SAMYANG SUSTAINABILITY REPORT 2025

Samyang Holdings · Samyang Corporation · Samyang Biopharm
Samyang Packaging · Samyang KCI

SAMYANG
SINCE 1924

About this Report

Report Overview

This integrated Sustainability Report covers five Samyang Group affiliates: Samyang Holdings, Samyang Corporation, Samyang Biopharm, Samyang Packaging, and Samyang KCI. The report has been prepared to disclose the Group's sustainability management direction and performance to stakeholders transparently and to support active communication based on this information. This is Samyang Group's fifth Sustainability Report, and it is published annually in Korean and English. Through this publication, Samyang Group will continue to provide management and sustainability-related information to a broad range of stakeholders, actively gather stakeholder feedback, and reflect that feedback in future management activities.

Reporting Period

This report covers Samyang Group's sustainability management activities and performance from January 1 to December 31, 2025. To improve comparability, it also presents quantitative data for the three-year period from 2023 through 2025. Certain qualitative information considered significant is also included for the first half of 2026.

Reporting Scope

In this report, "Samyang Group" refers to the activities and performance of five affiliates: Samyang Holdings, Samyang Corporation, Samyang Biopharm, Samyang Packaging, and Samyang KCI. The financial data are consistent with consolidated financial statements prepared in accordance with Korean International Financial Reporting Standards (K-IFRS). For non-financial data, Samyang Group collected sustainability performance information from all domestic business sites of the five affiliates. When the reporting scope differs by performance indicator, the relevant scope is specified separately in footnotes within the report.

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) Standards and considers the principles of the United Nations Sustainable Development Goals (SDGs). Material ESG issues are structured by topic around 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 support objectivity, fairness, and reliability, the non-financial information in this report has also undergone third-party assurance by an independent assurance provider with no conflicts of interest related to Samyang Group. The independent assurance statement is available on pages 149–151.

For Inquiries

This Sustainability Report is available for viewing and download on the Samyang Group website. For further details or inquiries, please contact us using the information below.

Contact
Samyang Corporation Management Support PU, ESG Team

Address
31 Jongno 33-gil, Jongno-gu, Seoul, Republic of Korea / 295, Pangyo-ro, Bundang-gu, Seongnam-si, Gyeonggi-do, Republic of Korea

Phone
+82-2-740-7672

Email
esg.syc@samyang.com

Publication Date
June 2026

Samyang Holdings
Samyang Corporation
Samyang Biopharm
Samyang Packaging
Samyang KCI

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OVERVIEW

1

CEO Message Samyang Holdings

CEO, Samyang Holdings
Tae-Ung Eom

Guided by moderation and ethical management, we will leap forward as a global specialty leader shaping the future of humanity.

Samyang Group sincerely thanks all stakeholders for their continued trust and support. In 2025, the Group focused on embedding its corporate Purpose, "Beyond life's potential and innovate the future," and identifying opportunities for change and innovation. Amid a business environment increasingly defined by uncertainty and volatility, the Group has sought to practice ESG management grounded in the values of moderation and ethical management. Going forward, Samyang Holdings will continue to serve as the anchor of the Group's ESG management in its role as the Group's holding company, while striving to advance into a "global specialty company" that creates a better future for humanity by implementing the following three core strategies:

First, we will expand our specialty business portfolio and accelerate our entry into global markets.
Samyang Group is focusing on the transition to a global specialty business portfolio centered on Health & Wellness and Advanced Materials. In 2025, Samyang Biopharm was spun off into an independent entity to maximize the expertise of the pharmaceutical and biotechnology business, achieve market revaluation, and establish an independent responsible management structure. More recently, Samyang Biopharm was selected for a research project under the National New Drug Development Program administered by the Korea Drug Development Fund. Through initiatives such as identifying an mRNA therapeutic candidate for idiopathic pulmonary fibrosis based on its proprietary gene-delivery platform, "SENS," the company is strengthening its drug-development capabilities. Samyang Corporation also recorded progress in its Food and Chemicals businesses: it introduced an AI-based solution for standardizing sugar-reduction processes at a global food trade show and signed a memorandum of understanding to collaborate on membrane degasifier (MDG) technology for ultrapure water used in semiconductor manufacturing, thereby advancing its water-treatment solutions. Going forward, Samyang Holdings will support the Group's affiliates by exploring and proposing ways to expand their specialty business portfolios and accelerate expansion into global markets.

Second, we will contribute to reducing carbon emissions and promote co-prosperity with stakeholders across the supply chain.
In 2025, **Samyang Group** introduced an internal carbon pricing system to assess greenhouse gas emission impacts when making investment decisions. Over the medium to long term, the Group intends to use this system to help reduce emissions from business operations and prepare for increasingly stringent environmental regulations worldwide. The Group has also conducted human rights impact assessments at key affiliates to review worker safety and working conditions, and it has undertaken mandarin duck conservation activities as part of its biodiversity efforts. Going forward, the Group will expand human rights impact assessments to all affiliates and strengthen its capabilities for managing Scope 3 emissions, including emissions across the supply chain. It will also continue efforts to reduce carbon emissions and improve energy efficiency as part of its 2050 net-zero objective and its broader response to climate-related risks.

Third, we will build a trusted corporate culture by enhancing the quality of ESG governance.
Samyang Group has strengthened its foundation for transparent and informed decision-making through its ESG Committees. In 2025, the Group introduced an ESG KPI-based performance assessment system for all executives. Samyang Corporation also appointed a Compliance Officer, established Compliance Control Standards, and introduced a Fair Trade Compliance Program, further advancing the Group's risk management framework. Going forward, the Group will embed the ESG KPI-based performance evaluation system to encourage changes in daily work practices at the operational level. It will also share ESG best practices across affiliates and support employees in applying the Group's management philosophy, with the aim of building a governance framework that earns stakeholder trust. In addition, the Group will review its internal systems and processes and further strengthen its compliance framework, including through revisions to the Code of Ethics, to uphold ethical management. Through these measures, Samyang Group aims to improve ESG governance and support substantive business performance.

To our valued stakeholders,
This Sustainability Report presents the direction of **Samyang Group**'s ESG management and the concrete actions taken to implement it as the Group prepares for its next century. Building on more than a century of experience and technological expertise, Samyang Group will continue to pursue ESG management with sincerity. We ask for your continued interest and support as Samyang Group works to awaken the potential of life and help shape humanity's future.

CEO Message Samyang Corporation · Samyang Biopharm

CEO, Samyang Corporation
Un-Ick Lee

We will create **sustainable value** through change and innovation built on customer trust.

Samyang Corporation would like to thank all stakeholders for their continued support and trust. In 2025, the company focused on strengthening its global specialty business portfolio and identifying new growth drivers, thereby laying the groundwork for change and innovation.

In the Chemicals Division, 2025 marked an important milestone with the launch of a dedicated specialty business organization. Samyang NC Chem, an affiliate specializing in semiconductor photoresist materials, achieved its strongest performance to date, and Samyang Corporation signed an MOU to collaborate on MDG technology for ultrapure water used in semiconductor manufacturing, further advancing its water solutions. In the Food Division, the company introduced an AI-based solution for standardizing sugar-reduction processes at a global food trade show to respond to diverse customer needs. Going forward, Samyang Corporation will strengthen its business fundamentals and create sustainable value by pursuing the following three strategies.

First, we will expand our specialty business portfolio and accelerate global expansion.
Samyang Corporation is strengthening its global specialty business portfolio with a focus on Health & Wellness and Advanced Materials. In the Food Division, the company has presented the strengths of functional food ingredients—including allulose, an alternative sweetener, and resistant dextrin, a dietary fiber—to global markets. In the Chemicals Division, it is upgrading its portfolio toward high-value-added products, including high-impact silicone polycarbonate for smart-glasses frames and specialty materials for AI servers. Going forward, Samyang Corporation will focus on R&D investment and the expansion of overseas sales channels to develop innovative products into core growth drivers.

Second, we will strengthen the implementation of our net-zero roadmap to take tangible action against the climate crisis.
To achieve its 2030 carbon emissions reduction target, **Samyang Corporation** is implementing reduction initiatives tailored to each business site. The company aims to improve energy efficiency by reliably operating its existing solar power generation facilities and factory energy management systems. It will also enhance its Scope 3 emissions accounting framework, which covers greenhouse gas emissions across the upstream and downstream value chain, and will gradually introduce low-carbon processes and fuels as part of its response to climate-related risks.

Third, we will practice ethical management to strengthen stakeholder trust.
Samyang Corporation continues to improve its governance practices based on transparent decision-making principles. In 2025, it advanced its risk management framework by appointing a Compliance Officer, establishing Compliance Control Standards, and introducing a Fair Trade Compliance Program. Going forward, the company will uphold ethical management by addressing areas for improvement identified through internal reviews and continuously refining its ethical standards, thereby strengthening stakeholder trust.

To our valued stakeholders, **Samyang Corporation** will continue pursuing change and innovation through differentiated technological capabilities and a distinctive spirit of challenge, grounded in customer trust. We ask for your continued interest and support as Samyang Corporation works toward a better future for humanity.

CEO, Samyang Biopharm
Kyung-Jin Kim

Taking our launch as an independent company as a turning point, we will **establish a sustainable growth framework** grounded in expertise and responsible management.

Samyang Biopharm sincerely thanks its stakeholders for their continued trust and support. In November 2025, Samyang Biopharm was spun off from the Group's holding company and launched as an independent corporation. This move was more than an organizational separation; it was a strategic step toward becoming a global specialty biopharmaceutical company, based on the technological and business capabilities the company has developed in the bio and healthcare sectors.

Samyang Biopharm has built competitive strengths in oncology therapeutics, medical devices, and drug delivery technologies, supported by its polymer technology and drug delivery system (DDS) capabilities. In particular, its oncology injectable manufacturing infrastructure, biodegradable polymer technology, and drug delivery platform capabilities contribute to the creation of sustainable healthcare value. Following its launch as an independent company, Samyang Biopharm will further strengthen R&D through global partnerships and pursue sustainable growth through the following three strategies.

First, we will strengthen our specialty business portfolio to improve business stability and growth potential.
In 2025, **Samyang Biopharm** was selected to participate in a National New Drug Development Program administered by the Korea Drug Development Fund. As part of this project, the company identified an mRNA therapeutic candidate for idiopathic pulmonary fibrosis based on its proprietary gene-delivery platform, "SENS," demonstrating the potential of its differentiated DDS technologies. The completion of Samyang Biopharm's in-house gene therapy manufacturing facility, scheduled for 2027, is expected to accelerate the entry of its drug candidates into clinical trials. Building on these capabilities, Samyang Biopharm will further strengthen its market position in the medical device and oncology therapeutics businesses while expanding its DDS capabilities in gene therapy, a field with substantial growth potential. Through these efforts, the company aims to contribute to improved human health and quality of life.

Second, we will strengthen ESG management execution and responsible management to build corporate trust.
With the ESG Committee at the center of its governance structure, **Samyang Biopharm** has established an integrated management framework covering environmental, social, and governance matters. Through coordination between the Board of Directors and working-level teams, the company is strengthening both the development and implementation of its sustainability strategy. Going forward, Samyang Biopharm will establish a management framework focused on ethics, compliance, and quality, with the aim of becoming a globally trusted biopharmaceutical company.

Third, we will implement practical ESG initiatives and strengthen responsible supply-chain management.
Samyang Biopharm continues to pursue activities to reduce greenhouse gas emissions and energy use while fulfilling its corporate social responsibility by strengthening safety and health management, respect for human rights, and its supplier ESG management framework. The company will place the highest priority on ensuring the quality of pharmaceuticals and medical devices and the reliability of data, thereby providing safe and reliable products and services to patients and customers.

To our valued stakeholders, **Samyang Biopharm** will pursue sustainable growth through technological innovation and responsible management while growing together with its stakeholders. We ask for your continued interest and support as Samyang Biopharm begins this new stage of development.

CEO Message Samyang Packaging · Samyang KCI

CEO, Samyang Packaging

Seok-Hwan Yoon

Samyang Packaging, Korea's largest PET packaging company and a developer and manufacturer of beverages using advanced aseptic filling technology, has worked for several years on the following priority areas in response to the growing global importance of ESG management. Going forward, the company plans to expand and strengthen these activities.

First, after several years of preparation, we launched our mechanically recycled PET resin manufacturing business to contribute to a circular economy for PET packaging, one of the world's most advanced approaches to plastic recycling.

Moving forward, **Samyang Packaging** will continue to contribute to national and societal efforts to establish a circular economy for PET through further expansion of its production facilities. By leveraging synergies with our existing PET packaging and beverage businesses, we will fulfill our role as a leading and substantive contributor to advancing this initiative.

Second, to this end, we have sought to lower energy consumption through the continued installation of solar power generation systems, eco-friendly boilers, and high-efficiency equipment.
Building on several years of experience investing in and operating environmentally friendly energy systems, **Samyang Packaging** has begun introducing larger-scale equipment designed to reduce energy consumption. The company has also started reviewing ways to apply AI technologies to reduce energy consumption at existing operational facilities, reflecting the growing use of these technologies worldwide.

Third, to pursue co-prosperity with local communities and foster balanced regional development, we continue to expand the recruitment of local talent by collaborating with regional educational institutions to meet the human resource needs of our business sites nationwide. We will further strengthen these efforts in the years ahead.

Samyang Packaging believes that its ESG management efforts are gradually producing practical results, including progress toward a PET circular economy and reductions in carbon emissions. Going forward, the company will strengthen its efforts so that ESG management is reflected in substantive outcomes rather than remaining at the level of declarations. Thank you.

Through innovative specialty materials and sustainable solutions, we will **deliver the value of healthy beauty.**

CEO, Samyang KCI

Tae-Hwan Ahn

Samyang KCI extends its sincere gratitude to all stakeholders for their unwavering support and trust in the company. In 2025, despite disruptions across global supply chains, Samyang KCI maintained strong partnerships with its major global customers. The company also reaffirmed its commitment to quality and reliability by receiving the highest rating in EcoVadis's sustainability assessment for the second consecutive year.

Samyang KCI aims to move beyond supplying raw materials and become a solutions provider that offers products and services tailored to customers' product concepts and market strategies. Building on the stable performance of its commodity ingredients business, the company is expanding into the high-value-added skincare market. To pursue sustainable, quality-focused growth, Samyang KCI will concentrate its company-wide capabilities on the following three key priorities.

First, we will develop an environmentally friendly specialty portfolio centered on biodegradable materials.
In the global beauty and personal care market, environmental sustainability and product safety are essential sources of competitiveness for leading companies. Through sustained R&D investment, **Samyang KCI** has developed biodegradable surfactants (SCM) and is accelerating the development of biodegradable conditioning polymers and plant-based ingredients. These proprietary environmentally friendly technologies are expected to help the company meet global customers' stringent ESG requirements and provide differentiated specialty solutions.

Second, we will respond to the climate crisis through tangible improvements in energy efficiency.
Responding to the climate crisis requires action, not words alone. **Samyang KCI** is taking concrete steps to reduce greenhouse gas emissions by improving energy efficiency across its business sites, including through an investment to replace the steam boiler at the Daesan Plant. The company will also refine its methodology for calculating indirect value-chain emissions (Scope 3), and assess the financial and non-financial effects of climate-related risks to strengthen its systematic response to climate change.

Third, we will build a transparent industry ecosystem through strong partnerships and responsible management.
As a strategic partner that works with major global customers to develop and implement their mid- to long-term strategies, **Samyang KCI** systematically manages ESG risks across the supply chain. The company is building a sustainable supply chain by supporting key suppliers through ESG self-assessments and on-site assessments. Samyang KCI is also advancing its management framework by incorporating ESG KPIs into executive performance evaluations, helping ensure that ESG management is implemented more transparently and responsibly across the organization.

To our valued stakeholders, **Samyang KCI** will continue to respond proactively to an ever-changing environment and create lasting value for healthy beauty through innovative specialty materials and solutions. We ask for your continued interest and encouragement as Samyang KCI moves forward on its journey to build a better tomorrow for humanity.

Introduction to Samyang Group

Building on its 101-year legacy, **Samyang Group** continues to pursue sustainable growth and create new value by developing a future-oriented business portfolio and identifying new business opportunities. Drawing on technologies and experience accumulated across chemicals, food, biopharmaceuticals, packaging, and other industries, the Group is strengthening its business competitiveness and responding proactively to evolving market conditions. The Group has designated Health & Wellness and Advanced Materials & Solutions as its two core growth pillars, through which it seeks to deliver distinctive value that supports healthier and more convenient lives for future generations. To support this direction, it is accelerating digital transformation, strengthening R&D capabilities, and pursuing technological innovation through expanded collaboration with leading global institutions. Samyang Group will continue working to strengthen its global competitiveness through relentless innovation and challenge as it leaps forward into a sustainable future.

General Information

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

13 domestic and 14 overseas affiliates

Number of Employees (*)

3,682

(*) Simple total for all business sites of Group companies as of the end of December 2025

Business Areas

Chemical Business

Sales KRW 2.8315 trillion

Engineering plastics | Ion exchange resins | Personal care materials | Eco-friendly materials | Semiconductor materials

Food Business

Sales KRW 1.5185 trillion

Basic food ingredients | Specialty ingredients | Distribution of food ingredients | Hangover relief products, cosmetics (B2C)

Biopharmaceutical Business

Sales KRW 163.9 billion

Medical devices | Pharmaceuticals | New Drug Development

Packaging Business

Sales KRW 449.8 billion

PET preform | PET bottles | Aseptic | PET recycling

(*) Sales by business: aggregate sales of all Group companies on a separate sales basis by business area

Purpose

Under its purpose, "Beyond life's potential, innovate the future," **Samyang Group** is pursuing fundamental transformation for the next 100 years. Samyang's new century will extend beyond meeting current needs to anticipating and proposing the value that may be required in the future. To support this direction, the Group will provide innovative solutions centered on Health & Wellness and Advanced Materials & Solutions, with the aim of improving quality of life. In addition, all members of Samyang will internalize the Group's core values, "Live on Purpose," as they work to support the shared growth of individuals and the organization.

