharge (* <sup>3</sup> )	Ton	-	-	14,860	-	-	3,150,804	-	-	-	20,380	18,700	23,318
Wastewater discharge	Ton	14,138	16,009	-	3,017,138 (* <sup>4</sup> )	3,086,959 (* <sup>4</sup> )	-	1,236,486	1,361,469	1,389,616	18,740	17,595	-
Total amount of recycled/reused water	Ton	-	-	-	123,418	113,901	92,808	-	-	-	-	-	-
Water recycling/reutilizing rate	%	-	-	-	3.19	3.14	2.20	-	-	-	-	-	-
Water withdrawal intensity (per separate revenue)	Ton/KRW 100 million	44.61	52.72	36.22	193.63	181.59	214.06	610.31	644.15	675.74	41.70	34.97	35.72
Target water consumption for 2024	Ton	107,674			1,251,238			2,438,592			23,100		

(\*1) Water consumption = Water withdrawal – Water (wastewater) discharge

(\*2) Samyang Corporation's water withdrawal (municipal water) includes portable water and industrial water. Samyang KCI's water withdrawal (third-party supplied water) includes portable water and industrial water.

(\*3) Wastewater discharge volume for 2022 and 2023 was expanded and aggregated as water (wastewater) discharge volume for 2024.

(\*4) The Samyang Corporation's data for 2022 and 2023 have been recalculated due to revisions of the calculation criteria.

## Water Pollutant Discharge

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI (* <sup>1</sup> )			Samyang Innochem			Samyang NC Chem (* <sup>3</sup> )		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
BOD	Ton	0.93	0.96	0.76	35	20	20	0.46	0.44	0.76	1.19	1.08	0.12	2.80	3.07	0.25	-	-	89.79
TOC	Ton	0.82	0.85	0.59	67	60	71	6.16	5.82	6.91	0.95	1.78	2.44	2.78	16.13	4.29	-	-	470.12
SS	Ton	0.38	0.54	0.57	37	26	22	1.61	1.02	3.16	2.38	0.53	0.81	1.52	1.4	1.28	-	-	29.2
T-N	Ton	0.07	0.09	0.01	35	23	24	10.45	5.81	13.19	0.41	0.27	0.68	0.76	4.09	1.12	-	-	31.2
T-P	Ton	0	0.01	0.05	6	3	8	0.96	0.34	0.2	0.01	0.00 (* <sup>2</sup> )	0.01	0.16	0.49	0.1	-	-	17.98
Total	Ton	2.2	2.45	1.97	180	132	145	19.64	13.43	24.22	4.93	3.66	4.06	8.02	25.18	7.04	-	-	638.29
Target discharge for 2024	Ton	2.15			221			20			4			20			-		

(\*1) Some data for 2022 and 2023 have been recalculated due to revisions of the calculation criteria.

(\*2) The actual value of T-P emissions for 2023 is 0.0045.

(\*3) There were no performance data for 2022 and 2023 due to outsourced processing. The 2024 data were aggregated under the performance of Tancheon Plant 2.



## ESG Facts & Figures

### Business Site-specific Water Consumption of Samyang Holdings

Business Site	Supplier	Category	Unit	2022	2023	2024
MD Plant	Municipal water	Water withdrawal	Ton	23,892	25,777	26,416
		Water consumption	Ton	20,597	21,796	22,795.52
		Water (wastewater) discharge	Ton	3,295	3,981	3,350.48
Gongju Plant	Municipal water	Water withdrawal	Ton	15,520	34,178	17,539
		Water consumption	Ton	15,237	33,946	17,244.25
		Water (wastewater) discharge	Ton	283	232	294.75
Pharmaceutical Plant	Municipal water	Water withdrawal	Ton	54,700	53,865	41,720
		Water consumption	Ton	44,140	42,069	30,505.46
		Water (wastewater) discharge	Ton	10,560	11,796	11,214.54

### Business Site-specific Water Consumption of Samyang KCI

Business Site	Supplier	Category	Unit	2023	2024
Seoul Office	Municipal water	Water withdrawal	Ton	996	839
		Water consumption	Ton	922	756
		Water (wastewater) discharge	Ton	74	83
Daesan Plant	Municipal water and industrial water	Water withdrawal	Ton	35,320	35,908
		Water consumption	Ton	17,404	13,540
		Water (wastewater) discharge	Ton	17,916	22,368
	Groundwater	Water withdrawal	Ton	120	120
		Water consumption	Ton	0	0
Sihwa Plant	Municipal water and industrial water	Water withdrawal	Ton	2,013	2,489
		Water consumption	Ton	1,423	1,742
		Water (wastewater) discharge	Ton	590	747

### Business Site-specific Water Consumption of Samyang Corporation

Business Site	Supplier	Unit	2023	2024
Ulsan Plant 1 (*1)	Water consumption	Ton	227,366	101,512
	Water withdrawal (municipal water)	Ton	817,128	712,237
	Water withdrawal (groundwater)	Ton	-	-
Ulsan Plant 2	Water consumption	Ton	42,718	617,040
	Water withdrawal (municipal water)	Ton	1,152,791	1,762,924
	Water withdrawal (groundwater)	Ton	-	-
Incheon Plant 1	Water consumption	Ton	225,280	253,967
	Water withdrawal (municipal water)	Ton	1,471,019	1,471,644
	Water withdrawal (groundwater)	Ton	-	-
Incheon Plant 2	Water consumption	Ton	16,121	20,810
	Water withdrawal (municipal water)	Ton	101,251	109,045
	Water withdrawal (groundwater)	Ton	-	-
Asan Plant	Water consumption	Ton	26,886	25,144
	Water withdrawal (municipal water)	Ton	26,992	25,144
	Water withdrawal (groundwater)	Ton	-	-
Jeonju EP Plant	Water consumption	Ton	1,980	2,175
	Water withdrawal (municipal water)	Ton	58,060	69,502
	Water withdrawal (groundwater)	Ton	-	-
Central R&D Center (*2)	Water consumption	Ton	-	37,841
	Water withdrawal (municipal water)	Ton	-	3,924
	Water withdrawal (groundwater)	Ton	-	54,649

(\*1) The 2023 data for Samyang Corporation Ulsan Plant 1 have been recalculated due to the revised criteria.

(\*2) The data for the Central R&D Center have been aggregated from 2024.

### Business Site-specific Water Consumption of Samyang Packaging

Business Site	Supplier	Unit	2023	2024
Gwanghyewon Plant	Portable water	Ton	2,328,757	2,576,894
	Groundwater	Ton	56,303	49,373
	Subtotal	Ton	2,385,060	2,626,267
Daejeon Plant 1	Portable water	Ton	93,912	106,975
Daejeon Plant 2	Portable water	Ton	87,175	105,472
	Portable water	Ton	2,594	1,759
Jincheon Plant	Groundwater	Ton	94,265	90,723
	Subtotal	Ton	96,859	92,482

# ESG Facts & Figures

## Energy Management

Category			Samyang Holdings (*2)			Samyang Corporation			Samyang Packaging (*3)			Samyang KCI		
Category	Sub-category	Unit	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Non-renewable energy	Fuel	TJ	12	11	11	2,025	1,902	1,888	600	489	585.52	-	-	-
	Electricity	TJ	312	330	331	2,361	2,356	2,403	2,486	2,319	2340.17	67.81	66.66	76.00
	Steam	TJ	73	77	72	1,921	1,903	1,960	-	-	-	-	-	-
	Waste wood	Ton	-	-	-	-	-	-	-	63	128.25	-	-	-
	LNG	TJ	-	-	-	-	-	-	509	483.83	451.95	44.85	41.24	45.12
	Gasoline	TJ	-	-	-	-	-	-	1	0.331	0.73	0.21	0.20	0.19
	Diesel	TJ	-	-	-	-	-	-	-	-	-	0.17	0.05	0.05
Total		TJ	397	419	414	6,298	6,152	6,241	3,086	2,871	2,919	113.04	108.15	121.35
Energy consumption intensity (per separate revenue)		TJ/KRW 100 million	0.19	0.19	0.18	0.32	0.31	0.32	0.76	0.69 (*4)	0.67	0.10	0.10	0.11
Energy savings (*1)		TJ	0	-22	4.75	-46	146	-89	102	215	-48	-2.24	4.88	-13.20
Target energy consumption for 2024		TJ			422			6,235			2,889			105

(\*1) The current year's energy savings are calculated based on the year-on-year decrease in consumption.

(\*2) The Samyang Holdings' data for 2022 and 2023 have been recalculated due to revisions of the calculation criteria.

(\*3) Samyang Packaging's total consumption is the sum of fuel, electricity, and steam. The other sub-categories are for reference to show consumption by fuel type.

(\*4) The Samyang Packaging's energy consumption intensity data for 2023 have been changed due to a data error.

\* For Samyang Corporation and Samyang Packaging, the sum of each energy source consumption may not match the total sum due to unit truncation when calculating the total energy consumption.