Purpose
(Our reason for existence)

Beyond life's potential, innovate the future.

Vision
(The future we aspire to become)

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

Live on purpose
(Samyang values)

1 Core Competencies	2 Decision-Making Principles
• Objective and professional **Judgement**	• Future-shaping value creation
• Out-of-the-box **Thinking & Inquisitive Mind**	• Uncompromising pursuit of safety
• Unwavering **Courage & Spirit of Challenge**	• Focus on the end-consumers
• End-to-end **Ownership**	• Focus on the markets we can lead
• **Trust** based on ethics and principles	• Effective time management
• **Communication & Collaboration** toward common purpose	• Cost reduction for future innovation

Heritage
(Founding spirit)

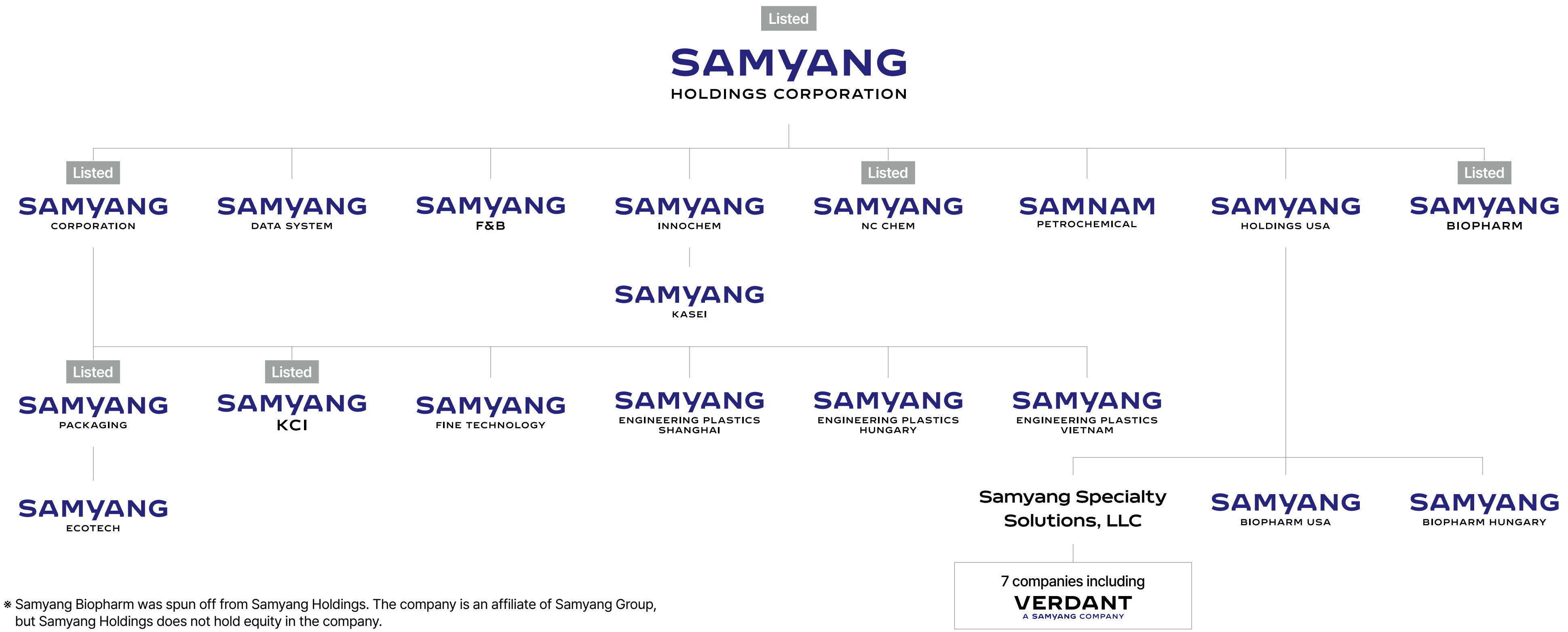
Sudang Spirit

• A pioneering spirit grounded in respect for humanity and service to society.

Relationships within Samyang Group

As of the report date, **Samyang Holdings** owns major affiliates, including Samyang Corporation, Samyang Data Systems, Samyang F&B, Samyang NC Chem, Samyang Innochem, Samnam Petrochemical, and Samyang Holdings USA. **Samyang Corporation**, in turn, holds equity interests in Samyang Packaging, Samyang KCI, Samyang Fine Technology, Samyang Engineering Plastics (Shanghai) Co., Ltd., Samyang EP Hungary, and Samyang EP Vietnam. In particular, 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, expanding its high-value-added chemical materials business and accelerating its entry into global markets.

In November 2025, **Samyang Biopharm** was spun off from Samyang Holdings and launched as an independent corporation dedicated to the Group's biopharmaceutical business. As a holding company, Samyang Holdings seeks to strengthen the Group's business competitiveness through strategic management and efficient operations tailored to the characteristics of each affiliate's industry. Through this approach, the company aims to further develop its business portfolio and support sustainable growth.



※ Samyang Biopharm was spun off from Samyang Holdings. The company is an affiliate of Samyang Group, but Samyang Holdings does not hold equity in the company.

History Samyang's 101-Year Journey

Samyang Centennial History Website

Early Stage

1924 - 1950

The dream of national economic independence and modernization

1924
Founded as Samsu Company

1931
Changed the company name to Samyang Corporation

Pioneering Stage

1951 - 1974

Diversifying businesses to contribute to a prosperous national life

1955
Launched the food business

Constructed the Ulsan Sugar Manufacturing Plant

1969
Launched the chemical business

Constructed the Jeonju Polyester Plant

Leap Stage

1975 - 1987

Starting anew after half a century of foundation

1975
Constructed the Headquarters Building

1986
Founded the Women's Cycling Team of Samyang Corporation

Growth Stage

1988 - 2003

Securing a future growth engine through the enhancement of its business structure

1988
Expanded the engineering plastics business and founded Samnam Petrochemical

1993
Opened Samyang Group Chemical R&D Center

1996
Launched biopharmaceutical business and constructed the Daedeok Pharmaceutical Plant

1996
Launched the packaging business and constructed the first PET bottle recycling plant in the Republic of Korea

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

History Samyang's 101-Year Journey

Samyang Centennial History Website

Development Stage 2004 – 2010

Creating corporate value through abundance and convenience

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

2010
Founded Samyang EP Hungary and entered into the European market

Revival Stage 2011 - 2020

Transforming into a stronger Samyang through continuous innovation

2011
Transitioned to a holding company system
Founded Samyang Holdings

2015
Samyang Packaging entered the aseptic business

2016
Constructed Samyang Discovery Center
Constructed the Gunsan Plant for Samyang Fine Technology

2017
Acquired KCI, a company specializing in personal care materials

2020
Constructed Samyang EP Vietnam

Expansion Stage 2021 - 2024

Unending Challenges beyond a century-old corporation toward a better future

2021
Samyang Holdings merged with Samyang Biopharm
Acquired NC Chem, a fine chemical company for semiconductors

2022
Samyang Holdings constructed the Suture Plant in Hungary
Samyang Innochem constructed the Gunsan Isosorbide Plant

2023
Samyang Holdings acquired Verdant Specialty Solutions, a global chemical company

2024
Samyang Group's 100th Anniversary

Beginning of the Next 100 Years

SAMYANG BIOPHARM

2025
Samyang Biopharm officially launched following spin-off

Business Sites

Business Sites in Korea

Samyang Group's headquarters, located in Jongno, Seoul, serves as the central hub for the Group's mid- to long-term strategy planning and major management decisions. The Samyang Discovery Center in Pangyo serves as the Group's central site for exploring future business opportunities and conducting R&D, with a focus on securing innovative technologies and advancing convergence research. The Chemical R&D Center in Daejeon performs core research functions related to advanced chemical technology development and product quality improvement.

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 distributed and located according to product characteristics and demand, supporting an efficient supply chain and stable production capacity. This enables Samyang Group to supply high-quality products to customers in a timely manner.

Headquarters

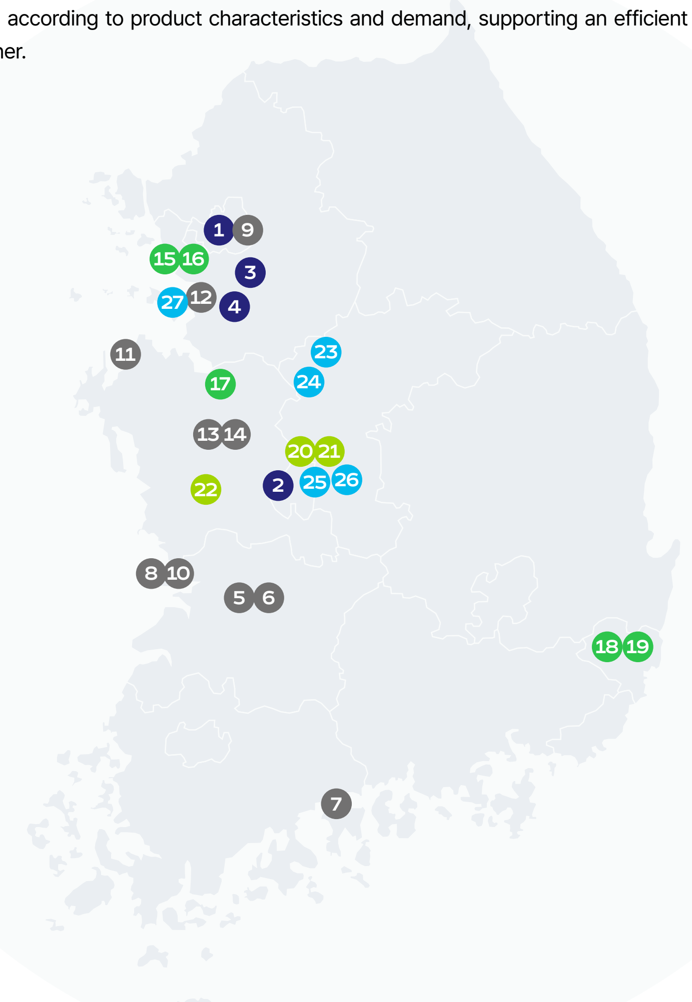
1 Samyang Group Headquarters | Staff, Chemicals, and Packaging

R&D Centers

2 Samyang Corporation Chemical R&D Center
3 Samyang Discovery Center | Food, Biopharmaceuticals, and Bio-Convergence R&D Center
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 KCI Seoul Office & R&D Center
10 Samyang Fine Technology Gunsan Plant
11 Samyang KCI Daesan Plant
12 Samyang KCI Shihwa Plant
13 Samyang NC Chem Jeongan Plant
14 Samyang NC Chem Tancheon Plant



Food

15 Samyang Corporation Incheon Plant 1
16 Samyang Corporation Incheon Plant 2
17 Samyang Corporation Asan Plant
18 Samyang Corporation Ulsan Plant 1
19 Samyang Corporation Ulsan Plant 2

Biopharmaceuticals

20 Samyang Biopharm MD Plant
21 Samyang Biopharm Pharmaceutical Plant
22 Samyang Biopharm Gongju Plant

Packaging

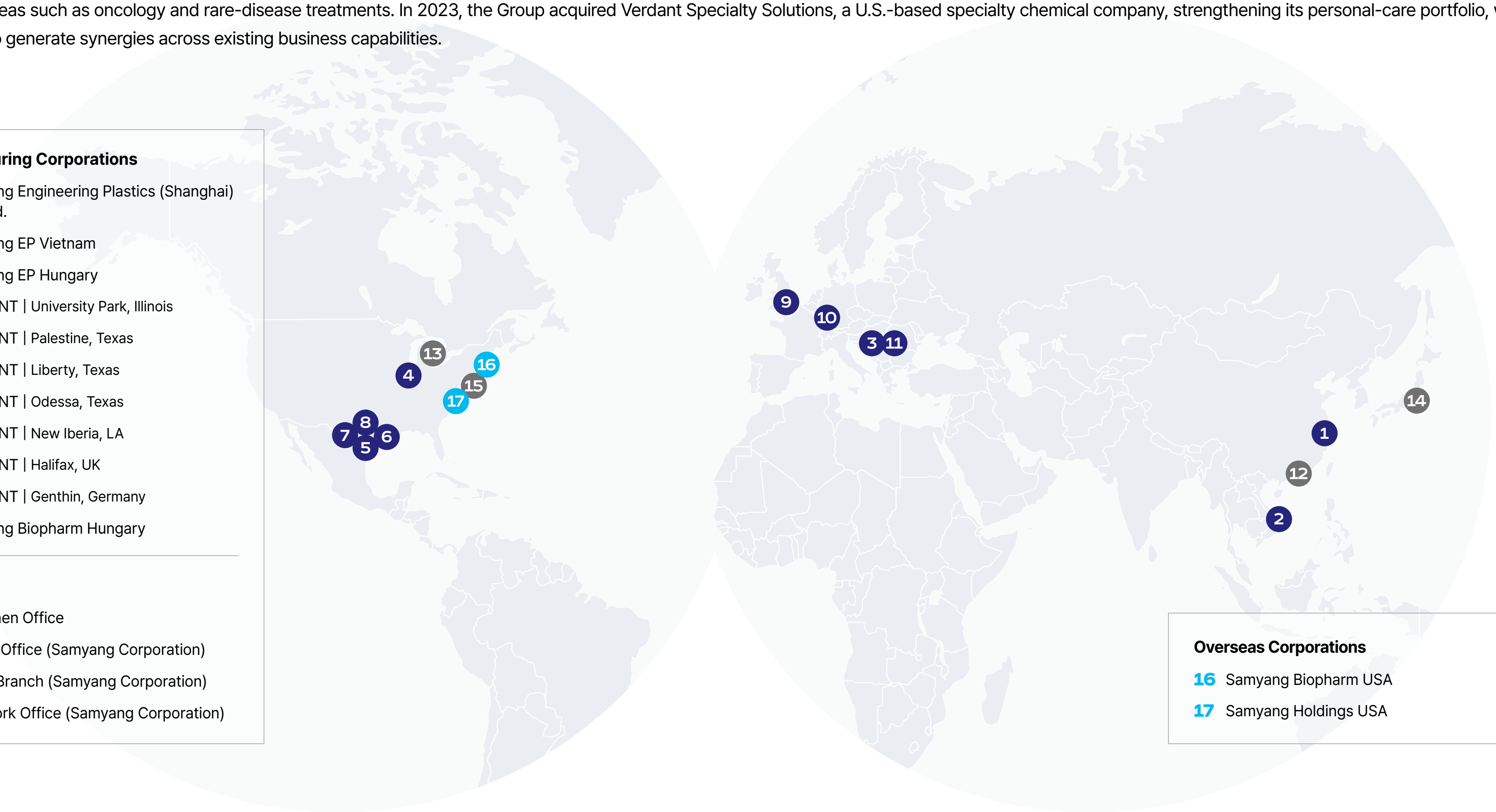
23 Samyang Packaging Gwanghyewon Plant
24 Samyang Packaging Jincheon Plant
25 Samyang Packaging Daejeon Plant 1
26 Samyang Packaging Daejeon Plant 2
27 Samyang EcoTech Shihwa Plant

Business Sites

Overseas Business Sites

Samyang Group operates manufacturing subsidiaries in key global strategic locations, including the United States, China, Hungary, and Vietnam, forming a production network that can respond flexibly to regional demand. The Group also maintains overseas offices in the United States, China, and Japan and continues expanding its global market presence through communication with local customers and partners.

In biopharmaceuticals, Samyang Biopharm USA was established in Boston to strengthen global drug-development capabilities. Through open innovation with global pharmaceutical companies, it is expanding pipelines in areas such as oncology and rare-disease treatments. In 2023, the Group acquired Verdant Specialty Solutions, a U.S.-based specialty chemical company, strengthening its personal-care portfolio, which is expected to generate synergies across existing business capabilities.



Manufacturing Corporations

1 Samyang Engineering Plastics (Shanghai) Co., Ltd.
2 Samyang EP Vietnam
3 Samyang EP Hungary
4 VERDANT | University Park, Illinois
5 VERDANT | Palestine, Texas
6 VERDANT | Liberty, Texas
7 VERDANT | Odessa, Texas
8 VERDANT | New Iberia, LA
9 VERDANT | Halifax, UK
10 VERDANT | Genthin, Germany
11 Samyang Biopharm Hungary

Offices

12 Shenzhen Office
13 Detroit Office (Samyang Corporation)
14 Tokyo Branch (Samyang Corporation)
15 New York Office (Samyang Corporation)

Overseas Corporations

16 Samyang Biopharm USA
17 Samyang Holdings USA

Business Areas

Chemical Business

An Advanced Materials Partner for Sustainable Growth with Humanity

Sales KRW **2.8** trillion

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.

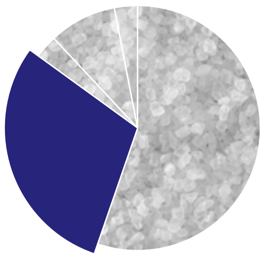
The Chemical Business secures stable performance from its existing portfolio centered on the polycarbonate value chain while reorganizing its business portfolio around specialty solutions to identify new business opportunities in eco-friendly materials, advanced industries, and personal care. Through innovative technology development and expanded networks aimed at global markets, the business seeks to strengthen industrial competitiveness as a global specialty provider.

	Company Name	Business Areas and Key Products
Chemicals Group 1	Samyang Corporation (Chemical) www.samyangcorp.com/en	Engineering plastics, ion exchange resins, photoinitiators
	Samyang Engineering Plastics (Shanghai) Co., Ltd.	
	Samyang EP Hungary	
	Samyang EP Vietnam	
	Samnam Petrochemical www.samnam.co.kr/en	TPA (terephthalic acid)
	Samyang Kasei www.samyangkasei.com/en	PCR (polycarbonate resin)
	Samyang Innochem www.samyanginnochem.com/en	BPA (bisphenol A), ISB (isosorbide)
	Samyang Fine Technology www.samyangfinetechnology.com/en	Uniform ion exchange resins
Chemicals Group 2	Samyang KCI www.samyangkci.com/en	Conditioning polymers, cationic surfactants
	Samyang NC Chem www.samyangncchem.com/en	Materials for semiconductor photo and wet processes
	VERDANT www.verdantspecialty.com	Amphoteric surfactants, nonionic surfactants

Food Business

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

Sales KRW **1.5** trillion



Samyang will become a trusted partner in enriching people's dietary lives through the development of food ingredients with exceptional value. Through high-value-added food ingredients, food-ingredient distribution, and consumer packaged goods, the Food Business provides products and services that support healthy and enjoyable eating.

Building on a foundation of sugar, starch sweeteners, and flour, the **Food Business** has strengthened its specialty-ingredient portfolio with products such as the sweetener allulose and the soluble dietary fiber resistant dextrin. The Group is also expanding its food-ingredient distribution business through measures such as broadening its frozen dough lineup and developing e-commerce platforms. With a portfolio focused on high-value-added products and differentiated R&D capabilities, the Food Business will focus on expanding its global presence.

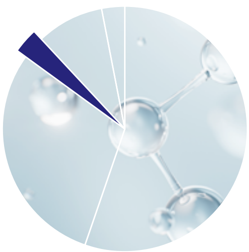
Brand Name	Business Areas and Key Products
Samyang Corporation "Q.one" www.samyangcorp.com/en	Food ingredients (sugar, starch, starch sweeteners, flour, fats and oils, premix products, and homemade mix products)
Samyang Corporation "Nexweet®/Fiberest®" www.samyangspecialty.com/en	Specialty ingredients (allulose and resistant dextrin)
Samyang Corporation "Sangkwaehwan (EASY TOMORROW)" www.easytomorrow.com/en	Hangover-relief products
Samyang Corporation "ServeQ" www.serveq.co.kr	Food-ingredient distribution

Business Areas

Biopharmaceutical Business

A Healthcare Solutions Company Enhancing Quality of Life

Sales KRW **0.16** trillion



Samyang provides innovative and differentiated healthcare solutions that support healthy living. Through the development of high-value-added healthcare products, the Biopharmaceutical Business seeks to contribute to healthier and more active lives.

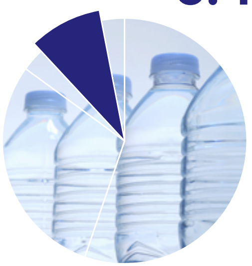
With its differentiated technological expertise, **Samyang Biopharm** focuses its R&D capabilities on a range of areas, including incrementally modified drugs using drug delivery systems (DDS), next-generation biopharmaceuticals intended for advanced therapies, and medical devices (MDs) using advanced biodegradable materials. By strengthening domestic and international partnerships through open innovation and reinforcing global supply stability, Samyang Biopharm aims to support timely patient recovery, improve quality of life, and contribute to human health.

Company Name	Business Areas and Key Products
Samyang Biopharm www.samyangbiopharm.com/en	- Medical devices: surgical sutures, biosurgery, and aesthetics; - Pharmaceuticals: finished products and ingredients for anticancer medications; - New Drug Development
Samyang Biopharm Hungary	- Medical devices: surgical sutures
Samyang Biopharm USA	- New Drug Development

Packaging Business

The Best Beverage & Packaging Solution Provider

Sales KRW **0.45** trillion



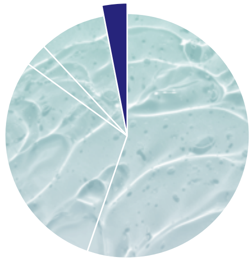
Good materials are the basis for good products, and good products form the foundation of a better life. Samyang is leading the domestic market in all areas of PET packaging, including aseptic, preform, and beverage OEM. Its products enable consumers to enjoy delicious drinks anytime and anywhere.

Samyang Packaging is Korea's leading PET packaging company, with Korea's largest production facilities and top manufacturing capabilities, leading the market by providing beverage and packaging solutions tailored to customer needs. Samyang Packaging continues to strengthen market leadership through ongoing technology development while also expanding into international markets and developing growth areas such as eco-friendly plastic recycling. Through these initiatives, the company aims to become a comprehensive solution partner in the beverage and packaging sector.

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

Other Businesses

Sales KRW **0.14** trillion



IT Business | Samyang provides IT services tailored to customers' business models.

Samyang Data Systems provides high-quality IT services based on its experience and technical capabilities in the information services sector, helping customers and businesses strengthen their competitiveness.

Cosmetic Business | Drawing on Samyang's expertise, the Cosmetic Business provides products for healthy beauty.

The Cosmetic Division of Samyang Corporation applies Samyang's materials and biotechnology capabilities to cosmetic products to deliver beneficial ingredients to the skin accurately and effectively.

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

ESG MANAGEMENT

2

ESG Management System

Direction of ESG Management System

Guided by its core values of moderation and ethical management, **Samyang Group** seeks to embed ESG management across its operations while pursuing sustainable growth and social value creation. To this end, the Group develops management strategies and implementation systems that incorporate sustainability considerations across the environmental, social, and governance areas, and it continues to strengthen its management framework to respond proactively to changing global ESG regulations and stakeholder expectations. In particular, based on Group-wide ESG governance, Samyang Group has established an integrated operating system that connects ESG strategy development, implementation, performance management, and disclosure response. The Group also systematically manages ESG initiatives that reflect each affiliate's characteristics and business environment. It has identified the expansion of ESG-related businesses and the advancement of its ESG management system as key priorities, and it is strengthening execution by developing mid- to long-term roadmaps and phased action plans. In addition, the Group raises ESG awareness across the organization through employee ESG training and internalization activities, while strengthening trust-based cooperation through continuous and transparent communication with customers, investors, suppliers, local communities, and other stakeholders. Samyang Group will continue to develop its ESG management system to reinforce the foundation for long-term value creation and sustainable growth.

Operation of ESG Key Performance Indicators (KPIs)

To embed ESG management across the organization and strengthen execution of its sustainability goals, **Samyang Group** introduced ESG Key Performance Indicators (KPIs) in 2025 for all executives, including the CEO of each affiliate. The ESG KPI system is intended to strengthen organizational accountability and support sustainable growth by linking ESG factors directly to core business outcomes, moving beyond passive indicator tracking. The ESG KPIs were developed in alignment with the Group's ESG strategic priorities, including greenhouse gas emissions reduction, eco-friendly product development, strengthened safety and health management, and ethics and compliance management. They are implemented with consideration of each affiliate's business characteristics and key risks. In addition, the Group regularly reviews progress toward its goals and the status of related initiatives to manage ESG-related risks and opportunities systematically. Through these efforts, Samyang Group continues to advance its management system and embed an execution-oriented ESG management culture across the organization.

Establishment of a Group ESG Governance System

Samyang Group has established a Group-level ESG governance system to support the strategic implementation of ESG management and strengthen the foundation for sustainable growth. Through this structure, the Group enhances execution by promoting close collaboration across the organization. Five Samyang Group affiliates—Samyang Holdings, Samyang Corporation, Samyang Biopharm, Samyang Packaging, and Samyang KCI—each operate an ESG Committee under their Board of Directors. Each ESG Committee consists of executive and independent directors, meets at least semiannually, and is responsible for reviewing and overseeing major ESG-related strategies, policies, and performance.

The Group ESG Management Council comprises Business Group Heads, affiliate CEOs, and staff executives. The council shares ESG management strategies and key initiatives and discusses Group-level implementation priorities. The Group ESG Working-level Council consists of responsible personnel from ESG-related departments and meets at least quarterly. It conducts working-level discussions on key ESG matters and initiatives, reviews implementation progress, manages ESG disclosure data standards, and identifies and responds to key ESG risks.

The Group ESG Team and each affiliate's ESG-related departments are responsible for implementing ESG initiatives and collecting and managing relevant data. They also publish sustainability reports and respond to domestic and international ESG assessments. The Group operates a tiered reporting system in which key matters and implementation progress reviewed by the Group ESG Working-level Council are shared with and reported to the ESG Management Council and ESG Committees. Through this system, the Group has established an integrated decision-making structure that connects ESG strategy development, implementation, and performance management.

ESG Committees under the Boards of Directors at the five listed companies	• Comprises executive directors and independent directors of each affiliate and meets at least semiannually • Reviews and oversees key ESG strategies, policies, and performance outcomes
Group ESG Management Council	• Comprises Business Group Heads, affiliate CEOs, and staff executives and meets semiannually • Reviews major ESG agenda items and oversees strategic ESG implementation
Group ESG Working-level Council	• Comprises team managers of ESG-related teams and meets at least quarterly • Conducts working-level discussions on key ESG agendas and initiatives and reviews implementation progress • Manages ESG disclosure data standards and identifies and responds to key ESG risks
Group ESG Team & Affiliate ESG Departments	• Implements ESG management initiatives and collects and manages disclosure data • Publishes sustainability reports and responds to domestic and international ESG assessments

Double Materiality Assessment

Double Materiality Assessment Process

The five Samyang Group affiliates conduct an annual double materiality assessment to analyze both impact materiality (the impact of business activities on society and the environment) and financial materiality (the impact of environmental and social factors on financial performance and corporate value). Through this assessment, the Group identifies key sustainability issues at the Group level and manages them systematically in connection with its ESG strategies and risk management system. The Group also continues to advance its assessment process to respond proactively to major stakeholder concerns and changes in global ESG regulations and disclosure requirements.

To develop the issue pool, the Group considered domestic and international sustainability disclosure standards and ESG assessment requirements, including GRI Standards 2021, European Sustainability Reporting Standards (ESRS), Sustainability Accounting Standards Board (SASB), United Nations Global Compact (UNGC), MSCI, and Korea Institute of Corporate Governance and Sustainability (KCGS). The Group also analyzed media coverage and industry trends, benchmarked domestic and international industry peers, and reviewed the previous year's material issues. In addition, it incorporated the business characteristics, ESG strategies, and key risks of major affiliates, including Samyang Holdings, Samyang Corporation, Samyang Biopharm, Samyang Packaging, and Samyang KCI, to identify Group-level sustainability issues.

Samyang Group then conducted the double materiality assessment from the perspectives of impact materiality and financial materiality. The impact materiality assessment focused on the likelihood and magnitude of actual and potential impacts of the Group's corporate activities on the environment and society, incorporating stakeholder survey results, global disclosure standards, media analysis, and alignment with corporate strategy. The financial materiality assessment focused on the effects of sustainability issues on the Group's financial position and business performance. For this assessment, the Group reviewed ESG expert evaluations, industry regulations, investor concerns, and disclosure requirements, and it analyzed business impacts and key risk and opportunity factors through roundtable discussions and in-depth interviews with relevant internal departments. Field-oriented perspectives, including actual business operations, supply chain issues, safety and health, investment, and reputational risks, were reflected to strengthen the practical relevance of the assessment. Based on the assessment, the Group selected six material issues. The selected issues were reported to and reviewed by the ESG Committee of each affiliate and are managed in alignment with the Group's sustainability strategy. Samyang Group continuously monitors the key risks and opportunity factors associated with each material issue and manages response initiatives linked to its strategic system to strengthen Group-wide ESG response and execution capabilities.

Step 1 Forming an issue pool

- **Analysis of global standards and assessment indicators :** Reviewed domestic and international sustainability disclosure standards and ESG assessment requirements, including GRI Standards 2021, ESRS, SASB, UNGC, MSCI, and KCGS, to identify key sustainability issues.
- **Analysis of media and the external environment :** Analyzed news articles related to Samyang Group, industry trends, and global ESG trends to identify key stakeholder concerns and potential risks.
- **Peer Benchmarking :** Analyzed sustainability reports and disclosures from domestic and international industry peers and leading companies to review key management issues by industry.
- **Internal assessment :** Analyzed the business characteristics, ESG strategies, key risks, and existing management issues of the five Samyang Group affiliates—Samyang Holdings, Samyang Corporation, Samyang Biopharm, Samyang Packaging, and Samyang KCI—to form the issue pool.
- **Review of the previous year's material issues :** Reviewed the previous year's material issues and response progress to analyze continuity and changes.

Step 2 Double materiality assessment

- **Impact materiality analysis**
  - Assessed the likelihood and magnitude of actual and potential impacts of corporate activities on the environment and society.
  - Reviewed the social and environmental impacts of key sustainability issues based on global disclosure standards, media analysis, benchmarking of industry peers, and alignment with corporate strategy.
  - Conducted an online survey of key stakeholders, including employees, customers, and suppliers, from December 29, 2025, to January 9, 2026, to assess their perceptions of and views on the importance of ESG issues.
- **Financial materiality analysis**
  - Assessed the potential impacts of sustainability issues on the Group's financial position, business performance, and corporate value.
  - Comprehensively reviewed ESG expert evaluations, disclosure standards, ESG assessment requirements, industry regulations and laws, and investor concerns.
  - Conducted roundtable discussions and in-depth interviews with relevant internal departments to analyze business impacts and risk and opportunity factors.

Step 3 Selecting material issues

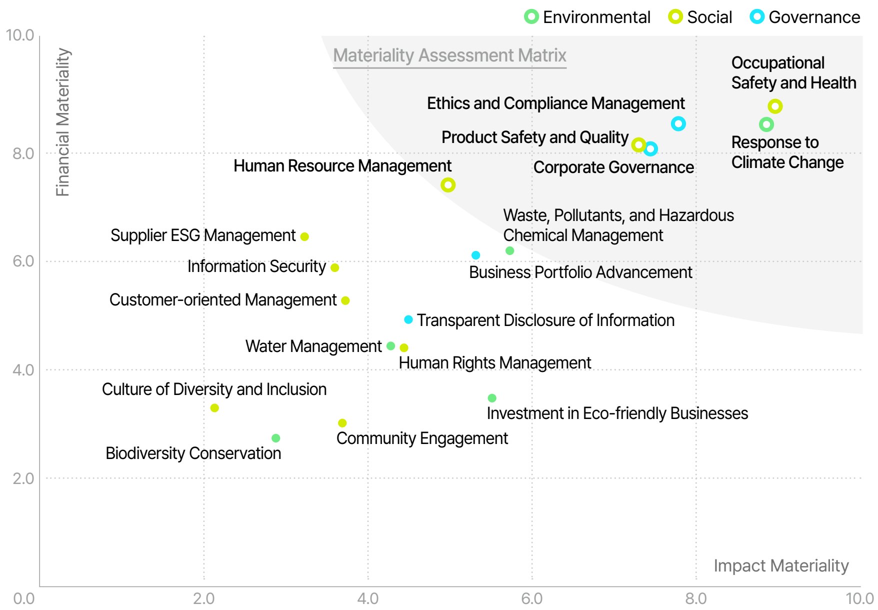
- Prioritized key issues by consolidating the results of the impact materiality and financial materiality assessments, and selected six material issues following management review.
- Defined the reporting scope, boundaries, and period for each material issue and determined the direction and disclosure level of the Sustainability Report.
- Reported the final material issues to each affiliate's ESG Committee for review and approval and integrated them into the relevant management systems.

Double Materiality Assessment

Before publishing their sustainability reports, **the five Samyang Group affiliates** conducted surveys and roundtable discussions with internal and external stakeholders and experts. Through this process, they assessed impact materiality and financial materiality and identified key ESG issues based on the assessment results. The 2025 materiality assessment identified six material issues: "occupational safety and health," "response to climate change," "ethics and compliance management," "corporate governance," "product safety and quality," and "human resource management."

In particular, "occupational safety and health" and "response to climate change" were rated highly in both impact materiality and financial materiality, confirming them as material issues that reflect stakeholder concerns and have substantial relevance to corporate management. "Ethics and compliance management" rose in rank compared with the previous year, reflecting its increased importance. It was identified as a material issue in light of growing societal expectations regarding corporate ethics and compliance responsibilities and the increased need for effective oversight. "Corporate governance" also ranked highly in terms of financial materiality and was selected as a material issue for establishing a foundation for sustainable management. The importance of "human resource management" continues to increase as societal expectations grow regarding organizational competitiveness, employee development, and improved working environments. In addition, "product safety and quality" is managed as a material issue from the perspective of consumer safety and trust in product quality. Meanwhile, "waste, pollutants, and hazardous chemicals management," which was a material issue in the previous year, was excluded from this year's material issue list after its relative importance was adjusted in the current assessment. Nevertheless, Samyang Group continues to manage the issue as part of its environmental risk management.

To strengthen management systems centered on material issues, **the five Samyang Group affiliates** obtain approval of the annual materiality assessment results from their respective ESG Committees and incorporate the results into their ESG strategies and initiatives. For the selected material issues, the companies analyzed management strategies, key activities, and performance, and reviewed their alignment with the United Nations Sustainable Development Goals (UN SDGs). Further details on the material issues are provided in the Special Issue section of this report, while other ESG issues are presented in the General Issue section.