Category			Samyang Innochem	Samyang NC Chem	Samyang Biopharm Hungary	Samyang Engineering Plastics (Shanghai) Co., Ltd.	Samyang EP Vietnam	Samyang EP Hungary
Category	Sub-category	Unit	2024	2024	2024	2024	2024	2024
Non-renewable energy	LNG	TJ	-	-	4.66	-	-	0.23
	Diesel	TJ	-	-	0.12	0.03	1.20	0.69
	Steam	TJ	1,262.73	-	-	-	-	-
	Fuel	TJ	4.04	40.80	-	-	0.35	-
	Electricity	TJ	509.13	171.03	23.61	49.57	46.65	32.87
	Vehicles	TJ	-	-	-	-	-	0.26
	Propane	TJ	-	-	-	-	-	-
	Gasoline	TJ	-	-	0.15	0.51	-	0.19
Total		TJ	1,775.9	211.83	28.54	50.11	48.2	34.24

# ESG Facts & Figures

## Social

### Employee Accident Statistics

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging (*5)			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Safety-related law violations	Cases	0	0	0	0	1	1	0	0	0	2	0	0
Injuries	Cases	0	0	0	4	4	3	7	5	4	0	0	2
Fatalities due to work-related injuries	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Illnesses	Cases	0	0	0	0	0	1	0	0	0	0	0	0
Fatalities due to work-related illnesses	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Incident Rate (IR) (*1)	%	0.00	0.00	0.00	0.28	0.30	0.28	1.44	1.00	0.78	0.00	0.00	1.06
Frequency Rate (FR) (*2)	-	0.00	0.00	0.00	1.19	1.23	1.17	6.00	4.17	3.26	0.00	0.00	4.41
Severity Rate (SR) (*3)	-	0.00	0.00	0.00	0.17	0.09	0.11	0.77	0.30	0.35	0.00	0.00	0.19
Lost Time Injury Frequency Rate (LTIFR) (*4)	-	0.00	0.00	0.00	0.24	0.25	0.23	1.20	0.83	0.65	0.00	0.00	0.88
Transportation accidents	Cases	0	0	0	0	0	1	0	0	0	0	0	0
Process accidents	Cases	0	0	0	8	7	7	0	0	0	3	2	0

(\*1) Incident Rate (IR): Percentage of injured workers relative to full-time workers (\*2) Frequency Rate (FR): Rate of injury cases per 1 million hours worked (\*3) Severity Rate (SR): Ratio of lost work days per 1,000 labor hours

(\*4) Lost Time Injury Frequency Rate (LTIFR): Rate of lost time injury cases per 200,000 hours worked (\*5) The data for 2022 and 2023 have been recalculated due to revisions of the calculation criteria.

### Supplier Accident Statistics

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Injuries	Cases	0	0	0	2	8	2	2	2	0	0	0	0
Fatalities due to work-related injuries	Cases	0	0	0	0	0	0	1	0	0	0	0	0
Illnesses	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Fatalities due to work-related illnesses	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Incident Rate (IR) (*1)	%	0.00	0.00	0.00	0.25	1.03	0.22	1.06	0.63	0.00	0.00	0.00	0.00

(\*1) Incident Rate (IR): Percentage of injured workers relative to full-time workers

### Safety and Health Training Statistics

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI (*1)		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total training hours	Hours	6,016	10,171	10,447	34,696	33,319	31,881	10,833	11,196	11,213	4,403	3,783	6,871
Training hours per capita	Hours	23.87	38.97	25.61	26.21	25.51	25.24	21.62	21.29	20.84	24.60	21.25	36.35

(\*1) The data for 2022 and 2023 have been recalculated due to revisions of the calculation criteria.

## ESG Facts & Figures

### Employees

Category			Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
			2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total employees	Total	Persons	536	566	578	1,324	1,306	1,263	501	526	538	179	178	189
	Male	Persons	346	366	365	1,007	995	952	469	492	501	149	150	150
	Female	Persons	190	200	213	317	311	311	32	34	37	30	28	39
	Female employee percentage	%	35.45	35.34	36.85	23.94	23.81	24.62	6.39	6.46	6.88	16.76	15.73	20.63
Age	<30	Persons	131	138	120	256	219	200	70	75	72	31	29	30
	30-50	Persons	339	359	376	809	817	815	257	265	287	118	119	137
	>50	Persons	66	69	82	259	270	248	174	186	179	30	30	22
Region	Domestic	Persons	536	566	578	1,324	1,306	1,263	501	526	538	179	178	189
	Overseas	Persons	0	0	0	0	0	0	0	0	0	0	0	0
Full-time employees	Total	Persons	496	521	527	1,238	1,228	1,187	495	517	530	170	175	177
	Domestic	Persons	496	521	527	1,238	1,228	1,187	495	517	530	170	175	177
	Overseas	Persons	0	0	0	0	0	0	0	0	0	0	0	0
	Male	Persons	334	353	351	973	962	918	468	490	498	144	147	144
	Female	Persons	162	168	176	265	266	269	27	27	32	26	28	33
Contract-based employees	Total	Persons	40	45	51	86	78	76	6	9	8	9	3	12
	Domestic	Persons	40	45	51	86	78	76	6	9	8	9	3	12
	Overseas	Persons	0	0	0	0	0	0	0	0	0	0	0	0
	Male	Persons	12	13	14	34	33	34	1	2	3	5	3	6
	Female	Persons	28	32	37	52	45	42	5	7	5	4	0	6
Temporary employees	Male	Persons	4	4	4	5	4	4	1	1	1	1	1	1
	Female	Persons	0	0	0	0	1	1	0	0	0	0	0	0
Average years of service (*1)	Total	Years	9.1	9.0	9.3	13.0	13.3	13.3	14.8	14.4	14.0	7.9	7.7	7.6
	Male	Years	11.6	10.1	10.2	13.9	14.1	13.9	15.3	14.9	14.4	8.3	8.1	8.4
	Female	Years	8.3	6.7	7.6	11.3	12.2	11.1	7.2	8.4	8.3	5.6	5.9	4.3
Workers who are not employees	Total	Persons	64	64	64	727	718	737	289	268	265	23	28	27
	Male	Persons	38	37	38	540	528	565	226	209	206	20	21	21
	Female	Persons	26	27	26	187	190	172	63	59	59	3	7	6

(\*1) The data for 2022 and 2023 have been recalculated due to revisions of the calculation criteria.

## ESG Facts & Figures

### Employee Diversity

Category			Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
			2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Executives	Total	Persons	18	19	18	31	32	32	9	9	9	4	4	4
	Male	Persons	17	16	16	29	30	30	9	9	9	4	4	4
	Female	Persons	1	3	3	2	2	2	0	0	0	0	0	0
	Female employee percentage	%	5.6	15.8	16.7	6.5	6.3	6.3	0.0	0.0	0.0	0.0	0.0	0.0
Managers (team managers) (*1)	Total	Persons	35	37	40	77	79	81	17	18	18	9	9	14
	Male	Persons	24	27	31	72	72	77	16	17	18	9	9	14
	Female	Persons	11	10	9	5	7	4	1	1	0	0	0	0
	Female employee percentage	%	31.4	27.0	22.5	6.5	8.9	4.9	5.9	5.6	0.0	0.0	0.0	0.0
Managerial employees (*1)	Total	Persons	271	280	283	620	608	592	106	110	121	79	80	91
	Male	Persons	177	181	175	478	467	444	92	95	101	51	53	53
	Female	Persons	94	99	108	142	141	148	14	15	20	28	27	38
	Female employee percentage	%	34.7	35.4	38.2	22.9	23.2	25.0	13.2	13.6	16.5	35.4	33.8	41.8
Non-managerial employees	Total	Persons	178	188	243	510	510	565	372	393	393	88	81	84
	Male	Persons	120	132	150	394	394	408	359	381	380	86	80	83
	Female	Persons	58	56	93	116	116	157	13	12	13	2	1	1
	Female employee percentage	%	32.6	29.8	38.3	22.7	22.7	27.8	3.5	3.1	3.3	2.3	1.2	1.2
Socially disadvantaged individuals	Total	Persons	11.0	13.3	8.0	26.0	25.1	25.0	3.0	3.0	6.0	2.0	1.0	1.0
	Veterans (*2)	Persons	10.0	9.3	2.0	19.0	19.0	19.0	0	0	0	0	0	0
	Sexual minorities	Persons	0.0	0.0	0	0.0	0.0	0	0	0	0	0	0	0
	Foreigners	Persons	0.0	0.0	0	0.0	0.0	0	0	0	0	0	0	0
	Individuals with disabilities (*2)	Persons	1.0	4.0	6.0	7.0	6.1	6.0	3.0	3.0	6.0	2.0	1.0	1.0
	Percentage	%	2.05	2.35	1.38	1.96	1.92	1.98	0.60	0.57	1.12	1.12	0.56	0.53

(\*1) The data for 2022 and 2023 have been recalculated due to revisions of the calculation criteria.