Rank	Material Issue	Previous Year's Rank	Impact Materiality	Financial Materiality
1	Occupational Safety and Health	2	89	89
2	Response to Climate Change	1	88	85
3	Ethics and Compliance Management	5	78	85
4	Corporate Governance	3	74	81
5	Product Safety and Quality	4	73	82
6	Human Resource Management	7	49	74

ESG Material Issues

Category	Material Issue	Background of Selection	Issue Management Strategies	Major Activities and Outcomes	UN SDGs (*1)	GRI Index & Reporting Page(s)
Environmental	Response to Climate Change	Climate change driven by global warming, the increasing frequency of natural disasters, and stricter environmental regulations worldwide is creating various risks and cost burdens for business operations. Accordingly, the importance of corporate capabilities to respond to climate change and establish environment-friendly management systems continues to grow.	Based on the 2050 Net-Zero Roadmap, Samyang Group is strengthening its ESG governance and Environmental Management System and continues to pursue greenhouse gas reduction and environment-friendly management activities. Through these efforts, the Group aims to respond proactively to climate-related risks and secure sustainable competitiveness for the future.	• Reestablishing the 2050 Net-Zero Roadmap • Acquiring ISO 14001 certification and enhancing the Environmental Management System • Implementing greenhouse gas reduction activities • Expanding eco-friendly materials and products	6 Clean Water and Sanitation 7 Affordable and Clean Energy 12 Responsible Consumption and Production 13 Climate Action 14 Life Below Water 15 Life on Land	• GRI 201-2, 302, 305 • Pages: 23–35
Social	Occupational Safety and Health	As societal concern and corporate responsibility regarding occupational safety and health continue to grow, companies are increasingly expected to manage the safety and health risks that may arise in business operations systematically.	Samyang Group prioritizes the safety and health of its employees and operates a management system based on its Safety and Health Management Policy. Through this system, the Group aims to prevent hazards proactively, create a safe working environment, and expand its safety culture.	• Maintaining and implementing ISO 45001 certification • Conducting internal audits of Process Safety Management (PSM) • Conducting unannounced workplace drills • Strengthening safety and health education and training	8 Decent Work and Economic Growth	• GRI 403 • Pages: 36–43
	Product Safety and Quality	Product safety and quality are key indicators of customer trust and corporate competitiveness. Accordingly, the importance of systematic quality control and safety assurance throughout the production and distribution process continues to grow.	Samyang Group operates a systematic quality control system throughout the production and distribution process. Through rigorous quality inspections and safety management, the Group provides safe and reliable products to customers.	• Implementing a systematic product quality management process • Strengthening product safety management activities • Enhancing the product quality innovation system • Renewing various quality management certifications	3 Good Health and Well-Being 12 Responsible Consumption and Production	• GRI 416, 417 • Pages: 44–50
	Human Resource Management	Employees are essential to a company's sustainable growth and competitiveness. Societal concern and employee expectations regarding work-life balance, organizational culture, fair development opportunities, and employee benefits continue to grow.	Samyang Group operates various education and benefit programs to strengthen employee capabilities and create a healthy organizational culture. Through these initiatives, the Group aims to support employee development and satisfaction and enhance sustainable organizational competitiveness.	• Diagnosing organizational culture and conducting improvement activities • Pursuing Purpose internalization initiatives. • Building co-prosperous labor-management relations • Operating programs to strengthen employee benefits and revitalize organizational culture	4 Quality Education 5 Gender Equality 8 Decent Work and Economic Growth 10 Reduced Inequalities 16 Peace, Justice and Strong Institutions	• GRI 401, 404, 405 • Pages: 50–57
Governance	Corporate Governance	As societal expectations and regulations concerning transparent and accountable management continue to grow, establishing a sound governance structure is increasingly important for securing a foundation for sustainable growth and strengthening stakeholder trust.	Samyang Group is establishing a sound governance system by strengthening the expertise and independence of the Board of Directors and operating ESG Committees. In addition, the Group strengthens its foundation for sustainability management through transparent communication and information disclosure to stakeholders.	• Establishing the ESG Governance System • Strengthening the independence and expertise of the Board of Directors • Disclosing information transparently and practicing shareholder-friendly management • Creating and distributing economic value	8 Decent Work and Economic Growth 16 Peace, Justice and Strong Institutions	• GRI 2-12, 2-13, 2-14 • Pages: 58–63
	Ethics and Compliance Management	As societal expectations regarding ethics management and anti-corruption efforts grow, and as the need for rigorous internal control becomes increasingly important, strengthening the ethics and compliance management system has emerged as a key priority for sustainable growth and trust-building.	Based on its Code of Ethics and Compliance Management System, Samyang Group continues to strengthen ethical decision-making and responsible management practices. The Group also works to embed an ethical management culture and build a transparent and trusted corporate culture through ethics and compliance training for employees, internal reporting channels, risk inspections, and monitoring activities.	• Conducting periodic ethics audits • Providing ethics and compliance management education and training for employees • Operating transparent internal reporting channels • Introducing the Fair Trade Compliance Program (CP)	16 Peace, Justice and Strong Institutions 17 Partnerships for the Goals	• GRI 205, 206 • Pages: 64–67

(*1) United Nations Sustainable Development Goals (SDGs): The 17 goals established by the UN for the international community to pursue from 2015 to 2030 to support sustainable development.

SPECIAL ISSUE

3

Response to Climate Change

Governance

Decision-Making Bodies

▸ ESG Committee

Samyang Holdings, Samyang Corporation, and **Samyang Packaging** established ESG Committees under their Boards of Directors in February 2023. **Samyang KCI** established its ESG Committee in April 2023, and **Samyang Biopharm** in November 2025 to advance environmental management. At the same time, each company strengthened its company-wide governance framework for responding to climate change and reinforcing sustainable management. This framework consists of the Working-level Council, Management Council, and ESG Committee, and it is designed to support systematic and efficient discussion and decision-making by clearly defining the role of each governance body.

The ESG Committee serves as the final decision-making body for agenda items developed through the Working-level Council and the Management Council. After the Committee's deliberation and approval, major environmental management policies and strategic directions are finalized. The ESG Committee convenes regularly twice a year and plays a central role in reviewing key climate change issues and determining policy directions. It also oversees environmental risk management and performance-improvement activities, strengthening the implementation of ESG management.

Agenda Items of Samyang Group's ESG Committee

Category		May 2025	November 2025
ESG Committee	Reports	1. Global ESG regulatory landscape 2. Progress on the Roadmap to Net Zero Emissions by 2050 3. Key ESG initiatives for 2025	1. Global ESG regulatory landscape 2. New government's ESG policy direction 3. Changes to the fourth phase of the Korean Emissions Trading Scheme (K-ETS) 4. Progress on key ESG initiatives for 2025
	Resolutions	1. Approval of the ESG materiality assessment results 2. Revision of the Human Rights Management Policy	1. Revision of the Human Rights Management Policy and the Supplier Code of Conduct Policy

※ The information above summarizes key agenda items from the four Samyang Group affiliates included in this report. For details on each legal entity, refer to the ESG Committee meeting records in the ESG Facts & Figures section.

ESG Facts & Figures

▸ Management

The Five Samyang Group affiliates hold quarterly Working-level Council meetings to discuss ESG matters. The Working-level Council brings together responsible personnel from relevant departments across the Group's five listed companies to identify actionable ESG initiatives and agenda items, including those related to climate change. Based on these discussions, major agenda items are reported to and reviewed by the Management Council, which is attended by the CEOs of the five listed companies and Group Heads. Through the Management Council, the CEOs and business-division management review and advance ESG-related risk-response measures and improvement activities, including those related to climate change. Based on this governance framework, Samyang Group establishes strategic directions, shares approved strategies across the organization, and strengthens company-wide implementation.

At the implementation stage, each business site establishes and implements detailed environmental management objectives tailored to its operational characteristics. During this process, departments such as the Support Team, Production Team, Environment, Safety and Health Team, and Technology Team work collaboratively to conduct environmental management activities, and progress is monitored regularly. Performance is reported to the responsible officer at each business site. In particular, the ESG Team consolidates greenhouse gas (GHG) reduction performance and reports it to the CEO.

Environmental Management Organizational Chart

Strategy

Climate-related Risks, Opportunities, and Financial Impacts

Samyang Corporation comprehensively assesses both the adverse and positive impacts of climate change on its business operations to identify climate-related risks and opportunities. For each identified factor, the company evaluates the likelihood of occurrence, expected timeframe, and potential financial and non-financial impacts. To assess financial impacts, the company applies the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6) Shared Socioeconomic Pathway (SSP) scenarios for physical risks and the Network for Greening the Financial System (NGFS) scenarios for transition risks.

Category		Risk and Opportunity Factors	Financial/Non-financial Impacts	Financial Impact (KRW million)	Likelihood	Timeframe
Physical Risks (*1)	Acute	Reduced production capacity due to typhoons and floods	• Damage to stored products due to an increase in the frequency of typhoons caused by climate change • Increased facility restoration costs resulting from typhoons	27,399	High	Short-term
	Chronic	Increased production costs due to extreme heat	• Increased electricity consumption at business sites due to a rise in the number of extreme heat days • Increased unit production costs	1,653	High	Medium-term
Transition Risks	Laws, regulations, and policies	Increased costs of purchasing carbon allowances	• Increased compliance requirements driven by global GHG emissions regulations and major climate policies • Increased costs associated with adopting mid- to long-term Net Zero measures	4,856	Medium	Medium-term
	Technology	Increased costs associated with the adoption of renewable energy	• Increased need to install and operate renewable energy facilities as energy costs rise due to tighter regulations on fossil fuels • Increased operating costs associated with the installation and operation of renewable energy facilities	7,041	Medium	Short-term
Opportunities	Products and services	Expansion into the eco-friendly product market	• Market entry through the identification and development of products in response to growing customer interest in carbon emissions reduction and eco-friendly products • Increased revenue driven by the expansion of the eco-friendly product market, including biodegradable plastics and other products	146,249	High	Long-term
	Energy sources	Reduced operating costs through the adoption of green energy	• Strengthened domestic and global competitiveness through the expanded use of renewable energy • Reduced GHG reduction requirements and lower costs of purchasing carbon allowances	3,676	Medium	Long-term

※ Financial impacts are calculated on a cumulative basis for the short term (2026) and the medium term (2027–2030).
(*1) Acute physical risks were assessed for Ulsan Plant 1, Asan Plant, and Incheon Plant 2, while chronic physical risks were assessed for Ulsan Plant 2, Jeonju EP Plant, and Incheon Plant 1.

Climate Scenario Analysis

Samyang Holdings, Samyang Corporation, and Samyang Packaging conducted climate scenario analyses using scenarios developed by the Network for Greening the Financial System (NGFS) to quantitatively assess climate-related transition risks, particularly regulatory compliance costs. The analysis applied three GCAM 6.0 model-based scenarios—Current Policies, NDCs, and Net Zero 2050—to evaluate the potential financial impacts of future carbon-emission allowance purchases under each scenario. Based on these results, the companies assess the sensitivity of carbon allowance purchase costs and review the appropriateness of their management strategies for responding to transition risks.

Category		Unit	Scenario	Financial Impacts		
				Samyang Holdings	Samyang Corporation	Samyang Packaging
Policies and Regulations	Carbon allowance purchase costs	KRW million	NGFS(GCAM6.0)_Current Policies SR	13	2,981	147
			NGFS(GCAM6.0)_NDCs SR	20	4,579	253
			NGFS(GCAM6.0)_Net Zero 2050 SR	30	7,007	424

※ Financial impacts are calculated on a cumulative basis for the short term (2026) and the medium term (2027–2030).

Strategy

Risks, Opportunities, and Financial Impacts

Samyang Packaging works to identify and manage the risks and opportunities that climate change may pose to the company. As part of this process, the company identifies and manages key climate-related risks and opportunities that could have significant financial impacts.

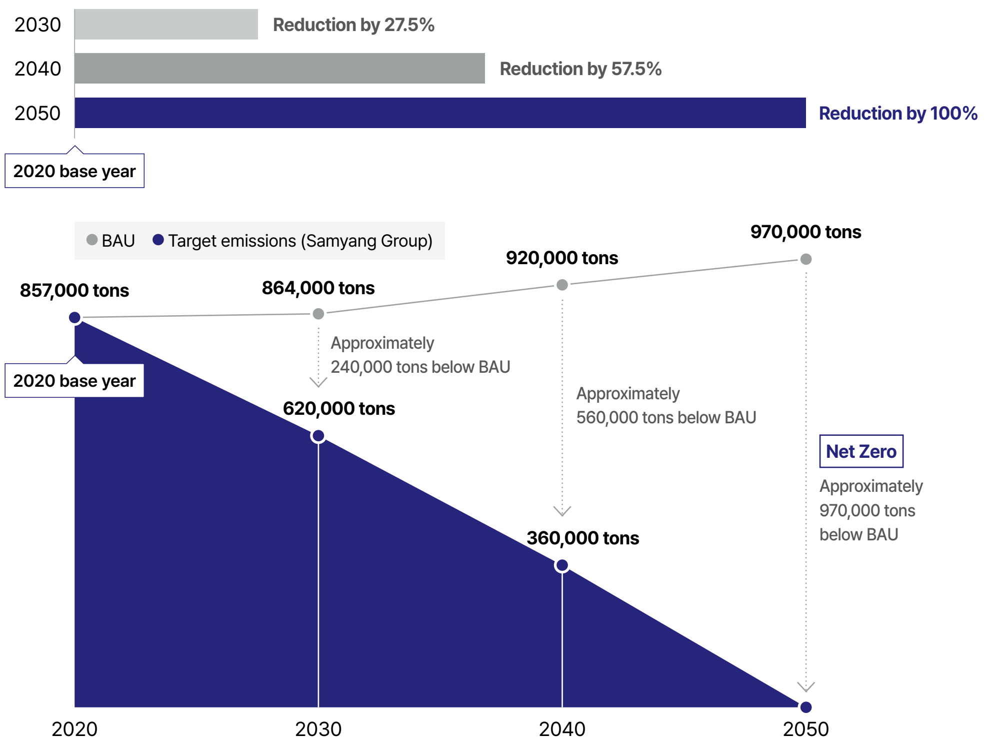
Category	Type	Description	Financial/Non-financial Impacts	Likelihood	Timeframe	Response Activities
Physical Risks	Acute	Natural disasters caused by extreme weather events, including floods, typhoons, and heavy snowfall	• Sales impacts resulting from facility damage caused by natural disasters such as typhoons and floods	High	Short-term	• Maintain insurance coverage for weather-related damage and strengthen facility management and reinforcement. • Establish response measures for physical climate-related emergencies.
	Chronic	Impacts associated with long-term temperature increases, including worsening water scarcity, sea-level rise, and drought	• Increased electricity consumption during summer due to rising temperatures	High	Medium- to long-term	• Reduce electricity and fuel consumption by improving equipment efficiency through equipment replacement and new facility investments.
Transition Risks	Laws, regulations, and policies	Increased costs resulting from reduced free allocations in the domestic emissions trading market, a higher proportion of paid allocations, and the introduction of carbon taxes	• Reduced free allocations under the government's carbon neutrality policies and increased carbon allowance prices	High	Medium- to long-term	• Establish an internal carbon-pricing system. • Forecast GHG emissions allowance requirements and develop cost-reduction plans.
	Laws, regulations, and policies	Increased electricity costs resulting from expanded renewable-energy use under the national energy transition policy	• Increased costs due to rising energy prices • Increased compliance obligations, including reporting and mandatory energy audits under the Energy Use Rationalization Act	Medium	Medium- to long-term	• Reduce electricity and fuel consumption by improving equipment efficiency through equipment replacement and new facility investments.
	Market	Stakeholder demand, including customer demand, for carbon-reduction targets and implementation, as well as uncertainty regarding demand for sustainable products	• Sales impacts resulting from changes in customer purchasing patterns	High	Medium- to long-term	• Conduct research on new eco-friendly products and improve existing products.
Opportunities	Products and services	Growing demand for eco-friendly products driven by stronger sustainability requirements	• Increased revenue from sales of eco-friendly products and products made with recycled raw materials	High	Medium- to long-term	• Conduct research on new eco-friendly products and expand product portfolios using recycled raw materials.
	Policies and Regulations	Government support policies and incentives for GHG reduction and the expansion of eco-friendly businesses	• Increased revenue from products benefiting from support for GHG reduction facilities and increased legally mandated use of recycled raw materials			

Strategy

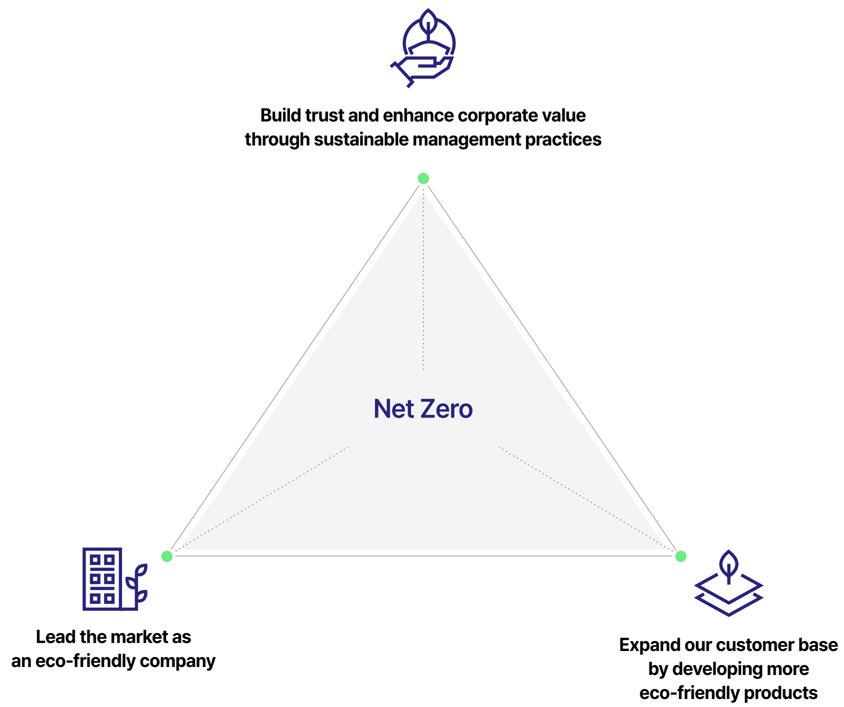
Roadmap to Net Zero Emissions by 2050

Samyang Group has established a Roadmap to Net Zero Emissions by 2050 across all affiliates and business sites. Using 2020 as the base year, the Group has established phased GHG reduction targets and detailed implementation strategies, which it is executing systematically. **The five Samyang Group affiliates** and their production sites are implementing initiatives such as renewable-energy use, the introduction of high-efficiency equipment, and process improvements, while regularly monitoring targets, performance, and implementation status. To achieve its 2050 Net Zero target, Samyang Group advances its GHG reduction strategy through an ESG governance framework composed of the Working-level Council, Management Council, and ESG Committee. Through the Working-level Council, key initiatives are implemented through close communication among relevant departments and then reviewed through discussions and decision-making involving management and relevant employees. These processes support company-wide efforts to reduce environmental impacts. Through this approach, the Group seeks to strengthen its foundation for sustainable management and enhance long-term competitiveness.