(\*2) Based on the data reporting to the Korea Employment Agency for Persons with Disabilities



## ESG Facts & Figures

### Recruitment and Turnover

	Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging (*1)			Samyang KCI		
			2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Recruitment	Total	Persons	154	121	102	220	118	136	72	70	60	26	27	48
	Entry-level recruitment	Persons	83	45	35	129	61	67	68	66	52	10	6	6
Recruitment type	Experienced professional recruitment	Persons	22	22	9	19	10	11	1	0	2	16	21	31
	Contract-based employees (internal hires)	Persons	49	54	58	72	47	58	3	4	6	0	0	11
Job position	Executives	Persons	1	0	1	3	1	0	0	0	0	0	0	1
	Employees	Persons	153	121	101	217	117	136	68	66	60	26	27	47
Age	<30	Persons	105	63	48	181	74	81	50	40	35	14	11	21
	30-50	Persons	41	57	46	32	39	39	19	28	25	12	13	26
	>50	Persons	8	1	8	7	5	16	3	2	0	0	3	1
Gender	Male	Persons	88	72	48	118	68	82	61	65	50	15	22	32
	Female	Persons	66	49	54	102	50	54	11	5	10	11	5	16
Turnover	Total	Persons	73	48	27	139	67	68	46	47	49	17	29	32
Turnover type	Mandatory retirement	Persons	3	3	3	26	13	4	13	11	15	1	1	1
	Dismissals	Persons	2	0	0	1	0	0	1	0	1	0	0	0
	Voluntary turnovers	Persons	68	45	24	112	54	64	32	36	33	16	23	26
	Voluntary turnover rate (*2)	%	12.69	7.95	4.15	8.46	4.13	5.07	6.39	6.84	6.13	8.94	12.92	13.76
Job position	Managerial positions	Persons	53	31	14	100	42	44	7	12	10	9	18	23
	Non-managerial positions	Persons	20	17	13	39	25	24	39	35	39	8	11	9
Age (*3)	<30	Persons	34	15	13	41	27	16	20	24	17	4	7	11
	30-50	Persons	33	27	13	67	25	48	9	12	16	9	17	16
	>50	Persons	6	6	1	31	15	4	17	11	16	4	5	5
Gender	Male	Persons	50	33	19	109	48	51	44	46	47	12	22	27
	Percentage of male turnover	%	14.45	9.02	5.21	10.82	4.82	5.36	9.38	9.35	9.38	8.05	14.67	18.00
	Female	Persons	23	15	8	30	19	17	2	1	2	5	7	5
	Percentage of female turnover	%	12.11	7.50	3.76	9.46	6.11	5.47	6.25	2.94	5.41	16.67	25.00	12.82

(\*1) The Samyang Packaging's data for 2022 and 2023 have been recalculated due to revisions of the calculation criteria.

(\*2) Number of voluntary turnovers/total number of employees; The data for 2022 and 2023 have been recalculated due to revisions of the calculation criteria.

(\*3) The Samyang KCI's data for 2023 have been recalculated due to revisions of the calculation criteria.

## ESG Facts & Figures

### Competency Development for Full-time Employees

Category			Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
			2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Training hours	Total training hours	Hours	21,754	23,753	21,300	52,843	54,839	49,395	7,271	9,017	10,489	4,951	5,986	6,534
	Training hours per capita	Hours/Persons	62.90	67.70	59.50	65.80	59.10	61.13	57.71	73.90	74.92	29.12	34.21	36.92
	Training hours per male capita	Hours/Persons	63.50	68.20	57.90	66.50	62.50	64.78	58.07	77.50	77.21	-	-	-
	Training hours per female capita	Hours/Persons	61.70	66.70	62.67	63.50	50.10	52.12	57.66	55.90	62.64	-	-	-
Educational expenses	Total training hours	KRW million	840	954	830	1,059	1,239	1,362	251	300	424	37	58	105
	Training hours per capita	KRW million/Persons	1.69	1.83	1.57	0.86	1.01	1.15	0.51	0.58	0.80	0.22	0.33	0.59

### Employee Benefits and Parental Leaves

Category			Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
			2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Employee benefits expenses		KRW million	6,762	7,932	8,615	18,707	22,364	22,608	912	1,669	2,428	2,003	2,013	2,585
Employee benefits expenses relative to revenue		%	0.20	0.25	0.24	0.71	0.84	0.85	0.22	0.40	0.54	1.83	1.83	2.35
Employees who used parental leave (*1)	Male	Person	1	1	0	3	7	14	7	3	3	3	1	6
	Female	Person	2	5	6	17	12	8	0	0	2	5	1	1
Employees who returned to work after parental leave (*1)	Male	Person	4	6	1	2	5	13	5	5	0	1	3	4
	Female	Person	0	2	0	15	15	11	0	0	0	1	4	2
Rate of return to work after parental leave	Male	%	100	100	100	100	100	100	100	100	100	100	100	100
	Female	%	100	100	100	100	100	100	100	100	-	100	100	100
Employees who have worked for at least 12 months after returning from parental leave (*1)	Male	Person	-	4	6	-	2	5	-	5	5	0	0	3
	Female	Person	-	0	2	-	15	15	-	0	0	2	0	3

(\*1) The data for 2022 and 2023 have been recalculated due to revisions of the calculation criteria.

# ESG Facts & Figures

## Fair Performance Evaluation and Compensation for General and Research Positions

Category			Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
			2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Wages and salaries	Total salary amount	KRW million	35,722	40,756	46,180	100,867	97,716	112,629	40,029	38,513	43,315	11,093	12,282	12,856
	Average salary per capita	KRW million/Persons	72	75	81	78	76	89	80	76	85	62	71	68
Gender pay ratio	percentage	%	92.67	92.94	94.55	86.14	89.63	91.39	126.93	126.55	122.32	85.16	86.80	86.80
	Managerial positions	%	83.72	84.30	86.25	75.97	79.60	80.07	79.37	76.08	76.09	73.20	72.70	73.50
	Non-managerial positions	%	101.73	105.42	105.54	91.79	93.39	97.07	81.58	119.88	85.43	95.60	95.70	94.90
Percentage of employees who received regular performance evaluations	Number of employees	Persons	334	343	292	809	799	669	495	517	530	85	89	102
	Percentage	%	100	100	100	100	100	100	100	100	100	100	100	100

Category			Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
			2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Percentage of new employees' starting salary relative to the minimum wage at business sites (male)	P4	%	116	116	116	116	116	116	116	116	116	118	158	154
	P3	%	177	172	168	177	172	168	177	172	168			
	R	%	193	191	186	193	191	186	193	191	186			
Percentage of new employees' starting salary relative to the minimum wage at business sites (female)	P4	%	116	116	116	116	116	116	116	116	116	127	158	154
	P3	%	177	172	168	177	172	168	177	172	168			
	R	%	193	191	186	193	191	186	193	191	186			

\* A rank-based salary system is operated in accordance with the following job rank system.

General Positions		Research Positions	
Rank	Title	Rank	Title
M	Team manager	Fellow	Expert
P1	Manager	P/C	Team manager
P2		PR	Manager
P3		SR	
P4		R	

## Win-win Growth in the Supply Chain

Category		Unit	Samyang Corporation		
			2022	2023	2024
Win-win growth fund		KRW 100 million	108	122	149
Number of companies subject to win-win growth		EA	98	101	102
Number of companies supported for win-win growth		EA	20	28	33
Limit of win-win growth fund		KRW 100 million	162.50	162.50	162.50

## ESG Facts & Figures

### Retirement Pension Operation

Category			Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
			2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Defined benefit (DB)	Number of holders	Persons	423	460	500	1,039	1,086	1,033	384	394	387	-	-	-
	Reserve	KRW 100 million	422.29	454.62	487.11	840.18	847.55	831.73	273.08	272.55	258.40	-	-	-
	Reverse ratio	%	105.7	105.5	102.6	119.8	109.9	105.7	114.1	104.8	106.7	-	-	-
Defined contribution (DC)	Number of holders	Persons	27	26	37	146	147	167	76	96	121	160	161	154
	Guarantee rate	%	100	100	100	100	100	100	100	100	100	90	90	100

### Labor Union and Collective Bargaining

Category		Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Employees who joined the union (*1)	Persons	-	-	-	394	388	369	348	351	376	76	72	77
Union membership rate (*1)	%	-	-	-	29.8	29.7	29.2	95.6	96.4	98.4	73.0	67.0	66.0
Labor-Management Council meetings held	Sessions	4	4	4	4	4	4	20	20	20	4	4	4
Collective bargaining agreement coverage rate	%	100	100	100	100	100	100	100	100	100	100	100	100

(\*1) The 2022 and 2023 data for Samyang Corporation and Samyang Packaging have been recalculated due to revisions of the calculation criteria.

### Number of Grievances Received by Category

Category		Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Sexual harassment	Cases	0	0	0	0	0	3	0	0	0	0	0	0
Workplace bullying (*1)	Cases	1	1	0	1	1	3	4	0	1	0	0	0
Other	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Total (*1)	Cases	1	1	0	1	1	6	4	0	1	0	0	0
Percentage of grievances handled	%	100	100	100	100	100	100	100	100	100	100	100	100
Personnel Committee meetings	Cases	0	0	0	1	1	4	1	0	1	0	0	0

(\*1) The Samyang Holdings' data for 2022 and 2023 have been recalculated due to revisions of the calculation criteria.

## ESG Facts & Figures

### Information Security

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Activities to raise cybersecurity awareness	Cases	1	37	15	1	37	15	1	37	15	1	37	15
Cybersecurity training per capita	Minutes/Persons	45	30	108	45	30	108	45	30	108	45	30	108
Information security investment	KRW million	166.45	165.50	271.05	553.00	587.00	646.55	30.05	185.00	186.46	19.67	22.25	68.59
Number of complaints substantiating violation of customer privacy	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Total number of confirmed cases of customer information leakage and theft	Cases	0	0	1	0	0	1	0	0	1	0	0	0

### Customer Complaints Received and Handled

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Product usage inquiries and customer complaints received	Cases	8	39	13	287	336	438	-	-	-	42	29	25
Completed cases	Cases	8	39	13	287	336	438	-	-	-	42	29	25
Handling rate	%	100	100	100	100	100	100	-	-	-	100	100	100



## ESG Facts & Figures

### Regulatory Compliance of Products and Services

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Cases with penalties or fines due to violations	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Cases with warnings issued due to violations	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Internal guideline violations	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Percentage of regulatory compliance related to marketing	%	100	100	100	100	100	100	100	100	100	100	100	100
Number of recalls issued	Cases	0	0	0	0	0	0	-	-	-	0	0	0
Total mount of products recalled	Ton	0	0	0	0	0	0	-	-	-	0	0	0

### Social Contribution Performance

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Talent development	KRW thousand	50,250	55,000	58,000	1,184,822	1,209,800	1,166,213	600	2,600	600	0	0	2,342
Environmental preservation	KRW thousand	65,203	28,460	8,000	20,000	122,000	14,750	50,000	100,000	0	2,824	1,000	3,650
Health improvement	KRW thousand	109,780	116,416	111,300	40,471	131,382	127,327	64,262	66,831	131,701	0	0	0
Other	KRW thousand	24,000	29,000	106,680	200	50,000	1,831	7,514	11,560	5,268	0	0	0
Total	KRW thousand	249,233	228,876	283,980	1,245,493	1,513,182	1,310,121	122,376	180,991	137,569	2,824	1,000	5,992

# ESG Facts & Figures

## Governance

### Composition and Operation of the Board of Directors

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Executive directors (*1)	Persons	3	3	3	4	4	4	2	2	2	1	1	1
Outside directors (*1)	Persons	4	4	4	5	5	5	1	1	1	1	1	1
Other non-executive directors	Persons	0	0	0	0	0	0	1	1	1	2	2	2
Total	Persons	7	7	7	9	9	9	4	4	4	4	4	4
ESG experts	Persons	0	0	0	0	1	1	0	0	0	0	0	0
Directors with industry experience	Persons	1	1	1	3	3	3	1	1	1	3	4	4
Financial experts	Persons	2	2	2	1	1	1	0	0	0	0	0	0
Female directors on the Board	Persons	0	0	0	0	1	1	0	0	0	0	0	0
Male directors on the Board	Persons	7	7	7	9	8	8	4	4	4	4	4	4
Board meetings held	Sessions	9	8	8	7	8	6	8	7	7	5	6	7
Agenda items discussed (*2)	Cases	15	27	24	22	23	19	20	15	17	7	8	14
Attendance rate of executive directors	%	100	100	100	97	100	100	93	89	100	100	100	100
Attendance rate of outside directors	%	94	100	100	97	100	100	100	100	100	100	83.3	100

(\*1) The Samyang Packaging's data for 2022 and 2023 have been recalculated due to a simple aggregation error.

(\*2) The 2022 and 2023 data for Samyang Holdings and Samyang Packaging have been recalculated due to revisions of the calculation criteria.

### Remuneration for Directors

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Outside directors	KRW million	3,921	4,079	4,925	5,984	5,725	7,330	2,741	2,690	3,451	390	473	338
Outside directors (excluding Audit Committee members)	KRW million	198	216	234	83	122	117	41	43	46	18	18	23
Audit Committee members	KRW million	198	216	234	159	150	176	-	-	-	-	-	-
Remuneration for the Board	KRW million	4,119	4,295	5,159	6,226	5,997	7,623	2,782	2,733	3,497	408	491	361
Number of Audit Committee members	Persons	4	4	4	3	3	3	-	-	-	-	-	-
Average remuneration per Audit Committee member	KRW million	50	54	59	53	50	59	-	-	-	-	-	-
Number of all directors and auditors	Persons	7	7	7	9	9	9	4	5	5	4	5	5
Average remuneration per director and auditor	KRW million	588	614	737	692	666	847	736	571	731	102	115	99

## ESG Facts & Figures

### Creation and Distribution of Economic Values

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Business areas	EA	4	4	4	2	2	2	3	3	3	1	1	1
Domestic subsidiaries	EA	12	12	12	3	3	3	1	1	1	0	0	0
Overseas subsidiaries	EA	6	19	17	3	3	3	0	0	0	0	0	0
Domestic affiliates	EA	12	12	12	12	12	12	1	1	1	0	0	0
Domestic business sites	EA	37	38	38	21	21	20	10	10	10	3	3	3
Overseas affiliates	EA	7	19	17	0	0	0	0	0	0	0	0	0
Overseas business sites	EA	10	22	19	7	7	6	0	0	0	0	0	0
Sales-related expenses (cost of sales, selling, and administrative expenses) (*1)	KRW million	3,291,948	3,171,795	3,503,391	2,647,264	2,581,731	2,596,367	388,071	392,483	423,900	87,728	99,674	95,163
Interest expenses for creditors and lenders	KRW million	33,768	47,398	61,808	25,563	33,485	32,394	5,676	5,430	6,241	68	108	63
Income tax burden (*1)	KRW million	20,038	48,042	28,761	11,782	27,376	28,255	-307	2,408	1,803	4,775	2,270	3,164
Income tax paid (*1)	KRW million	57,177	13,490	61,251	11,581	13,727	35,920	2,646	186	2,223	3,553	4,658	1,930
Donations	KRW million	794	1,137	977	237	646	593	102	253	207	0	0	0
Dividends	KRW million	27,103	27,104	27,104	12,564	17,582	17,582	11,842	7,894	7,665	2,690	2,690	2,690
Employee wages and Employee benefits expenses (*1)	KRW million	265,001	280,418	365,373	188,181	202,943	227,840	55,563	61,128	67,329	13,313	14,193	16,349

(\*1) The data for 2022 and 2023 have been recalculated due to revisions of the calculation criteria.

### Transparent Disclosure of Information

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Compensation of the employee with the highest salary	KRW million	2,876	2,776	3,530	2,517	2,433	3,117	2,399	2,431	3,123	390	473	338
Ratio of the highest salary to the average compensation of employees	Times	40	37	43	32	32	35	30	32	37	6	7	5
Annual Investor Relations (IR) events	Cases	3	0	0	0	0	0	4	10	13	0	0	0
Stocks owned by the CEO (common stocks)	Stocks	0	0	345,392	0	0	0	0	0	0	0	0	0
Stocks owned by executive directors (common stocks)	Stocks	412,390	345,392	345,392	5,553	5,553	5,553	0	0	0	0	0	0

# ESG Facts & Figures

## Board Meeting History

### Samyang Holdings

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Feb. 6, 2024	Approval of financial statements, consolidated financial statements, and sales report for the 73rd term	Approved	100%
		Entrustment of authority to approve financial statements and consolidated financial statements for the 73rd term at the general stockholders' meeting	Approved	100%
		Resolution to Convene the 73rd Annual General Meeting of Stockholders	Approved	100%
		Participation in the paid-in capital increase of Samyang Holdings USA, LLC.	Approved	100%
		Payment guarantee for borrowings of overseas affiliates	Approved	100%
		Approval of the safety and health plans	Approved	100%
		(Report) Sales report for the 73rd term	Reported	-
		(Report) Matters reported by the Audit Committee	Reported	-
		(Report) Matters reported by the Outside Director Candidate Recommendation Committee	Reported	-
Second session	Mar. 14, 2024	(Report) Evaluation report on the operational status of the separate and consolidated ICOFR by the Audit Committee	Reported	-
Third session	Mar. 22, 2024	Appointment of Chief Executive Officer	Approved	100%
		Appointment of Outside Director Candidate Recommendation Committee members	Approved	100%
		Appointment of ESG Committee members	Approved	100%
Fourth session	May 3, 2024	Issuance of the 94th non-guaranteed public bonds of Samyang Holdings	Approved	100%
Fifth session	May 31, 2024	(Report) 74th term Q1 sales report	Reported	-
		(Report) Matters reported by the Audit Committee	Reported	-
		(Report) Matters reported by the ESG Committee	Reported	-
Sixth session	Jun. 10, 2024	Approval of the acquisition of stocks in NC Chem	Approved	100%
Seventh session	Aug. 7, 2024	Extension of the payment guarantee agreement for the borrowings of Samyang Biopharm Hungary	Approved	100%
		(Report) 74th term semi-annual sales report	Reported	-
		(Report) Matters reported by the Audit Committee	Reported	-
Eighth session	Nov. 4, 2024	(Report) 74th term Q3 sales report	Reported	-
		(Report) Matters reported by the Audit Committee	Reported	-
		(Report) Matters reported by the ESG Committee	Reported	-