Samyang Group's Roadmap to Net Zero Emissions by 2050



Samyang Group's Achievement of Net Zero



Strategy

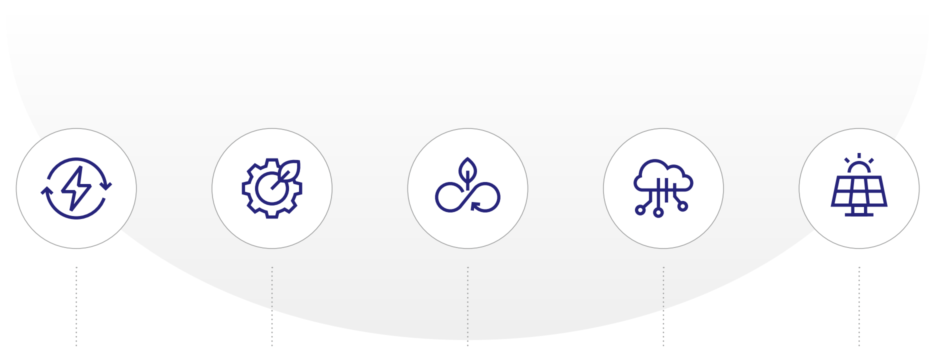
Establishment of Five Core Strategies for Greenhouse Gas Reduction

Improving Energy Efficiency and Enhancing Resource Circulation

The five Samyang Group affiliates have established five practical GHG reduction strategies tailored to each business site. The ESG Committee periodically reviews the specific initiatives developed to implement these strategies and monitors their implementation status. These strategic activities focus on reducing GHG emissions at the business-site level and lowering overall environmental impacts, thereby enhancing the Group's sustainability. The strategies also support Samyang Group's participation in global efforts to address climate change and its fulfillment of corporate social responsibility.

The ESG Committee aims to realize long-term environmental value while strengthening the Group's long-term competitiveness. It also provides strategic direction to ensure that all members of the Group share these goals and actively put them into practice.

Five Core Strategies for Greenhouse Gas Reduction



1	2	3	4	5
Install high-efficiency energy facilities	**Save energy through process improvements**	**Establish a circular economy system**	**Integrate digital technologies**	**Utilize renewable energy**
Replace outdated equipment and use high-efficiency equipment	Recycle raw materials, recover waste heat, and optimize operations	Increase recycling and reuse	Improve energy efficiency	Purchase renewable energy

Greenhouse Gas Emissions Management

Group Greenhouse Gas Emissions Accounting

In accordance with the GHG Protocol accounting guidelines and the Guidelines for Greenhouse Gas Emissions Reporting and Verification under the Emissions Trading Scheme (ETS), **Samyang Group** measures Scope 1 and Scope 2 GHG emissions generated at each business site annually. Under the Framework Act on Carbon Neutrality and Green Growth for Coping with Climate Crisis, six affiliates, including **Samyang Corporation** and **Samyang Packaging**, are subject to the ETS and undergo third-party verification to ensure the reliability of their GHG emissions data and transparently disclose the results. **Samyang Group** also independently calculates and manages Scope 1 and Scope 2 emissions for domestic and overseas affiliates that are not subject to regulatory requirements. Verdant Specialty Solutions Global Holdings Corp., which was acquired in December 2023, has also established a target to complete GHG emissions accounting for its legal entities by 2027.

Operation of Samyang Group Greenhouse Gas Management System

To effectively manage GHG emissions, **the five Samyang Group affiliates** have operated the Group-wide Greenhouse Gas Management System since 2016. Using this system, they monitor Scope 1 and Scope 2 GHG emissions each month. The system enables the Group to manage GHG emissions data systematically by setting emissions targets for each business site, monitoring carbon allowance status, and analyzing GHG reduction plans and performance.

Greenhouse Gas Management System

Greenhouse Gas Emissions Calculation across the Value Chain

Since 2023, **Samyang Holdings, Samyang Corporation,** and **Samyang KCI** have calculated Scope 3 GHG emissions annually based on the GHG Protocol. Scope 3 emissions refer to indirect GHG emissions generated across the product life cycle, from raw material procurement to product use and end-of-life disposal, and include emissions generated across the broader value chain.

Samyang Group promotes the development of eco-friendly products and supports Scope 1 and Scope 2 GHG reduction activities across its affiliates. **Samyang Holdings, Samyang Corporation,** and **Samyang KCI** also seek to build a circular economy ecosystem and reduce Scope 3 emissions through the procurement of eco-friendly raw materials, product development, and the transition to low-carbon transportation systems.

Strategy

Greenhouse Gas Reduction Activities

Installation of High-efficiency Equipment

To support GHG emissions reduction through renewable-energy use, **Samyang Corporation** installed and operated solar power systems at six production plants and R&D centers between 2023 and 2024. In 2024, Samyang Corporation introduced a Factory Energy Management System (FEMS) at two business sites to identify and implement energy-conservation and efficiency-improvement initiatives. In 2025, the company expanded the system by introducing FEMS at one additional business site. Samyang Corporation also continues to install high-efficiency equipment and implement major energy-saving initiatives at each production plant to reduce energy consumption and GHG emissions.

Samyang Packaging expanded its use of renewable energy in 2025 by installing and operating solar power generation systems at two production plants. The company also works to improve energy efficiency, reduce electricity costs, and lower GHG emissions by operating wood-pellet boilers and other eco-friendly facilities and by continuing to install high-efficiency equipment. In addition, Samyang Packaging decided to install a combined heat and power (CHP) system at the Gwanghyewon Plant, with construction scheduled for 2026. The company expects the project to further improve energy efficiency.

Key Greenhouse Gas Emissions Reduction Initiatives Across Samyang Group Affiliates

Affiliate		2025 GHG Reduction Activity	Category	Energy savings	GHG emissions reduced
Samyang Corporation	Jeonju EP Plant	Reduced GHG emissions by installing an LNG/methanol co-fired boiler	GHG reduction	-	1,432 tCO_2eq/year
	Incheon Plant 1	Recovered flash steam from condensate and reduced steam consumption in the germ dryer	GHG reduction	1,257 GJ/year	113 tCO_2eq/year
Samyang Packaging	Gwanghyewon Plant	Reduced electricity consumption by introducing a high-efficiency high-pressure compressor	Electricity reduction	656,832 kWh/year	302 tCO_2eq/year
Samyang Biopharm	Pharmaceutical Plant	Minimized energy losses by optimizing the steam system	Steam reduction	1,252 GJ/year	82 tCO_2eq/year

※ Because the equipment was installed during 2025, the energy-savings and GHG emissions-reduction performance figures include estimates.

Energy Management Optimization

The five Samyang Group affiliates have established energy management guidelines and implementation plans to manage energy use systematically. They have also clearly defined responsibilities, authorities, and roles to establish objectives for energy conservation and operational safety. Through the Greenhouse Gas Management System, they efficiently collect and analyze energy targets and consumption data. Annual energy-reduction targets are established for each production plant, and energy consumption is tracked and managed by production line. To support continuous management and GHG reduction efforts, dedicated personnel monitor energy consumption monthly, analyze factors affecting energy use, and implement response strategies tailored to the characteristics of each business site. Through these measures, they promote proactive energy-conservation initiatives.

The five Samyang Group affiliates implement a wide range of energy-efficiency initiatives, from replacing existing lighting with LED systems to transitioning to high-efficiency equipment. They also conduct periodic energy audits in accordance with applicable laws and regulations and, based on the audit results, establish and implement energy-improvement measures tailored to the characteristics of each business site. Through these activities, the affiliates continue to improve energy efficiency and optimize energy use.

Key Energy Reduction Initiatives Across Samyang Group Affiliates

Affiliate		2025 Energy Reduction Initiative
Samyang Corporation	Ulsan Plant 1	Reduced annual LNG consumption by approximately 131,365 Nm3 by increasing boiler economizer (ECO) capacity
Samyang Packaging	Daejeon Plant 1	Reduced annual electricity consumption by approximately 187,349 kWh by installing an intake-air cooling system for the air compressor

Adoption of Renewable Energy

Samyang Corporation and **Samyang Packaging** continue to promote the transition to clean energy and the phased achievement of Net Zero through renewable-energy adoption. Since 2019, the Group has installed and operated solar power generation systems at its logistics center in Pungse. Between 2023 and 2024, Samyang Corporation installed new solar power generation systems at six business sites, and Samyang Packaging installed one system, with a total new generation capacity of 4,600 kW. Electricity generated from operating solar power systems is certified through K-RE100* Renewable Energy Use Certificates issued by the Korea Energy Agency. As of the end of 2025, Samyang Group operates a cumulative total of 11 solar power generation systems across the Group. In 2026, Samyang Corporation plans to install and operate solar power generation systems at its Vietnam business site, and Samyang Packaging plans to introduce an additional solar power generation system at one business site.

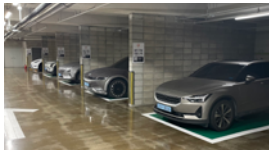
(*) K-RE100: Korea's renewable-energy certification program based on the global voluntary RE100 initiative, under which companies seek to source 100% of their electricity from renewable energy.

Strategy

Greenhouse Gas Reduction Activities

Eco-friendly Vehicles

In accordance with Article 11-2(2) of the Act on the Promotion of Development and Distribution of Environment-Friendly Motor Vehicles, which promotes the adoption of eco-friendly vehicles, **Samyang Group** installed and operates electric vehicle (EV) charging stations in dedicated parking facilities at three business sites—Headquarters, the Pangyo Office, and the Daejeon Chemical R&D Center—in 2024.



EV Charging Stations at the Pangyo Office

* For the status of eco-friendly vehicles owned by Samyang Group, refer to "Eco-friendly Vehicles" in the ESG Facts & Figures section.

ESG Facts & Figures

Participation in the Carbon Disclosure Project (CDP)

Samyang Corporation and **Samyang KCI** participate in the Carbon Disclosure Project initiative to disclose GHG emissions and climate-related risks and to strengthen stakeholder trust and environmental management. As part of these efforts, Samyang Corporation achieved the highest rating, A, in the 2024 and 2025 CDP assessments.

Climate CDP A List 2025

Product Greenhouse Gas Emissions Management

Samyang Corporation identifies GHG emissions generated across the product life cycle and works to identify and implement reduction opportunities. Since 2023, the company has operated a Life Cycle Assessment (LCA) system to calculate product carbon emissions and plans to expand its application. LCA is a methodology that quantitatively evaluates environmental impacts across the product life cycle based on input and output data. In addition to carbon emissions, it supports a broader management framework for environmental impacts related to water, resources, and other environmental aspects.

Samyang EcoTech, a subsidiary of Samyang Packaging, independently calculated product carbon emissions across the product life cycle in 2025. By conducting LCA for R-flake and Recycled PET (R-PET) chip produced through the mechanical recycling of recycled PET, the company quantitatively assessed GHG emissions generated from raw material procurement through the upstream manufacturing stage. Based on the assessment results, Samyang EcoTech can optimize energy use, strengthen GHG emissions monitoring, and compare the environmental performance of recycled materials with that of conventional PET materials.

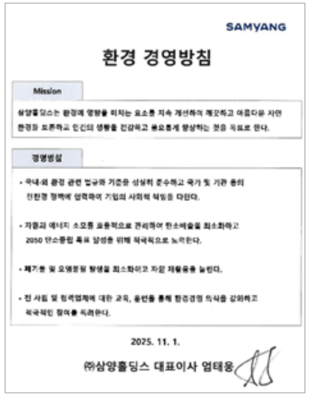
Carbon Emissions Reduction Activities Through the Establishment of the LCA System

Phase 1	Product carbon emissions assessment	• Establish product life-cycle carbon emissions assessment criteria based on ISO standards and Ministry of Climate, Energy and Environment guidelines. • Calculate product carbon emissions for each product category by establishing data-collection and calculation methodologies. • Build domestic and international carbon emission factor databases.
Phase 2	Establishment of the product carbon management system	• Define carbon management objectives and the system scope, and establish business requirements for the production, purchasing, and environmental functions. • Integrate the system with internal platforms, including the Enterprise Resource Planning (ERP) system, to enable automated data collection and calculate product-level carbon emissions. Stabilize system operations after global user testing.
Phase 3	Operation of the product carbon management system	• Manage data quality in the ERP and Greenhouse Gas Management System. • Update carbon emission factors for key materials and energy sources in a timely manner. • Improve energy efficiency at each business site. • Monitor improvements in product carbon intensity resulting from GHG reduction activities. • Conduct voluntary verification or certification of carbon emissions for representative products. • Link improvements in product carbon intensity to sales strategies. • Predict carbon emissions resulting from material substitutions and the adoption of new eco-friendly materials. • Respond proactively to customer requests for product carbon information and carbon-reduction initiatives.

Strategy

Establishment of the Environmental Management Policy

Guided by its purpose, "Beyond life's potential, innovate the future," **Samyang Group** promotes environmental management and continuously improves its environmental performance. The Group also works to systematically manage and minimize environmental impacts that may arise from its business operations and across the value chain. To support these efforts, **the five Samyang Group affiliates** have established and operate Environmental Management Policies. These policies are reviewed annually and finalized upon CEO approval.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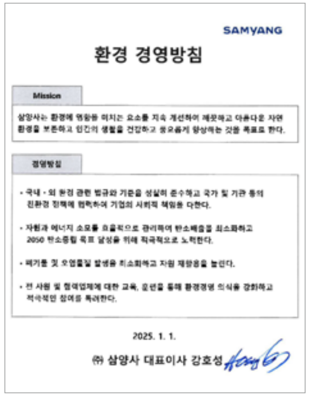
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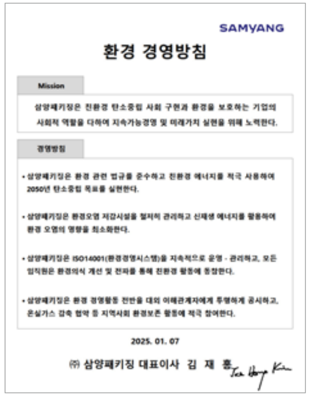
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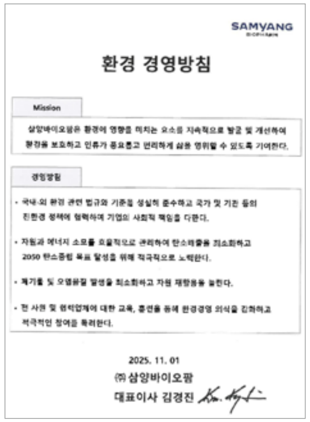
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Establishment of the Environmental Management Policy

Samyang Holdings, Samyang Corporation, Samyang Packaging, and **Samyang KCI** established Environmental Management Policies in 2023 to promote environmental management. Samyang Biopharm established its Environmental Management Policy in May 2026.

The Environmental Management Policy applies to all business sites of each affiliate. It serves as the standard for complying with applicable environmental laws and regulations and internal environmental requirements, while supporting pollution prevention and continuous improvement in environmental performance. In addition, the Group strengthens preventive activities to minimize potential environmental risks, including pollutant releases, and encourages suppliers and contract partners to comply with the Environmental Management Policy.

Samyang Group also provides ongoing environmental education for all employees to reinforce the importance of environmental management and actively promotes environmental accident prevention and environmental protection activities. Based on the Environmental Management Policy, **the five Samyang Group affiliates** have established and operate environmental management strategies in the following three areas.

Environmental Management Policy

Samyang Holdings | Samyang Corporation | Samyang Biopharm | Samyang Packaging | Samyang KCI

First, Responding to Net Zero Emissions	• Expand the use of renewable energy • Use eco-friendly fuel to reduce GHG emissions	• Promote energy transition activities
Second, Strengthen the Circular Economy System	• Increase waste recycling rates • Reduce water consumption	• Strive to reduce air pollutants and hazardous chemical substances • Develop and expand investments in recycling technologies
Third, Strengthen the Environmental Management System	• Operate an ESG Committee • Increase employees' awareness of environmental management	• Manage environmental management goals throughout the company • Expand ISO certifications

Strategy

Environmental Management Strategy

Environmental Management System (ISO 14001)

The five Samyang Group affiliates establish documented procedures in accordance with the ISO 14001 Environmental Management System standard, taking into account the operating conditions of each business site. Based on these procedures, the affiliates operate environmental management standards covering environmental policy and strategy development, implementation and continuous improvement activities, and management reviews. These standards provide clear environmental criteria across business operations, including management, manufacturing, and services.

Based on the ISO 14001 Environmental Management System, each business site establishes and implements detailed action plans for key environmental areas, including energy, GHG emissions reduction, waste reduction, and water consumption. The Group also systematically monitors key environmental indicators and continuously improves performance. To ensure compliance with applicable laws and regulations, the Group regularly reviews legal and regulatory requirements through multiple channels, including legal information services provided by external professional organizations. Based on the review results, the Group establishes and revises procedures and internal regulations, conducts periodic internal reviews and audits, verifies compliance with applicable laws and regulations, and identifies opportunities for improvement. Business sites certified to ISO 14001 conduct periodic compliance evaluations in accordance with certification requirements and report the results. They also undergo annual surveillance audits or recertification audits to maintain certification.