### Samyang Corporation

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Feb. 2, 2024	Approval of financial statements, consolidated financial statements, and sales report for the 13rd term	Approved	100%
		Entrustment of authority to approve financial statements and consolidated financial statements for the 13rd term at the general stockholders' meeting	Approved	100%
		Recommendation of director candidates	Approved	100%
		Resolution to Convene the 13rd Annual General Meeting of Stockholders	Approved	100%
		Extension of credit limit contracts at financial institutions	Approved	100%
		Approval of the safety and health plans	Approved	100%
		(Report) Evaluation of the operational status adequacy of the ICOFR by the Audit Committee	Reported	-
Second session	Mar. 12, 2024	Appointment of Chief Executive Officer	Approved	100%
Third session	Mar. 21, 2024	Appointment of Outside Director Candidate Recommendation Committee members	Approved	100%
		Appointment of ESG Committee members	Approved	100%
		Appointment of the Chair of the Board	Approved	100%
Fourth session	May 2, 2024	Payment guarantee for borrowings of Samyang EP Hungary	Approved	100%
		Approval of short-term loans	Approved	100%
Fifth session	Aug. 8, 2024	Extension of credit limit contracts at financial institutions	Approved	100%
		Payment guarantee for borrowings of Samyang EP Hungary	Approved	100%
		Approval of large-scale internal transactions	Approved	100%
Sixth session	Nov. 6, 2024	Extension of credit limit contracts of financial agencies	Approved	100%
		Approval of transactions between directors and the company	Approved	100%
		Approval of large-scale internal transactions	Approved	100%

## ESG Facts & Figures

### Board Meeting History

#### Samyang Packaging

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Feb. 1, 2024	Approval of financial statements, consolidated financial statements, and sales report for the 10th term	Approved	100%
		Entrustment of authority to approve financial statements and consolidated financial statements for the 10th term at the general stockholders' meeting	Approved	100%
		Resolution to Convene the 10th Annual General Meeting of Stockholders	Approved	100%
		Recommendation of director candidates	Approved	100%
		Approval of credit limit contracts	Approved	100%
		Approval of the safety and health plans	Approved	100%
Second session	Feb. 16, 2024	10th term cash dividend (plan)	Approved	100%
		Trust agreement of treasury stock acquisition	Approved	100%
Third session	Mar. 12, 2024	Evaluation of the operational status adequacy of the ICOFR	Approved	100%
Fourth session	Mar. 20, 2024	Appointment of the Chair of the Board	Approved	100%
		Approval of resetting credit limit contracts	Approved	100%
Fifth session	May 7, 2024	(Report) Q1 sales report	Reported	-
Sixth session	Aug. 6, 2024	Trust agreement of treasury stock acquisition	Approved	100%
		Issuance of the 3rd non-guaranteed public bonds	Approved	100%
Seventh session	Nov. 8, 2024	Approval of transactions between directors and the company in 2025	Approved	100%
		Approval of container facility investment	Approved	100%
		Approval of internal audit plans in 2025	Approved	100%

#### Samyang KCI

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Jan. 22, 2024	Approval of the 22nd Fiscal Year Financial Statements	Approved	100%
		(Report) ICOFR Operation and Evaluation Report	Reported	-
Second session	Feb. 6, 2024	Cash Dividend	Approved	100%
		Resolution to Convene the 33rd Annual General Meeting of Stockholders	Approved	100%
Third session	Mar. 8, 2024	(Report) Adequacy Evaluation of ICOFR Operation	Reported	-
Fourth session	Mar. 18, 2024	Appointment of Acting Chair	Approved	100%
		Appointment of Chief Executive Officer	Approved	100%
Fifth session	May 3, 2024	Approval of Q1 FY2024 Financial Statements	Approved	100%
		Appointment of ESG Committee Members	Approved	100%
		Revision of Board of Directors Regulations	Approved	100%
Sixth session	Aug. 6, 2024	Approval of H1 FY2024 Financial Statements	Approved	100%
		Approval of Q3 FY2024 Financial Statements	Approved	100%
Seventh Session	Nov. 5, 2024	Extension of Credit Line with Financial Institutions	Approved	100%
		Approval of Transactions Between Directors and the Company	Approved	100%



# ESG Facts & Figures

## Audit Committee Meeting History

### Samyang Holdings

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Feb. 6, 2024	Deliberation on the agenda of the 73rd general stockholders' meeting	Approved	100%
		(Report) Review on the appropriateness of the 73rd term closing financial report	Reported	-
		(Report) Audit on resolutions of the Board of Directors	Reported	-
		(Report) 2024 group regular audit plan and 2024 ICOFR operation plan	Reported	-
		(Report) Report on the operational status of the ICOFR	Approved	-
Second session	Mar. 14, 2024	Evaluation of the operational status of the internal monitoring system in 2023	Approved	100%
		Review of the adequacy of the operational status of the ICOFR	Approved	100%
		Finalization of the Audit Committee's audit report	Approved	100%
Third session	May 31, 2024	(Report) Review on the appropriateness of the review report	Reported	-
		(Report) Audit report on resolutions of the Board of Directors	Reported	-
Fourth session	Aug. 7, 2024	Approval of the contract for non-audit services with the external auditor	Approved	100%
		(Report) Review on the appropriateness of the review report	Reported	-
		(Report) Audit report on resolutions of the Board of Directors	Reported	-
Fifth session	Nov. 4, 2024	Deliberation on the 2025 internal audit plan	Approved	100%
		(Report) Review on the appropriateness of the review report	Reported	-
		(Report) 2024 internal audit results	Reported	-
		(Report) Revision of ICOFR regulations	Reported	-
		(Report) Revision of ICOFR operational guidelines	Reported	-

## Meeting History of the Outside Director Candidate Recommendation Committee

### Samyang Holdings

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Feb. 6, 2024	Recommendation of director candidates to serve as auditors	Approved	100%
Second session	Mar. 22, 2024	Appointment of the chair of the Outside Director Candidate Recommendation Committee	Approved	100%

### Samyang Corporation

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Feb. 2, 2024	Deliberation on the agenda of the 13rd general stockholders' meeting	Approved	100%
		(Report) Review on the appropriateness of the closing financial report	Reported	-
		(Report) Report on the operational status of the ICOFR	Reported	-
		(Report) 2024 ICOFR operation plan	Reported	-
		(Report) Audit on resolutions of the Board of Directors	Approved	-
Second session	Mar. 12, 2024	Evaluation of the operational status of the internal monitoring system in 2023	Approved	100%
		Review of the adequacy of the operational status of the ICOFR	Approved	100%
		Finalization of the Audit Committee's audit report	Approved	100%
Third session	May 2, 2024	(Report) Review on the appropriateness of the quarterly review report	Reported	-
		(Report) Audit on resolutions of the Board of Directors	Reported	-
Fourth session	Aug. 8, 2024	Approval of the contract for non-audit services with the external auditor	Approved	100%
		(Report) Review on the appropriateness of the Q3 review report	Reported	-
		(Report) Audit on resolutions of the Board of Directors	Reported	-
Fifth session	Nov. 6, 2024	Deliberation on the 2025 internal audit plan	Approved	100%
		(Report) Review on the appropriateness of the Q3 review report	Reported	-
		(Report) Audit on resolutions of the Board of Directors	Reported	-
		(Report) 2024 internal audit results	Reported	-
		(Report) Revision of ICOFR regulations	Reported	-

### Samyang Corporation

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Mar. 21, 2024	Appointment of the chair of the Outside Director Candidate Recommendation Committee	Approved	100%

# ESG Facts & Figures

## ESG Meeting History

### Samyang Holdings

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Mar. 22, 2024	Appointment of the chair of the ESG Committee	Approved	100%
		Selection of Material Issues for the 2023 Sustainability Report	Approved	100%
Second session	May 31, 2024	Establishment of the Sustainable Supply Chain Management Policy	Approved	100%
		(Report) Progress Report on Key ESG Initiatives for 2024	Reported	-
Third session	Nov. 4, 2024	Approval of the establishment of an Information Security Policy	Approved	100%
		(Report) Report on Domestic ESG Regulatory Landscape	Reported	-
		(Report) Report on 2024 ESG Evaluation Results	Reported	-

### Samyang Packaging

Session	Date	Agenda Item	Resolution	Approval Rate
First session	May 7, 2024	Selection of Material Issues for the 2023 Sustainability Report	Approved	100%
		Establishment of the Sustainable Supply Chain Management Policy	Approved	100%
		Approval of the application for a government subsidy program for solar power facilities	Approved	100%
Second session	Nov. 8, 2024	Approval of the establishment of an Information Security Policy	Approved	100%