* For the environmental management system (ISO 14001) certification status of each affiliate, refer to "Environmental Management System Certification Status" in the ESG Facts & Figures section.

ESG Facts & Figures

Establishment of an Environmental Impact-based Risk Management Framework

Business sites subject to ISO 14001 across **the five Samyang Group affiliates** systematically identify and assess direct and indirect environmental impacts that may arise throughout purchasing, operations, manufacturing, and service delivery in accordance with ISO 14001 requirements. To support this process, each business site identifies environmental aspects and impact factors through documents such as Environmental Impact Assessment Plans and Environmental Impact Identification and Assessment Reports. Significant environmental impacts are determined based on significance evaluations and managed accordingly. The assessment results are maintained in an Environmental Impact Register. Based on these results, each business site establishes environmental policies and objectives and implements improvement initiatives to continuously enhance environmental performance.

Environmental Information Management

Beginning in 2024, **Samyang Group, including its five affiliates**, integrated previously separate functional systems and management processes into the ESH (Environment, Safety, and Health) Integrated System. Through this system, the Group centrally collects and manages key environmental data—including air emissions, water quality, waste, and chemical substances—as well as occupational safety and health data from all domestic business sites and selected overseas business sites. By using the system for structured management, the Group seeks to prevent environmental risks, minimize the likelihood of incidents, comply with applicable legal requirements, and maintain zero environmental incidents and regulatory violations. The Group also continues to pursue company-wide environmental improvement while strengthening a rigorous and accountable environmental management framework.

Furthermore, relevant business sites of **Samyang Holdings, Samyang Corporation,** and **Samyang Packaging** disclose information on raw and auxiliary materials, air and water pollutants, energy, GHG emissions, and occupational safety and health through the Environmental Information Disclosure System operated by the Ministry of Climate, Energy and Environment.

ISO 14001 Certification at the Samyang Biopharm Pharmaceutical Plant

Samyang Group Integrated ESH (Environment, Safety, and Health) System

Strategy

Internalization and Reduction of Environmental Impacts

Internal Carbon Pricing

Samyang Group, including its five affiliates, has adopted an internal carbon-pricing mechanism to reflect the financial impacts of climate change and incorporate GHG emissions into investment decision-making. The mechanism has been incorporated into the Group's Investment Management Regulations and is applied during the investment review process. By applying an internal carbon price at the investment evaluation stage, the Group quantifies potential costs associated with carbon emissions and incorporates them into investment feasibility assessments. The internal carbon price is determined based on the average market price of carbon-emission allowances in the relevant country before the investment decision and is applied to major investment decisions above a specified threshold, including the construction of new production plants and the expansion of manufacturing facilities. This process enables the Group to consider the financial impacts of carbon emissions before making major investments.

Environmental Impact Review Process for Capital Investments

Samyang Group, including its five affiliates, systematically assesses and manages the environmental impacts associated with new facility investments and major facility modifications. During the investment review process, environmental risks are evaluated as part of the investment approval process.

Process Technology-based Management of Carbon Reduction Potential

Samyang Group, including its five affiliates, conducts simulation-based process analyses to quantitatively evaluate energy consumption and operating conditions for each process. Based on these analyses, the Group identifies initiatives to reduce steam and utility consumption and improve energy efficiency, thereby reducing GHG emissions. The analysis results are also used to quantify energy-saving benefits and manage them through standardized procedures, enabling environmental impacts to be incorporated into data-driven decision-making.

Participation in the Voluntary Energy Efficiency Target Program

Relevant business sites of **Samyang Corporation, Samyang Packaging,** and **Samyang Biopharm** participate in the Voluntary Energy Efficiency Target Program by establishing energy-intensity improvement targets and implementing initiatives to improve energy efficiency. Through this participation, these sites contribute to national GHG reduction targets and reduced energy consumption.

Environmental Management Education

Climate Change Response and Environmental Education

The five Samyang Group affiliates operate systematic education programs to strengthen climate-change response capabilities and prevent environmental risks. Environmental personnel at each business site are required to complete periodic mandatory regulatory training and specialized professional training covering air emissions, water quality, chemical substances, and waste management. Through these programs, employees strengthen their practical capabilities while staying informed of the latest environmental issues, applicable laws and regulations, and policy developments. The affiliates also provide online training courses through their internal learning platform, including "The Era of Climate Crisis and Net Zero" and "ESG Management Philosophy," to strengthen employees' environmental management capabilities.

Samyang Corporation, Samyang Packaging, Samyang Biopharm, and **Samyang KCI** operate and support environmental education programs to strengthen suppliers' environmental management capabilities and raise awareness of environmental management. Mandatory regulatory training, including training for personnel handling hazardous chemical substances, is conducted annually. Additional job-related training and participation in environmental associations are also supported to facilitate knowledge sharing and enhance professional expertise. For detailed information on training programs, refer to "Climate Change Response Training" and "Environmental Professional Training Programs" in the ESG Facts & Figures section.

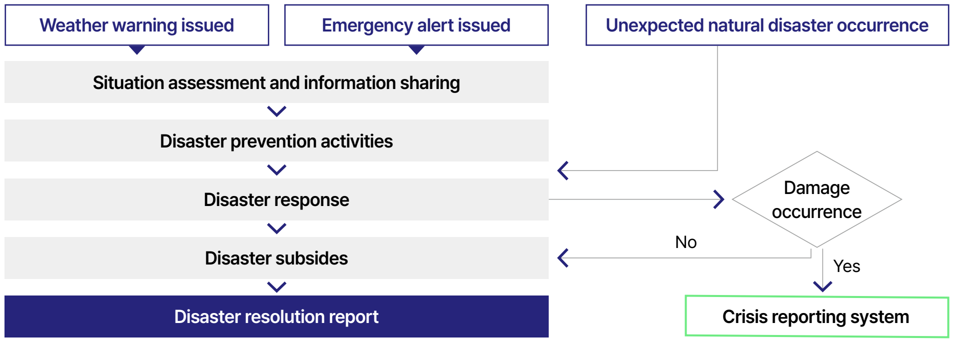
Samyang Corporation, Samyang Biopharm, Samyang Packaging, and **Samyang KCI** also collaborate with external professional organizations to conduct ESG on-site assessments, including environmental assessments, for key suppliers. Based on the assessment results, the Group provides customized training and consulting to help suppliers establish environmental management systems and strengthen implementation capabilities. For more information, refer to "On-Site Assessments and Improvement Consulting for Key Suppliers" under "Supplier ESG Management."

Risk Management

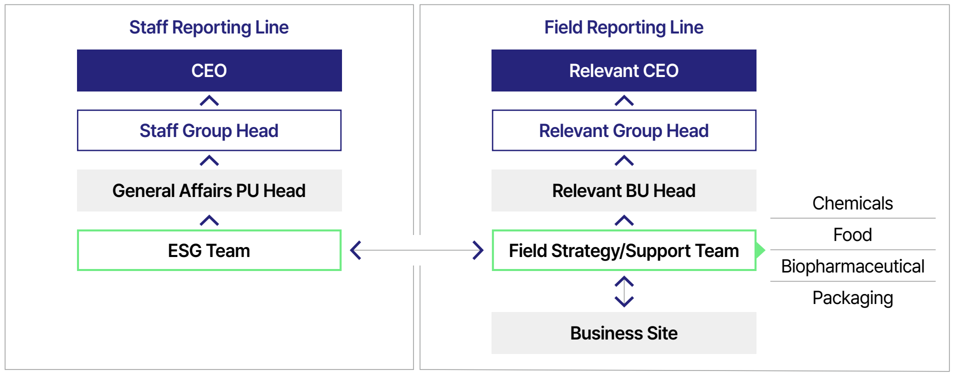
Risk Management Process

The five Samyang Group affiliates identify climate-related risks and opportunities through a structured assessment process. Physical risks are identified by gathering input from personnel at domestic production facilities, while transition risks and opportunities are identified by incorporating input from the corporate strategy, finance, and other relevant departments. Management and the ESG Committee subsequently review the identified risks and opportunities and make related decisions. Based on the review results, the affiliates establish objectives and develop response strategies to address climate-related risks and opportunities.

Physical Risk Response System



Climate Risk Reporting System

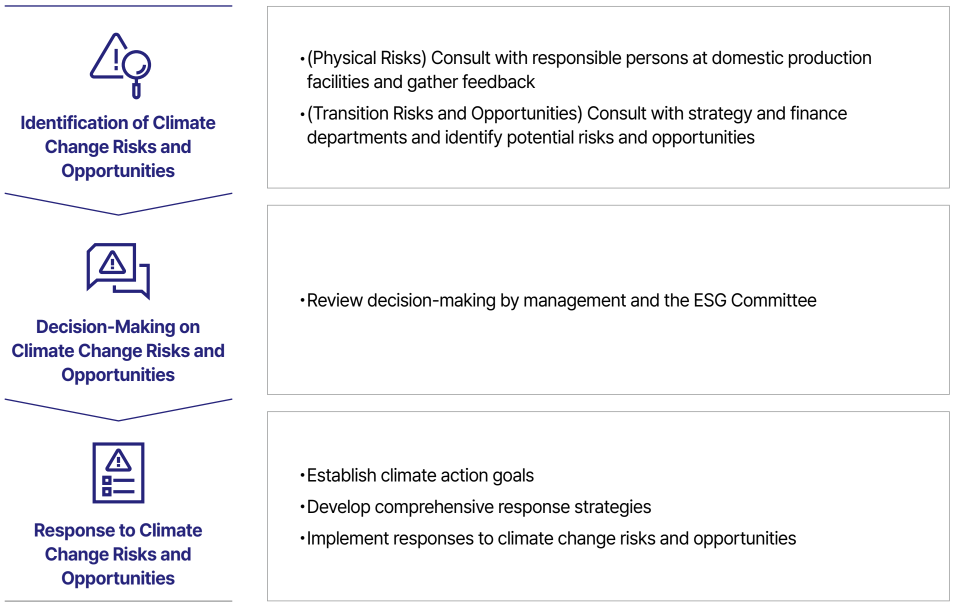


Climate Change Scenarios

Response Measures for Physical Risks

The five Samyang Group affiliates have established Emergency Response Committees and response and business-recovery frameworks to prepare for severe climate-related risks, including heat waves, strong winds, typhoons, and earthquakes. Each business site maintains insurance coverage that includes natural-disaster riders, enabling the affiliates to manage climate-related risks in advance and recover restoration costs and losses when covered incidents occur. In addition, they have established a comprehensive response framework covering preventive measures and post-incident response to protect company assets and employee safety from natural disasters such as typhoons and floods. When a climate-related risk occurs, the Business Planning Department, Real Estate Team, and Building Management Team promptly assess the situation and operate a reporting process that enables relevant departments to share information immediately in accordance with established reporting procedures. Through these measures, Samyang Group systematically manages uncertainties associated with climate change and continues to pursue sustainable growth.

Climate Change Risk and Opportunity Process



Metrics and Targets

Climate Change Metrics

1 Greenhouse Gas Emissions

Scope 1 and Scope 2 Greenhouse Gas Emissions

Samyang Group calculates Scope 1 and Scope 2 GHG emissions across all affiliates, including the six affiliates subject to the Emissions Trading Scheme (ETS). For the Group's Scope 1 and Scope 2 GHG emissions, refer to "Greenhouse Gas Emissions (Scope 1 & 2)" in the ESG Facts & Figures section.

ESG Facts & Figures

Methodology

Scope 1, 2	① IPCC Guidelines for National Greenhouse Gas Inventories ② Guidelines for Greenhouse Gas Emissions Reporting and Verification under the Emissions Trading Scheme (ETS) ③ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

Input Variables

Scope 1	Stationary combustion, mobile combustion	• Activity data: Fuel consumption • Emission factors: IPCC GHG emission factors by gas type and business site-specific emission factors
Scope 2	Purchased electricity, steam	• Activity data: Electricity and steam consumption • Emission factors: National grid emission factors under the Emissions Trading Scheme (ETS) Guidelines, national steam emission factors, and emission factors for purchased electricity and steam

Scope 3 Greenhouse Gas Emissions

Among the Samyang Group affiliates, **Samyang Holdings, Samyang Corporation,** and **Samyang KCI** have calculated Scope 3 GHG emissions based on the GHG Protocol since 2023. The three affiliates quantify emissions for material Scope 3 categories. For detailed Scope 3 GHG emissions by category for each affiliate, refer to "Greenhouse Gas Emissions (Scope 3)" in the ESG Facts & Figures section.

ESG Facts & Figures

Methodology

Scope 3	Measurement Framework	The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

Input Variables

Scope		Input Variables
Scope 3	Category 1 (Purchased Goods and Services)	• Activity data: Annual purchase quantity or purchase value of purchased goods and services • Emission factors: Product-specific or industry-average emission factors
	Category 2 (Capital Goods)	• Activity data: Purchase value or purchase quantity of capital goods • Emission factors: Product-specific emission factors for purchased capital goods
	Category 3 (Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2)	• Activity data: Fuel, electricity, and steam consumption • Emission factors: Upstream emission factors for fuels
	Category 4 (Upstream Transportation and Distribution)	• Activity data: Freight volume, transportation distance, and transportation mode • Emission factors: Emission factors by transportation mode
	Category 5 (Waste Generated in Operations)	• Activity data: Waste type, quantity, and treatment method at each business site • Emission factors: Emission factors by waste type and treatment method
	Category 6 (Business Travel)	• Activity data: Annual travel distance • Emission factors: Emission factors by transportation mode
	Category 7 (Employee Commuting)	• Activity data: Fuel consumption and commuting distance by transportation mode • Emission factors: Fuel-specific emission factors and transportation mode emission factors
	Category 8 (Upstream Leased Assets)	• Activity data: Number of leased vehicles per year • Emission factors: Average emission factors for the manufacturing process
	Category 9 (Downstream Transportation and Distribution)	• Activity data: Weight of products sold, transportation distance, and transportation mode • Emission factors: Emission factors by transportation mode
	Category 12 (End-of-Life Treatment of Sold Products)	• Activity data: Sales volume or packaging weight of sold products • Emission factors: Emission factors by waste treatment method
	Category 13 (Downstream Leased Assets)	• Activity data: Fuel and electricity consumption of leased assets • Emission factors: Energy emission factors
	Category 15 (Investments)	• Activity data: Equity ownership in joint ventures and subsidiaries • Emission factors: Investee GHG emissions × equity ownership share

2 Assets or Business Activities Vulnerable to Climate-related Transition and Physical Risks

Samyang Holdings, Samyang Corporation, Samyang Packaging, and **Samyang KCI** identify assets and business activities that are highly vulnerable to physical damage caused by climate change-related natural disasters, including typhoons, floods, and rising temperatures, as their principal climate-related physical risks.

Metrics and Targets

Climate Change Metrics and Targets

For **Samyang Corporation**, five of its six production sites are food manufacturing facilities, making them vulnerable to product losses and facility restoration costs resulting from more frequent typhoons. In addition, an increase in the number of extreme heat days is expected to increase electricity consumption at business sites, resulting in higher product manufacturing costs.

Samyang Packaging, Samyang KCI, and **Samyang Biopharm** are also expected to experience financial impacts, including reduced revenue and increased costs, due to rising temperatures, natural disasters, and water resource depletion. For more information on climate-related risks and response activities, refer to "Risks, Opportunities, and Financial Impacts" under "Response to Climate Change."

3 **Assets or Business Activities Aligned with Climate-related Opportunities**

The five Samyang Group affiliates recognize climate change not only as a risk but also as an opportunity for future growth, and they continue to expand R&D investment to strengthen their response. Samyang Corporation is advancing into the eco-friendly products market through biodegradable plastics and recycled polycarbonate (PC) materials. Samyang Packaging is expanding its portfolio with recycled PET products based on R-flake and Recycled PET (R-PET) chip, as well as lightweight PET products. Samyang KCI is also pursuing market expansion through eco-friendly products based on naturally derived materials. These technologies are expected to enhance financial performance by expanding market opportunities and creating new revenue streams, while also strengthening the Group's competitiveness in response to increasingly stringent global environmental regulations and growing demand for low-carbon products. For additional information, refer to "Investment in Eco-friendly Facilities" and "Sustainable Product" under "Investment in Eco-friendly Businesses."

4 **Capital Allocation for Climate-related Risks and Opportunities**

To address climate-related risks and opportunities, **Samyang Group** continues to invest in solar power generation systems, energy-efficiency improvements at production facilities, and GHG emissions-reduction initiatives. Although these investments require capital expenditures in the short term, they are expected to generate long-term benefits by reducing energy costs, lowering GHG emissions, mitigating climate-related regulatory compliance costs, and improving operational efficiency. For more information on climate-related capital allocation, refer to "Greenhouse Gas Reduction Activities" under "Response to Climate Change" and "Investment in Eco-friendly Facilities" under "Investment in Eco-friendly Businesses."

5 **Internal Carbon Pricing**

Samyang Group introduced an internal carbon-pricing mechanism into its Group Investment Management Regulations in 2025. For more information on the operation of the internal carbon-pricing mechanism, refer to "Environmental Impact Internalization and Reduction Management" under "Response to Climate Change."

Climate-related Targets

1 **Climate Targets and Metrics Used**

In 2021, **Samyang Group** established a 2050 Net Zero target across all domestic and overseas business operations, excluding certain overseas business segments, as part of its climate-change response strategy. The target covers both direct GHG emissions (Scope 1) and energy indirect GHG emissions (Scope 2) across the Group.