## Trainees and Completion Rate of Samyang Ethics School Programs

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total programs	EA	5	5	6	5	5	6	5	5	6	-	-	6
Training hours per capita	Hours	5	5	5	5	5	5	5	5	5	-	-	5
Trainees	Persons	473	559	565	1,189	1,287	1,250	499	517	532	-	-	183
Trainees who completed the training	Persons	469	537	563	1,171	1,270	1,244	497	517	532	-	-	183
Completion rate	%	99.15	96.06	99.65	98.49	98.68	99.52	99.60	100.00	100.00	-	-	100.00

### Samyang Corporation

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Mar. 21, 2024	Appointment of the chair of the ESG Committee	Approved	100%
Second session	May 2, 2024	Upgrade of the Roadmap to Net Zero targets	Approved	100%
		Selection of Material Issues for the 2023 Sustainability Report	Approved	100%
		Establishment of the Sustainable Supply Chain Management Policy	Approved	100%
		Progress Report on Key ESG Initiatives for 2024	Reported	-
Third session	Nov. 6, 2024	Approval of the establishment of an Information Security Policy	Approved	100%
		(Report) Report on Domestic ESG Regulatory Landscape	Reported	-
		(Report) Report on 2024 ESG Evaluation Results	Reported	-

### Samyang KCI

Session	Date	Agenda Item	Resolution	Approval Rate
First session	May 3, 2024	Selection of Material Issues for the 2023 Sustainability Report	Approved	100%
		Establishment of the Sustainable Supply Chain Management Policy	Approved	100%
		Progress Report on Key ESG Initiatives for 2024	Reported	-
		Report on Global ESG Evaluation Results (EcoVadis, CDP)	Reported	-
Second session	Nov. 5, 2024	Establishment of ESG Management Policy (Information Security Policy)	Approved	100%
		Revision of ESG Management Policy (Sustainable Supply Chain Management Policy)	Approved	100%
		Report on Domestic ESG Regulatory Landscape	Reported	-
		Report on 2024 ESG Evaluation Results	Reported	-

## ESG Facts & Figures

### Violations of Code of Ethics

Category	Unit	Samyang Holdings			Samyang Corporation (*1)			Samyang Packaging (*1)			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Ethical management violations	Cases	0	0	0	1	2	3	2	3	1	0	0	0
Embezzlement	Cases	2	0	0	4	1	0	0	0	0	0	0	0
Sexual harassment	Cases	0	0	0	0	1	1	0	0	0	0	0	0
Workplace bullying	Cases	0	0	0	0	0	3	1	0	0	0	0	0
Suppliers	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Other	Cases	4	2	1	2	7	3	1	1	2	0	0	0
Total	Cases	6	2	1	7	11	10	4	4	3	0	0	0
Total number of incidents where employees were dismissed or disciplined for corruption-related issues	Cases	2	0	0	6	5	7	3	4	1	0	0	0
Total number of incidents where contracts with suppliers were terminated or not renewed due to corruption	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Handling rate	%	100	100	100	100	100	100	100	100	100	-	-	-
Violations of unfair trade practices, such as anti-competitive behavior and monopolies	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Monetary losses related to unfair trade practices, such as anti-competitive behavior and monopolies	Cases	0	0	0	0	0	0	0	0	0	0	0	0

(\*1) The 2022 and 2023 data for Samyang Corporation and Samyang Packaging have been recalculated due to revisions of the calculation criteria.

### R&D Investment

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Packaging			Samyang KCI		
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
R&D Expenses	KRW million	22,708	24,899	23,320	18,371	21,019	22,269	2,146	2,299	2,496	2,053	2,197	3,191
R&D Expenses/Sales Ratio	%	10.76	11.53	9.89	0.92	1.05	1.15	0.37	0.46	0.58	1.87	2.00	2.90
Number of R&D Personnel	Persons	64	76	75	170	169	165	5	5	5	16	16	19

# GRI Index

Adhering to the GRI Standard 2021, **Samyang Group** has published its Sustainability Report, detailing the sustainability management activities and performance from January 1 to December 31, 2024. Additionally, Samyang Group complies with the requirements stipulated in GRI 1 (2021). As there are no specific standards for the chemicals, food and beverages, pharmaceuticals, and medical equipment and services sectors, no separate standards have been applied. The material issues for **Samyang Group** during the 2024 reporting period are detailed in the “Materiality Assessment” section of this report.



## General Disclosures

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# GRI Index

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305-4 GHG emissions intensity	131	
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305-6 Emissions of ozone-depleting substances (ODS)	-	
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	42, 133	
Waste and Hazardous Chemical Management		
3-3 Management of material topics	18~21, 36	
GRI 306: Waste		
306-1 Waste generation and significant waste-related impacts	36~39	
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306-3 Waste generated	36~39, 134	
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Occupational Safety and Health		
3-3 Management of material topics	18~21, 43	
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403-1 Occupational health and safety management system	43~45, 49	
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403-3 Occupational health services	47, 71	

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403-5 Worker training on occupational health and safety	48	
403-6 Promotion of worker health	71	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	43~53	
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403-9 Work-related injuries	49~51, 53, 140	
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Product Safety and Quality		
3-3 Management of material topics	18~21, 54	
GRI 416: Customer Health and Safety		
416-1 Assessment of the health and safety impacts of product and service categories	56~62	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	No violations
Human Resource Management		
3-3 Management of material topics	18~21, 63	
GRI 401: Employment		
401-1 New employee hires and employee turnover	143	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	71, 72	
401-3 Parental leave	144	
GRI 404: Training and Education		
404-1 Average hours of training per year per employee	144	
404-2 Programs for upgrading employee skills and transition assistance programs	65~68	
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GRI 405: Diversity and Equal Opportunity		
405-1 Diversity of governance bodies and employees	142	
405-2 Ratio of basic salary and remuneration of women to men	145	
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# GRI Index

## Material Issues

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Ethics and Compliance Management			
3-3	Management of material topics	18~21, 79	
GRI 205: Anti-corruption			
205-1	Operations assessed for risks related to corruption	81, 155	
205-2	Communication and training about anti-corruption policies and procedures	80, 154	
205-3	Confirmed incidents of corruption and actions taken	155	
GRI 206: Anti-competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	155	

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GRI 101: Biodiversity			
101-1	Policies to halt and reverse biodiversity loss	91	
101-2	Management of biodiversity impacts	91	
GRI 201: Economic Performance			
201-1	Direct economic value generated and distributed (EVG&D)	126	
201-3	Defined benefit plan obligations and other retirement plans	146	
GRI 202: Market Presence			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	145	
202-2	Proportion of senior management hired from the local community	141	
GRI 203: Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	96~101, 148	
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301-3	Reclaimed products and their packaging materials	86~90	
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303-2	Management of water discharge-related impacts	83~85	

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303-4	Water discharge	83~85, 137~138	
303-5	Water consumption	83~85, 137~138	
GRI 308: Supplier Environmental Assessment			
308-2	Negative environmental impacts in the supply chain and actions	108	
GRI 402: Labor/Management Relations			
402-1	Minimum notice periods regarding operational changes	104	
GRI 406: Non-Discrimination			
406-1	Incidents of discrimination and corrective actions taken	146	
GRI 407: Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	104, 105	
GRI 408: Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	102, 103	
GRI 409: Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	102, 103	
GRI 413: Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	96~101	
GRI 414: Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	106	
414-2	Negative social impacts in the supply chain and actions taken	106, 107	
GRI 417: Marketing and Labeling			
417-1	Requirements for product and service information and labeling	67, 113	
417-2	Incidents of non-compliance concerning product and service information and labeling	148	
417-3	Incidents of non-compliance concerning marketing	148	
GRI 418: Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	148	

# SASB Index

The Sustainability Accounting Standards Board (SASB) standards, which were introduced by the SASB in the United States in 2011, are tailored to each industry. These standards highlight sustainability risk topics closely related to each industry and recommend that companies regularly report on these topics and engage with investors and stakeholders. Samyang Group's SASB Index was prepared in accordance with the biotechnology\_pharmaceuticals, processed foods, chemicals, containers, and packaging sectors, which are closely related to its main business.



## Sustainability Metrics

Topic	Accounting Metric	Code	Page(s) and Responses
Safety of clinical trial participants	Discussion, by world region, of management processes for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	p.60
	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	HC-BP-210a.2	p.60
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	p.60
Access to medicines	Description of actions and initiatives to promote access to healthcare products for priority diseases in priority countries, as defined by the Access to Medicine Index	HC-BP-240a.1	Not applicable
	As part of the WHO Prequalification of Medicines Programme (PQP), list of products included in the WHO List of Prequalified Medicinal Products	HC-BP-240a.2	Not applicable
Pricing and price fairness	Number of settlements of Abbreviated New Drug Application (ANDA) litigation, and associated payments and/or provisions, related to generic products intended to delay market entry of approved generic medicines for a specified period	HC-BP-240b.1	Not applicable
	Year-over-year percentage change in the (1) average list price and (2) average net price across the U.S. product portfolio	HC-BP-240b.2	Not applicable
	Year-over-year percentage change in the (1) list price and (2) net price of the product with the largest increase	HC-BP-240b.3	Not applicable
Drug safety	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	HC-BP-250a.1	p.60
	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	HC-BP-250a.2	p.60
	Number of recalls issued, total units recalled	HC-BP-250a.3, RT-CP-250a.1, FB-PF-250a.4	p.148
	Total amount of products accepted for take-back, reuse, or disposal	HC-BP-250a.4	p.60
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-BP-250a.5	p.60
Counterfeit drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	p.60
	Discussion of procedures to alert consumers and business partners about potential or known risks related to counterfeit products	HC-BP-260a.2	Not applicable
	Number of actions taken that resulted in raids, seizures, arrests, and/or criminal prosecutions related to counterfeit products	HC-BP-260a.3	Not applicable
Ethical marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	p.148
	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	p.59
Employee recruitment, development and retention	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	p.64-68
	(1) Voluntary and (2) involuntary turnover rate for (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all other employees	HC-BP-330a.2	p.143
Supply chain management	Percentage of (1) the entity's facilities and (2) Tier I supplier facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or an equivalent third-party audit program to ensure supply chain and raw material integrity	HC-BP-430a.1	Not applicable
	Total wood fiber procured and percentage from certified sources	RT-CP-430a.1	Not applicable
	Total aluminum purchased and percentage from certified sources	RT-CP-430a.2	Not applicable

# SASB Index

Topic	Accounting Metric	Code	Page(s) and Responses
Business ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	p.155
	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	p.78, 79
Safety and environmental stewardship of chemicals	(1) Strategy to manage chemicals of concern	FB-PF-410b.2	p.37
	(2) Development of alternatives with reduced human and environmental impact		
Genetically modified organisms (GMOs)	Percentage of products by revenue that contain genetically modified organisms (GMOs)	FB-PF-410c.1, RT-CH-410c.1	Not an internal management indicator
Management of the legal and regulatory environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	p.40
Operational safety, emergency preparedness and response	(1) Process Safety Incidents Count (PSIC)	RT-CH-540a.1	p.140
	(2) Process Safety Total Incident Rate (PSTIR)		
	(3) Process Safety Incident Severity Rate (PSISR)		
	Number of transport incidents	RT-CH-540a.2	
Energy management	(1) Total energy consumed	FB-PF-130a.1, RT-CP-130a.1, RT-CH-130a.1	p.33, 139
	(2) Percentage grid electricity		
	(3) Percentage renewable		
Water management	(1) Total water withdrawn	FB-PF-140a.1, RT-CP-140a.1, RT-CH-140a.1	p.137
	(2) Total water consumed		
	Percentage of each in regions with High or Extremely High Baseline Water Stress		
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	FB-PF-140a.2, RT-CP-140a.3, RT-CH-140a.2	p.135
Food safety	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-PF-140a.3, RT-CP-140a.2, RT-CH-140a.3	p.83, 85
	Global Food Safety Initiative (GFSI) audit (1) Non-conformance rate (2) Associated corrective action rate for major and minor non-conformances	FB-PF-250a.1	Not applicable
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI)	FB-PF-250a.2	Not applicable
	Food safety violation (1) Number of notices received (2) Percentage corrected	FB-PF-250a.3	Not applicable
Health and nutrition	Revenue from products labeled and marketed to promote health and nutrition attributes	FB-PF-260a.1	p.126
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns	FB-PF-260a.2	p.57
Product labeling and marketing	(1) Exposure rate of children to advertisements, and (2) exposure rate of children to product marketing that meets dietary guidelines	FB-PF-270a.1	Not applicable
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) labeled as non-GMO	FB-PF-270a.2	Not applicable
	Number of labeling and marketing violations	FB-PF-270a.3	p.148
	Total monetary losses from legal proceedings associated with labeling and marketing activities	FB-PF-270a.4	p.148
Product (packaging) lifecycle management	(1) Total weight of packaging (2) Percentage made from recycled and renewable materials	FB-PF-410a.1, RT-CP-410a.1	p.87
	Revenue generated from products that are reusable or recyclable	RT-CP-420a.2	p.87
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF-410a.2, RT-CP-410a.3	p.86

## SASB Index

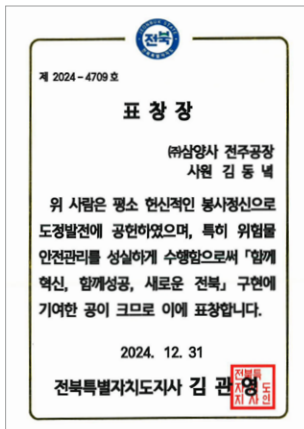
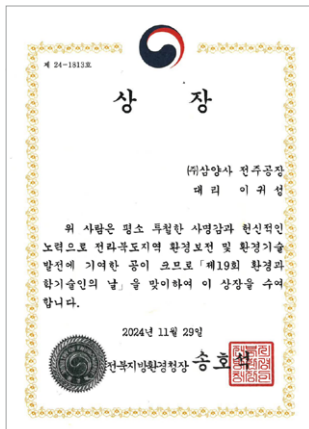
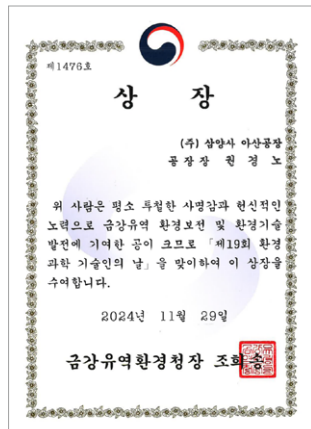
Topic	Accounting Metric	Code	Page(s) and Responses
Environmental and social impacts of ingredient supply chain	Percentage of food ingredients sourced that are certified to third-party environmental and social standards, and percentage by standard	FB-PF-430a.1	p.87
	Suppliers' social and environmental responsibility audit (1) Non-conformance rate (2) Associated corrective action rate for major and minor non-conformances	FB-PF-430a.2	Not applicable
Ingredient sourcing	Percentage of food ingredients sourced from regions with high or extremely high baseline water stress	FB-PF-440a.1	0%
		FB-PF-440a.2	p.89
Greenhouse gas emissions	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	RT-CP-110a.1, RT-CH-110a.1	Not an internal management indicator
	Gross global Scope 1 emissions and percentage covered under emissions-limiting regulations	RT-CP-110a.2, RT-CH-110a.2	p.26, 33
Air pollutant emissions	discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	RT-CP-120a.1, RT-CH-120a.1	p.42, 133
Hazardous waste management	(1) NOx emissions (excluding N <sub>2</sub> O), (2) SOx emissions, (3) Volatile organic compounds (VOCs) emissions, (4) Particulate matter (PM) emissions, and (5) Hazardous air pollutants (HAPs) emissions	RT-CP-150a.1, RT-CH-150a.1	p.133
Product safety	Discussion of processes for the identification and management of risks associated with new materials and hazardous chemicals related to product safety	RT-CP-250a.2	p.38, 39
Community relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	p.96
Workforce safety and health	(1) Total Recordable Incident Rate (TRIR) of direct employees, (2) Total Recordable Incident Rate (TRIR) of contract employees, (3) Fatality of direct employees, (4) Fatality of contract employees	RT-CH-320a.1	p.53, 140
	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	RT-CH-320a.2	p.43~53
Product design for use-phase efficiency	Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	p.89
Safety and environmental stewardship of chemicals	Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	RT-CH-410b.1	7.5% (Applicable to registration codes, not products; 206 out of 2,736 codes are relevant)
	Percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	100% (Calculated in accordance with the domestic Occupational Safety and Health Act, targeting the substances rather than the products)
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	p.57, 89

Topic	Accounting Metric	Code	Page(s) and Responses
Activity Metric	Number of treated patients	HC-BP-000.A	Not an internal management indicator
	(1) Number of pharmaceutical products in portfolio and (2) number of pharmaceuticals in R&D (clinical phases 1~3)	HC-BP-000.B	Not disclosed because it is sensitive information
	Weight of products sold	FB-PF-000.A	Not disclosed because it is sensitive information
	Number of production facilities	FB-PF-000.B	Not disclosed because it is sensitive information
	Production by reporting segment (Production volume is disclosed by each reporting segment of the company. Product and service segments are determined according to the Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 280-10. Production volume is reported by weight for solid products and by volume for liquid and gaseous products)	RT-CH-000.A	Not disclosed because it is sensitive information
	Production volume by substrate (Relevant substrates include paper and/or wood fiber, glass, metal, and petroleum-based substrates (i.e., polymers).)	RT-CP-000.A	Not applicable
	Production proportion by (1) paper/wood, (2) glass, (3) metal, and (4) plastic	RT-CP-000.B	Not applicable
	Number of employees	RT-CP-000.C	p.141