Compared with the 2020 base year, the Group aims to reduce GHG emissions by 27.5% by 2030, 57.5% by 2040, and 100% by 2050. These targets correspond to reductions of approximately 240,000 tCO_2eq from the 2030 business-as-usual (BAU) emissions projection of approximately 860,000 tCO_2eq, and approximately 560,000 tCO_2eq from the 2040 BAU emissions projection of approximately 920,000 tCO_2eq.

Meanwhile, **Samyang Corporation** revised its GHG reduction targets upward in 2024 in accordance with the Science Based Targets initiative (SBTi) 1.5°C pathway. The company increased its 2030 reduction target from 20% to 42% and its 2040 reduction target from 50% to 72%.

2 **Monitoring Progress Toward Climate Targets**

When establishing its climate-change response targets in 2021, **Samyang Group** comprehensively evaluated GHG reduction potential and feasible mitigation measures based on a projected business-as-usual (BAU) emissions scenario. Through its climate-target review process, the Group revised Samyang Corporation's GHG reduction targets upward in 2024. The revised targets were finalized following approval by the company's ESG Committee.

The five Samyang Group affiliates annually monitor performance against their GHG emissions-reduction targets and manage the results. In addition, the Group's highest decision-making body oversees ESG management activities, including progress toward GHG emissions-reduction targets. For more information, refer to "Establishment of the ESG Governance System" under "ESG Management System."

Occupational Safety and Health

Governance

Role of the Board of Directors

Each year, **Samyang Corporation** and **Samyang Packaging** report their safety and health performance against the previous year's plan and submit the current year's annual action plan to the Board of Directors for approval. Key agenda items include the Safety and Health Management Policy, the safety and health organizational structure and related roles, budget execution and plans, annual activity results and future action plans, and plans to review the safety and health activities of the management representative under the Serious Accidents Punishment Act. In addition, five Samyang Group affiliates regularly report major safety and health initiatives to the ESG Committees under their respective Boards of Directors.

Role of the Management Representative

At each of **the five Samyang Group affiliates**, the CEO assumes ultimate responsibility for preventing occupational accidents and establishes the company-wide Safety and Health Management Policy. Based on this policy, the CEO oversees organizational operations and resource allocation. Each year, the CEO also evaluates implementation of the previous year's safety and health plan, addresses identified shortcomings, and establishes an annual safety and health plan that includes specific implementation schedules and budgets.

Role of the General Safety and Health Officer

The General Safety and Health Officer at each of **the five Samyang Group affiliates** oversees business-site safety and health operations and manages on-site implementation of the accident-prevention policies established by the management representative. Quantitative safety indicators are also incorporated into each site manager's KPIs to strengthen safety accountability.

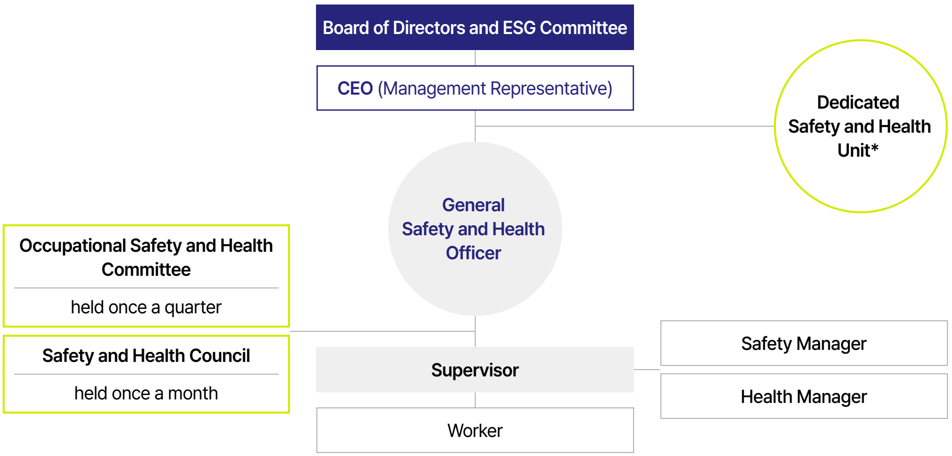
The Occupational Safety and Health Committee is led by the General Safety and Health Officer and includes safety managers, health managers, and worker representatives. The committee is composed of equal numbers of labor and management representatives and deliberates and resolves major safety and health matters. In addition, the Safety and Health Council, which is operated jointly with suppliers, meets monthly to discuss safety and health issues between principal contractors and subcontractors and to identify improvement measures.

Roles of the Responsible Departments

The departments responsible for safety and health operations at **the five Samyang Group affiliates** manage relevant regulations and guidelines, plan and operate safety and health programs, inspect on-site safety activities, conduct risk assessments, identify improvement tasks, and respond to and investigate workplace accidents.

The dedicated safety and health organizations at **Samyang Corporation** and **Samyang Packaging** have developed inspection manuals for each business site. Every six months, they assess each site's compliance with its safety and health obligations and evaluate the performance of the General Safety and Health Officer and supervisors. The inspection and evaluation results are reported to the CEO of each company, who then directs necessary corrective actions based on those results. Through this process, the companies continue to strengthen their management systems for preventing workplace accidents and establishing a safety culture.

Safety and Health Management Organizational Chart



* Samyang Corporation and Samyang Packaging

Strategy

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

Guided by its "Respect for People" management philosophy, **the five Samyang Group affiliates** place proactive safety and health risk management among their highest business priorities and aim to establish safe and sustainable workplaces that meet global standards. To support the goal of achieving zero-accident workplaces through a self-directed safety culture, the companies are strengthening safety and health accountability while advancing risk assessment and data-driven safety and health management systems. They are also systematically implementing three-year mid- to long-term initiatives focused on embedding a site-participatory safety culture and expanding self-directed safety practices.

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

Mission

Guided by the "Respect for Humanity" management philosophy, Samyang places the proactive safety and health risk management among their highest business priorities and aim to establish safe and sustainable workplaces that meet global standards.

Goal

Achieve a zero-accident workplace through a self-directed safety culture

Strategy

Strengthening safety and health accountability	Advancing risk assessment and data-driven safety and health management systems	Embedding a site-participatory safety culture and expanding self-directed safety practices

Initiatives

2026	2027	2028
Strengthening Safety and Health Accountability		
• Reviewing suppliers' serious accident prevention and response systems, and supporting capacity building • Strengthening the linkage between safety and health KPIs and supervisors' performance evaluations	• Conducting diagnostic assessments of the internalization of safety leadership • Benchmarking leading global companies in safety and health management practices to develop a Samyang-specific model	• Developing standardized safety leadership guidelines • Establishing a globally leading safety and health disclosure framework
Advancing Safety and Health Activities		
• Restructuring the workplace management system centered around risk assessment • Piloting a smart safety monitoring system • Expanding mobile-based safety and health inspection management	• Progressively expanding the application of smart safety technologies • Expanding the deployment of the smart safety monitoring system • Introducing an AI-based accident prevention platform	• Building an AI and data–driven predictive safety management system • Enhancing the IT-based integrated safety management platform and automating high-risk processes
Establishing a Self-directed Safety Culture		
• Conducting campaigns to promote safety and health culture • Assessing the maturity (level) of the self-directed safety culture	• Developing internal safety culture auditors and strengthening their professional capabilities • Verifying whether safety and health practices, including toolbox meetings (TBMs) are embedded at business sites	• Implementing the Group-wide "Self-directed Safety Culture Certification program" • Embedding a self-directed safety culture and promoting safety practices in everyday life

Strategy

Safety and Health Management Policy and Guidelines

To systematically implement their safety and health philosophy, each of **the five Samyang Group affiliates** has established a Safety and Health Management Policy with approval from its ESG Committee. Each affiliate's policy applies to all business sites and stakeholders, including executives and employees, suppliers, and workers under the company's supervision.

In addition, each affiliate's CEO establishes a company-specific safety and health policy that reflects the characteristics and inherent risks of its business sites and communicates the policy to executives and employees to strengthen on-site implementation. The policy emphasizes ▲voluntary employee participation, ▲strict compliance with laws and regulations, ▲proactive identification and mitigation of hazards and risks, and ▲systematic operation and continuous improvement led by management. Under the principle that all members should take ownership of safety and health activities, the companies are strengthening implementation of these measures.

Safety and Health Management Policy

Samyang Holdings	Samyang Corporation	Samyang Biopharm	Samyang Packaging	Samyang KCI

Safety and Health Management Regulations

The five Samyang Group affiliates have established and operate Safety and Health Management Regulations under the Occupational Safety and Health Act to provide a safe working environment for employees and suppliers. The Group conducts regular inspections and improvement activities for hazardous machinery and equipment, protective devices, electrical installations, and hazardous materials to control potential risk factors in advance.

When these regulations are revised, the affiliates collect and incorporate employee feedback in accordance with the Occupational Safety and Health Act. Revisions are finalized through a resolution by the Occupational Safety and Health Committee or through consultation with employee representatives, helping to support acceptance and effectiveness at business sites. The Group also applies standardized regulations across its business sites and promptly reflects changes in laws and systems, thereby strengthening the consistency of the company-wide safety management system and its level of regulatory compliance.

Strengthening Company-wide Safety and Health Management Activities

The five Samyang Group affiliates implement systematic safety and health management activities under three strategic pillars: Strengthening Prevention Activities, Improving Safety Awareness, and Strengthening Responsible Management. These activities are designed to help employees, suppliers, and other stakeholders comply with the Group's Safety and Health Management Policy. The affiliates manage potential hazards in advance by enhancing their risk assessment processes and conducting prevention-focused inspections, while training and campaigns are used to raise safety awareness at business sites.

Safety and Health Management System

Strengthening Prevention Activities	• Risk assessment • Workplace environment monitoring • Inspection of safety and health at business sites • Compliance checks for the 12 Core Safety Rules	• Safety and health management system certification • Safety and health diagnosis consulting • Permit to work (PTW) • Health counseling
Improving Safety Awareness	• Monthly safety and health inspection day events • Occupational safety and health pledge ceremonies and rewards for outstanding employees who practice safety • Risk assessment presentation contest	• Industrial accident prevention campaign • Emergency response drills
Strengthening Responsible Management	• Quarterly joint safety and health inspections • Establishing and operating the safety and health zero-accident KPIs • Establishing safety and health plans	• Building a safety education system for visitors • Supplier safety and health qualification assessment

Strategy

Employee Safety and Health Education

The five Samyang Group affiliates provide systematic safety and health training under the Occupational Safety and Health Act to prevent workplace accidents and strengthen employee safety awareness. Training programs include role- and position-specific training for safety and health officers, safety managers, health managers, and safety and health personnel, as well as regular training for workers and supervisors, training for new hires, training when job duties change, and special safety and health training. The companies also conduct emergency response drills to strengthen on-site response capabilities for accidents and crisis situations.

The companies also support the professional development of safety and health personnel through training and competency-development programs and qualification allowances. To meet the statutory appointment requirements applicable to each business site, they assign personnel with relevant national technical qualifications, thereby supporting legal compliance and maintaining a safety management system based on professional expertise.

Operation of Integrated Group ESH System for Safe Business Sites

The five Samyang Group affiliates have established and operate an integrated Group ESH system to proactively address increasingly stringent environmental, safety, and health regulations. The system provides a structured management platform that enables environmental, safety, and health personnel to manage data efficiently and share information across the organization, thereby strengthening management capabilities and improving consistency in operational practices. Through the digital initiatives described below, the affiliates aim to establish a practical accident-prevention system.

- **Expansion of mobile-based on-site safety inspections |** The scope of mobile safety inspections has been expanded so that on-site hazards can be identified and addressed promptly, regardless of time or location.
- **AI-based chemical management and TBM support |** The Group plans to introduce artificial intelligence (AI) to automate the preliminary review process for new chemicals and support the preparation of pre-work Toolbox Meetings (TBMs), thereby improving convenience and safety for on-site workers.
- **AI-based daily safety risk prediction and monitoring |** The Group plans to operate a system that analyzes accumulated data to predict and monitor daily safety risks, enabling proactive responses to potential hazards.

Group Safety and Health Personnel Workshop

Since 2023, **Samyang Group** has held an annual workshop for Group safety and health personnel. By sharing workplace accident cases and related improvement measures across business sites, the Group strengthens its capacity to prevent accidents and recurrence. The workshop also promotes information exchange among safety and health personnel, helping participants deepen their understanding of relevant legislation, including the Occupational Safety and Health Act and the Serious Accidents Punishment Act, and improve their ability to apply regulatory requirements in practice.

At the 2025 workshop, held over two days beginning October 28, participants reviewed the government's strengthened occupational safety policies and the Group's workplace accident status, and they discussed improvement measures and response strategies for each business site. Participants also examined permit-to-work and risk assessment management systems through benchmarking of advanced business sites. Presentations on occupational health management best practices and lectures by external experts provided further opportunities to strengthen practical expertise.

Internal Audit of Process Safety Management (PSM)

Samyang Corporation and Samyang KCI operate business sites with facilities that manufacture, handle, or store hazardous substances in accordance with the Occupational Safety and Health Act. The two companies have established and operate Process Safety Management (PSM) systems to prevent major industrial accidents, including hazardous-material releases, fires, and explosions, that may arise from these facilities.

To support systematic implementation and continuous improvement of PSM, both companies conduct regular internal PSM audits with support from external specialist consulting firms. These audits assess whether departments subject to PSM follow the management standards and procedures specified in their Process Safety Reports. They also evaluate the appropriateness of PSM system operation and the extent to which safety culture has been established across the relevant operations.

Corrective and improvement measures identified through the audits are implemented according to priority. The companies continuously monitor implementation progress to strengthen safety management across their operations and proactively manage potential risk factors.

Strategy

Operation of a Supplier Safety and Health Council

The five Samyang Group affiliates regularly operate a Safety and Health Council in which employees of principal contractors and subcontractors participate together. The council is intended to prevent industrial accidents and strengthen sustainable partnerships with suppliers. It functions as an action-oriented governance body that identifies safety and health issues in advance and provides a forum for jointly discussing and deciding workplace improvement measures. As a general rule, the council meets once a month, and all submitted agenda items are reviewed and managed through completion so that they lead to practical improvements.

The council addresses a wide range of practical workplace issues, including workplace risk assessments and corrective measures, surveys of musculoskeletal risk factors, safety inspections of logistics vehicles and work equipment, checks on completion of employee health examinations, and concerns raised by contractors. Through these activities, the council supports transparent communication and timely feedback with contractors while continuing to strengthen safety management based on mutual trust.

Supplier Safety and Health Competency Assessment Management

The five Samyang Group affiliates assess suppliers' safety and health capabilities during the bidding and selection process for contracted work to prevent serious industrial accidents and strengthen supply-chain safety. The assessment is designed to support the fair selection of suppliers that have the basic capabilities required to implement the principal contractor's safety and health activities and guidance. It also encourages suppliers to improve their safety and health management standards independently.

The competency assessment comprises 12 items across four areas: ▲Safety and Health Management System, ▲implementation level, ▲operational management, and ▲accident occurrence level. Assessment results are used as key criteria in supplier selection. Suppliers that do not meet the required standards are subject to re-evaluation or provided with additional training and support. Suppliers that show insufficient improvement after these measures are excluded from selection, thereby helping to manage safety risks across the supply chain.

In addition, **Samyang Corporation** recognizes outstanding contractors through programs such as its Safety and Health pledge ceremony and encourages participation in safety and health activities. The company also provides institutional and practical support to help contractors strengthen their independent safety management capabilities.

Key Safety and Health Activities for Each Stage of Contracted Projects

Contracting

1 **Review of contract work**
- Review of work subject to subcontracting approval
- Preparation of Safety and Health Management Regulations

2 **Bidding for contract work**
- Safe work plan
- Safety and health level evaluation criteria

3 **Review of bid documents**
- Safety and health competency assessment of subcontractors

4 **Contract with contractors**
- Selection of qualified subcontractors

Execution

5 **Safety and health activities for contract work**
- Designation of the General Safety and Health Officer
- Formation and operation of the Safety and Health Council
- Risk assessment
- Patrol inspections and joint safety and health inspections
- Preventive measures for occupational accidents and related hazards
- Operation of a safe work permit system
- Guidance and support for safety and health training
- Management of hazards and chemical substances
- Provision of safety and health information

Feedback

6 **Reevaluation and feedback on safety and health levels at subcontractor business sites**
- Reevaluation of safety and health level
- Feedback on evaluation results

Risk Management

Crisis Response Process

The five Samyang Group affiliates have established company-wide crisis response organizations and standardized response manuals to enable a swift and systematic response to emergencies and serious accidents that may occur at their business sites. In the event of a crisis, the affiliates immediately activate a phased response process covering incident reporting and notification, initial response, situation assessment and emergency action, crisis declaration and recovery, and formal closure of the response. Depending on incident severity, the affiliates operate an Emergency Response Committee, an Integrated Situation Room, and an Emergency Control Center to coordinate company-wide decision-making and resource support. These structures are intended to protect lives, minimize damage, and maintain business continuity. All workplace incidents, regardless of severity, are reported to the CEO. Recurrence-prevention measures are then established, and implementation results are also reported to the CEO.