# Awards and Membership Associations

## Awards

Date	Business Sites	Details	Awarding Organization
May 7, 2024	Samyang Packaging Jincheon Plant	Award for Excellent Cases in Risk Assessment Competition	Regional Office of Employment and Labor
Aug. 13, 2024	Samyang Holdings Biopharm	Most Promising Cell and Gene Therapy Pipeline Award	KBEA 2024
Nov. 29, 2024	Samyang Corporation Asan Plant	Environmental Merit Award	Geum River Basin Environmental Office
Nov. 29, 2024	Samyang Corporation Jeonju Plant	Citation of Merit for Environmental Technology and Preservation	Jeonbuk Regional Environmental Office
Dec. 4, 2024	Samyang Corporation Ulsan Plant 2	Commendation for Safety Management	Mayor of Ulsan Metropolitan City
Dec. 9, 2024	Samyang Corporation Incheon Plant 2	Outstanding Company in Environmental Management	Incheon Metropolitan City
Dec. 9, 2024	Samyang Corporation Incheon Plant 2	Commendation from Incheon Metropolitan Cit	Incheon Metropolitan City
Dec. 31, 2024	Samyang Corporation Jeonju Plant	Commendation for the Safety Management of Hazardous Materials	Jeonbuk State



## Membership Associations

### Samyang Holdings

Federation of Korean Industries	Korea Enterprises Federation	Korea Listed Companies Association	Seoul Chamber of Commerce and Industry
Korea Standards Association	Korea Management Association	Korea International Trade Association	Korea Environmental Preservation Association
Korea Environmental Engineers Association	National Quality Master Association	Korea Energy Engineers Association	Korea Fire Safety Institute
Korea Industrial Technology Association	Korea Industrial Safety Association		

### Samyang Corporation

Federation of Korean Industries	Korea Enterprises Federation	Korea Listed Companies Association	Seoul Chamber of Commerce and Industry
Korea Standards Association	Korea Management Association	Korea International Trade Association	Korea Environmental Preservation Association
Korea Environmental Engineers Association	National Quality Master Association	Korea Energy Engineers Association	Korea Fire Safety Institute
Korea Industrial Technology Association	Korea Industrial Safety Association	UN Global Compact (UNGC)	Korea Food Industry Association
Korea Sugar Association	Korea Flour Mills Industrial Association	Korea Corn Processing Industry Association	Korea Foodservice Distributors Association

### Samyang Packaging

Korea Enterprises Federation	Korea Standards Association	Korea International Trade Association	Seoul Chamber of Commerce and Industry
Korea Food Industry Association	PET Recycling Association	Korea Packaging Recycling Cooperative	Jincheon Chamber of Commerce and Industry

### Samyang KCI

UN Global Compact (UNGC)	Korea Responsible Care Council	Korea International Trade Association	Korea Environmental Preservation Association
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# Third-party Assurance Statement

To readers of Samyang Sustainability Report 2024

## Introduction

Korea Management Registrar (KMR) was engaged to conduct an independent assurance of Samyang Sustainability Report 2024 for the year ending December 31, 2024. The preparation, information and internal control of the report are the sole responsibility of Samyang Group's the management. KMR's responsibility is to comply with the agreed engagement and express an opinion to Samyang Group's management.

## Subject Matter

The reporting boundaries included the performance and activities of sustainability-related organizations as described in Samyang Group's report:

- Samyang Sustainability Report 2024

## Reference Standard

- GRI Standards 2021 : 2023 (GRI)

## Assurance criteria

KMR conducted the verification in accordance with the globally recognized standard AA1000AS v3 and KMR's assurance standard SRV1000 based on requirements of ISO 17029 and KMR EDV 01, and set the levels of assurance and materiality as below. Under AA1000AS v3, We assessed the adherence to the four principles presented in AA1000AP:2018—Inclusivity, Materiality, Responsiveness, and Impact—and evaluated the reliability and quality of the data and information using the GRI index specified in the report. Under SRV1000, we conducted a multidimensional review aimed at zero data errors, applying expert judgment to determine the materiality criteria.

- ISO 17029 : 2019, ISO 14065 : 2020, AA1000AS v3 : 2020 (AccountAbility), AA1000AP : 2018 (AccountAbility), SRV 1000 : 2022 (KMR), KMR EDV 01 : 2024 (KMR)
- Levels of assurance/materiality: AA1000AS v3 – Type 2/moderate, limited/ not set

## Scope of assurance

The scope of our assurance included the verification of compliance with the reporting requirements of the GRI Standards 2021. We confirmed that the following indicators of material topics were identified through the materiality assessment process.

- GRI Standards 2021 reporting principles
- Universal Standards
- Topic Specific Standards
  - Economic Performance: GRI 201-2
  - Anti-corruption: GRI 205-1~205-3
  - Anti-competitive Behavior: GRI 206-1
  - Energy: GRI 302-1, 302-3, 302-4
  - Emissions: GRI 305-1~305-7
  - Waste: GRI 306-1~306-5
  - Employment: GRI 401-1~401-3
  - Occupational Health and Safety: GRI 403-1~403-10
  - Training and Education: GRI 404-1~404-3
  - Diversity and Equal Opportunity: GRI 405-1~405-2
  - Customer Health and Safety: GRI 416-1~416-2
  - Marketing and Labeling: GRI 417-1~417-3

As for the reporting boundary, the engagement excludes the data and information of Samyang Group's partners, suppliers and any third parties.

# Third-party Assurance Statement

## KMR's Approach

To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement:

- Evaluating the appropriateness of the reference standard used as a basis for preparing sustainability information and the reliability of the materiality assessment process and its findings;
- Conducting inquiries to understand the data management and control environment, processes, and information systems (the effectiveness of controls was not tested);
- Evaluating the appropriateness and consistency of the methodology for estimation (note that the underlying data was not tested and KMR has not made any estimates);
- Visiting the headquarters, determining visit sites based on the site's contribution to sustainability and the possibility of unexpected changes since the previous period and sampling data, and carrying out due diligence on a limited number of source records at the sites visited;
- Interviewing people in charge of preparing the report;
- Considering whether the presentation and disclosures of sustainability information are accurate and clearly defined;
- Identifying errors through comparison and check against underlying information, recalculation, analyses, and backtracking; and
- Evaluating the reliability and balance of information based on independent external sources, public databases, and press releases.

## Limitations and Recommendations

The absence of generally accepted reporting frameworks or well-established practices on which to draw to evaluate and measure non-financial information allows for different measures and measuring techniques, which can affect comparability between entities. Therefore, our assurance team relied on professional judgment. The scope of this assurance included the confirmation of the truthfulness of claims regarding results that have already been obtained as stipulated by ISO 17029. However, the plausibility of intended claims of forecasts or hypotheses was not validated even if the related content was contained in the report.

A limited assurance evaluates the appropriateness of the criteria used by Samyang Group for preparing sustainability information on subject matters, the risk of material misstatement in the sustainability information, whether due to fraud or error, responses to risks, and disclosure of the sustainability information on subject matters. However, the scope of the risk assessment process and the subsequent procedures performed in response to assessed risks, including an understanding of internal controls, is more limited than that of a reasonable assurance.

Our assurance team conducted our work to a limited extent through inquiries, analysis, and limited sampling based on the assumption that the data and information provided by Samyang Group are complete and sufficient. To overcome these limitations, we confirmed the quality and reliability of the information by referring to independent external sources and public databases, such as DART and the National GHGs Management System (NGMS).

## Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with Samyang Group on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. Based on the work performed, it is our opinion that the Report was prepared in accordance with the GRI Standards. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles.

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## Inclusivity

Samyang Group has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

# Third-party Assurance Statement

## Materiality

Samyang Group has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

## Responsiveness

Samyang Group prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything to suggest that data and information disclosed in the Report do not give a fair representation of Samyang Group's actions.

## Impact

Samyang Group identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

## Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of economic, environmental, and social performance data related to sustainability performance. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

## KMR's Competence, Independence, and Quality Control

Korea Management Registrar (KMR) is a verification body for the greenhouse gas emissions trading scheme, accredited by the Korea Laboratory Accreditation Scheme (KOLAS) under the National Institute of Technology and Standards of Korea for ISO/IEC 17029:2019 (Conformity Assessment - General principles and requirements for validation and verification bodies), ISO 14067, and additional accreditation criteria, ISO 14065. It is also recognized by the Korea Accreditation Board (KAB) for ISO/IEC 17021:2015 (Requirements for bodies providing audit and certification of management systems), and the National Institute of Environmental Research under the Ministry of Environment of Korea.

Additionally, KMR maintains a comprehensive quality control system that includes documented policies and procedures of the KMR EDV 01:2024 (ESG Disclosure Assurance System) based on ISO/IEC 17029 requirements and compliant with IAASB ISQM1:2022 (International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board). Furthermore, KMR adheres to the ethical requirements of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior in accordance with the IESBA Code:2023 (International Code of Ethics for Professional Accountants). Our assurance team consists of sustainability experts. Other than providing an independent assurance, KMR has no other contract with Samyang Group and did not provide any services to Samyang Group that could compromise the independence of our work.

## Limitations of Use

This assurance statement is made solely for the management of Samyang Group for the purpose of enhancing an understanding of the organization's sustainability performance and activities. We assume no liability or responsibility for its use by third parties other than the management of Samyang Group. The statement is valid as of the assurance date below. Certain events that may occur between the assurance date and the time of reading this report could have a material impact on the report, which may lead to revisions to this assurance statement. Therefore, we recommend visiting the Samyang Group website and verifying whether this is the latest version.

June 23, 2025

CEO

E. J. Hwang



**SAMYANG**  
SINCE 1924