Crisis Management Process

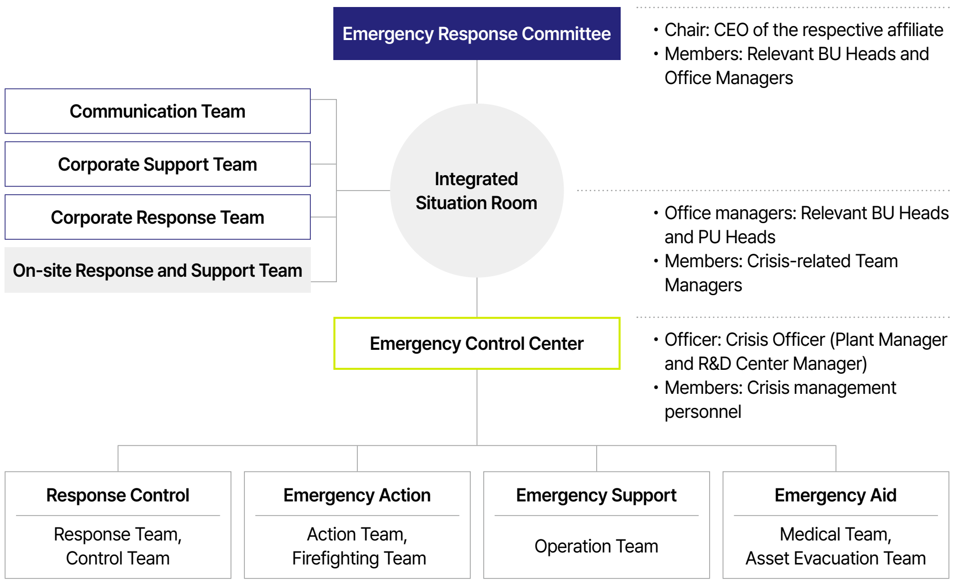
Step 1	Incident reporting and notification	• Recognition of the accident and reporting/receipt of information on the situation • Confirmation of the situation and broadcasts to guide evacuation • Dissemination of information on the situation
Step 2	Initial response	• Evacuation of employees and suppliers and lifesaving measures • Initial emergency measures and responses • Assembly at the designated site and headcount check
Step 3	Situation assessment and emergency response	• Convocation of the Emergency Control Center • Determination of the crisis level and operation of the crisis response organization • Identification of damage to infrastructure, facilities, and personnel
Step 4	Crisis declaration and recovery	• Reporting the crisis according to the crisis level and reporting to relevant departments • Convocation of the Group's Emergency Response Committee • Investigation of damages and establishment of support and restoration measures • Establishment of strategies to restore damaged infrastructures and facilities
Step 5	Formal termination of the response	• Declaration of the end of crisis • Dissolution of the crisis response organization

Emergency Response Drills

The five Samyang Group affiliates conduct comprehensive emergency drills involving employees at their business sites, relevant public authorities, and suppliers. The drills assess emergency evacuation, emergency response, and recovery procedures; the execution of assigned roles under different scenarios; and reporting and incident-management systems. Through these practical, scenario-based exercises, the affiliates strengthen organization-wide response capabilities and maintain response systems that can be activated immediately at business sites, supporting swift and consistent action during actual emergencies.

To maintain the effectiveness of its crisis management system, the Group regularly conducts tabletop exercises involving its crisis response teams. During these exercises, personnel assemble at designated locations in response to simulated crisis scenarios and review their assigned roles and response procedures. The exercises also allow the Group to review in advance the actions required of headquarters, business sites, and individual departments, thereby strengthening and standardizing its crisis response processes.

Crisis Management Organizational Chart



Risk Management

Risk Assessment

Samyang Corporation, Samyang Biopharm, Samyang Packaging, and **Samyang KCI** conduct annual risk assessments at all business sites to identify potential hazards across work processes and determine improvement tasks. Based on the assessment results, site-specific improvement plans are established, and risk-reduction measures are implemented for each identified hazard. These activities are intended to improve on-site safety standards on an ongoing basis.

In addition to regular assessments, the companies conduct ongoing activities to identify and address hazards as they arise, helping to prevent potential risks before they lead to incidents. All workers are guaranteed the right to stop unsafe work, and adverse treatment for exercising this right is prohibited. These measures support the establishment of a self-directed safety culture. The activities are managed across the full process, from advance preparation and training or information sharing to implementation of improvements and follow-up inspections.

Key Results of 2025 Risk Assessments and Corrective Actions

	Potential Hazards and Risk Factors	Corrective Action
Samyang Corporation	Risk of accidents during forklift operation	Reduced the forklift speed limit from 11 km/h to 6 km/h
	Risk of being caught between conveyor belts during inspection of the melt bin conveyor	Established rule to stop equipment upon conveyor malfunction and strictly enforce LOTO (Lockout/Tagout) procedures with manager/team leader present
Samyang Biopharm	Risk of worker exposure to methanol vapors escaping from the methanol cleaning tank	Modified the local exhaust ventilation hood installed above the tank to allow hydraulic height adjustment, enabling the hood to cover the tank during cleaning and capture escaping methanol vapors
	Risk of chemical burns from leaks or contact during manual addition of pH-adjusting chemicals to the air pollution control scrubber	Installed a dosing pump and piping for the pH-adjusting chemicals and introduced an automated dosing system that adjusts the chemical feed according to the measured pH level
Samyang Packaging	Risk of contact with exposed rotating parts (rollers) on labeling equipment at Daejeon Plant 1	Installed protective guards (covers) and introduced an interlock system
	Risk of burns from hot piping in the heating area at Daejeon Plant 2	Installed protective covers and safety barriers around high-temperature piping
Samyang KCI	Risk of slipping due to condensation caused by humidity inside the logistics warehouse	Installed ceiling fans in the warehouse to reduce humidity
	Risk of fire from forklift chargers inside the factory building	Relocated the forklift charging station and installed automatic spot-type fire extinguishers on the chargers

Senior Safety Expert Program

Since 2025, **Samyang Corporation** has operated the Senior Safety Expert Program, through which retired safety professionals with extensive field experience and expertise are re-employed as members of the company's dedicated safety and health organization. The program is designed to identify and address hazards and risk factors at business sites in advance. Drawing on their practical knowledge, the senior experts identify and eliminate potential hazards associated with machinery, equipment, and working environments before accidents occur. Samyang Corporation is also strengthening its field-based safety management system through systematic collection and management of inspection data.

Through these efforts, Samyang Corporation is working to prevent serious accidents and improve its safety performance while strengthening organization-wide safety capabilities through the intergenerational transfer of safety knowledge and expertise. The program also helps reduce financial losses and legal risks associated with occupational accidents and supports stakeholder trust.

Safety and Health Management System

Key manufacturing and production sites operated by **Samyang Corporation, Samyang Biopharm, Samyang Packaging,** and **Samyang KCI** have obtained ISO 45001 certification, the international standard for occupational health and safety management systems, and maintain systematic management frameworks. Certified sites regularly assess the conformity and effectiveness of their management systems through internal audits and independent third-party audits, while strengthening activities to anticipate, identify, and eliminate hazards and risk factors. In 2025, Samyang Biopharm's MD Plant and Gongju Plant newly obtained ISO 45001 certification, completing ISO 45001 certification across all production sites of the four companies.

Certification Status of Safety and Health Management Systems by Production Site

	Certification Type	Certified Business Sites	Certification rate among all production sites
Samyang Corporation	ISO 45001	Ulsan Plant 1, Ulsan Plant 2, Incheon Plant 1, Incheon Plant 2, Asan Plant, Jeonju EP Plant	Rate: 100%
Samyang Biopharm	ISO 45001	MD Plant, Pharmaceutical Plant, Gongju Plant	Rate: 100%
Samyang Packaging	ISO 45001	Gwanghyewon Plant, Daejeon Plant 1, Daejeon Plant 2, Jincheon Plant	Rate: 100%
Samyang KCI	ISO 45001	Daesan Plant	Rate: 50%

Metrics and Targets

Establishing Key Safety and Health Metrics and Mid- to Long-term Goals

Samyang Corporation, Samyang Biopharm, Samyang Packaging, and **Samyang KCI** systematically strengthen employee safety awareness and capabilities through continuous investment in safety and health activities and facilities, together with training programs intended to create safe and healthy working environments. Through these efforts, the companies are fostering an organizational culture of shared responsibility in which employees consider not only their own safety but also the safety of colleagues and suppliers.

To this end, the companies annually establish rolling three-year safety and health goals covering both employees and suppliers. Key performance indicators include ▲achieving zero fatalities among employees and supplier personnel, ▲reducing the injury rate (IR), frequency rate (FR), and severity rate (SR) across all business sites, and ▲increasing investment in safety and health activities. To support these goals, the companies have established 17 specific targets and monitor progress using implementation roadmaps and responsibilities assigned to designated organizational units. In parallel, they are working to achieve zero instances of non-compliance with statutory obligations at each business site, thereby strengthening safety management across the organization.

* The three-year performance results for key occupational safety and health management indicators of Samyang Corporation, Samyang Biopharm, Samyang Packaging, and Samyang KCI can be found in the ESG Facts & Figures section.

ESG Facts & Figures

2025 Performance and Three-year Mid- to Long-term Goals for Safety and Health

Category		Unit	Samyang Corporation				Samyang Biopharm				Samyang Packaging				Samyang KCI			
			2025 (Performance)	2026	2027	2028	2025 (Performance)	2026	2027	2028	2025 (Performance)	2026	2027	2028	2025 (Performance)	2026	2027	2028
Employee accidents	Fatalities	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Injury Rate (*1)	%	0.08	0.22	0.21	0.21	0.24	0.00	0.00	0.00	0.97	0.72	0.72	0.65	0.00	0.53	0.53	0.53
	Frequency Rate (*2)	-	0.33	0.91	0.88	0.86	1.00	0.00	0.00	0.00	4.04	3.06	2.98	2.38	0.00	2.2	2.2	2.2
	Severity Rate (*3)	-	0.01	0.07	0.07	0.07	0.20	0.00	0.00	0.00	0.35	0.32	0.32	0.30	0.00	0.11	0.07	0.05
Supplier accidents	Fatalities	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Injury Rate (*1)	%	0.66	0.64	0.62	0.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Investment amount for safety and health activities		KRW million	11,799	11,990	12,350	12,720	1,016	633.4	600	600	4,750	4,900	5,000	5,100	4,112	4,224	4,384	4,544

(*1) Injury Rate (IR): Ratio of injured workers to total regular employees.
(*2) Frequency Rate (FR): Number of occupational injuries per 1,000,000 work hours.
(*3) Severity Rate (SR): Number of workdays lost per 1,000 work hours.

Product Safety and Quality

Governance

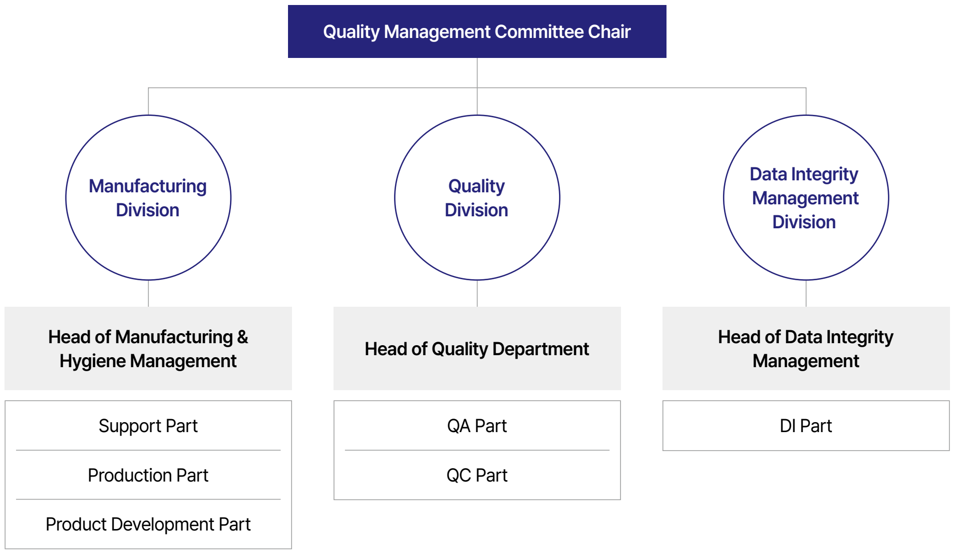
Quality Management Governance

Samyang Corporation, Samyang Biopharm, Samyang Packaging, and **Samyang KCI** recognize product safety and quality as core factors that shape sustainability management and customer trust. Accordingly, each company has established a company-wide quality management governance framework. Under the leadership of the quality management representative, each affiliate clearly defines the roles and responsibilities of key functions, including manufacturing, quality, research and development, purchasing, logistics, and sales, and manages quality risks systematically through close cross-functional collaboration. The Manufacturing Division is responsible for production operations, compliance with manufacturing standards, and management of the manufacturing environment. The Quality Division, centered on the Quality Assurance (QA) Part and Quality Control (QC) Part, establishes quality standards and conducts testing, inspection, quality verification, and improvement activities. The Data Integrity Management Division further strengthens the objectivity and transparency of quality-related decision-making by ensuring the accuracy, reliability, and traceability of production and testing data.

Each affiliate operates a quality control system that covers the full product life cycle, from raw material procurement, research and development, manufacturing, shipment, and distribution to post-market management. By maintaining a quality control system that is independent of production organizations, each affiliate supports objective and reliable quality-related decision-making. Major quality policies and objectives, quality audit results, customer complaints, and significant quality issues are reported regularly to management. Management reviews quality strategies and management directions and makes decisions on improvement initiatives, thereby strengthening execution and accountability in quality control. When significant quality risks arise, the affiliates activate an immediate reporting system to support a prompt response. When necessary, they establish cross-functional councils to conduct root cause analysis, develop corrective actions, and implement measures to prevent recurrence.

The affiliates also place the highest priority on customer safety by applying a prevention-oriented quality control system across the value chain, from receipt of raw materials to manufacturing and distribution. To support this approach, they continue to upgrade global-level quality control standards and internal processes while strengthening quality competitiveness through audits, process improvements, facility investments, and data-driven quality control systems. They have also introduced digital quality control systems and standardized operating frameworks to help prevent risks during production and strengthen continuous monitoring and response systems for quality abnormalities. Through these efforts, the affiliates are enhancing the effectiveness of quality management governance and advancing their control systems to meet global standards for product safety and customer trust.

Quality Management Organizational Chart



Strategy

Product Quality Control System

Samyang Corporation, Samyang Biopharm, Samyang Packaging, and **Samyang KCI** operate comprehensive product quality control systems that prioritize customer safety across the value chain, from raw material procurement to manufacturing and distribution. To support these systems, the affiliates establish systematic quality standards and procedures and rigorously manage product quality and safety throughout the product life cycle, from product development and mass production to distribution and post-market management. They also use standardized management systems to prevent quality risks and promote continuous improvement. In addition, the affiliates provide online and offline training programs and continue to upgrade their training systems to strengthen employees' quality awareness and practical capabilities.

The affiliates also carry out a range of quality improvement initiatives, including the use of diverse collaboration models, research on advanced technologies, production process improvements, and stronger internal quality control. By responding promptly to quality issues and sharing best practices across the organization, they seek to provide safer and more reliable products while continuing to build a field-oriented culture of quality innovation.

Under its Quality Control Policy, **the Chemical Group of Samyang Corporation** regularly reviews the manufacturing and quality control performance of the Jeonju EP Plant and manages corrective actions and results through formal documentation when improvements are required. Reflecting the characteristics of plastic compound manufacturing, the business group strengthens process-oriented quality control by managing raw material formulations, extrusion conditions, and key process parameters. It also secures product properties and stability through prior review and evaluation whenever formulation ratios, process conditions, or raw materials are changed. When significant quality issues involving product appearance, color, or physical properties occur, the business group promptly analyzes the root cause and implements corrective actions. Major quality issues are reported to the management representative, reinforcing company-wide accountability for quality control.

Under its Quality Control Policy, **the Food Group of Samyang Corporation** operates a quality control system centered on hygiene and food safety and regularly reviews manufacturing and quality control performance. Key inspection activities include incoming raw material inspections, foreign material and microbiological control, and conformity evaluations before finished products are released for shipment, with particular emphasis on compliance with food safety standards. During change management, the business group verifies safety in advance through hazard analysis based on the Hazard Analysis and Critical Control Point (HACCP) system. Key food safety indicators, including customer complaints and deviations from Critical Control Points (CCPs), are reported regularly to the management representative, thereby strengthening management-level oversight.

Samyang Biopharm operates a quality control system aligned with international standards to achieve global-level product quality, and it continues to advance this system through ongoing improvement and innovation. Through these efforts, the company provides safe products that customers can trust while fulfilling its social responsibilities through sustainability management. In 2025, Samyang Biopharm separated its production and quality organizations to further strengthen the independence and professionalism of quality control. This organizational change minimizes potential conflicts of interest between production efficiency and quality control and establishes a foundation for more objective and independent quality-related decision-making. In addition, the independent quality organization performs verification and oversight across all manufacturing processes, strengthening the company's ability to identify and prevent potential risks in advance. The company has also enhanced its management framework to enable prompt and consistent responses to quality issues, thereby improving company-wide quality reliability and operational transparency.

Samyang Packaging has established a Quality Control Policy and related processes for each production site to ensure rigorous quality control throughout the product life cycle, from product development to mass production. The company operates customized quality control standards that reflect the characteristics of container manufacturing and aseptic filling processes. The Daejeon Plant and Jincheon Plant manage product quality using a total of 26 testing and measurement criteria, while the Gwanghyewon Plant applies 32 process control criteria and 14 microbiological management criteria. Samyang Packaging strictly complies with these standards and continues working to improve product quality.

Based on its Quality Control Policy, **Samyang KCI** operates a rigorous quality control system covering the full process from raw material procurement, production, and quality verification to distribution and post-market management. The company also conducts initial evaluations and periodic assessments of selected suppliers and improves supply quality by implementing corrective actions when necessary. In addition, Samyang KCI strengthens its fundamental product quality competitiveness through research and development and process improvements, including the development of high-purity purification technologies and the control of trace impurities. At the same time, it enhances data reliability and quality consistency by advancing analytical automation and standardized documentation. Building on these efforts, the company continues to upgrade its Quality Control Policy in response to changing market conditions and evolving customer requirements while promoting co-prosperity through close collaboration with suppliers.

Risk Management

Product Safety Management

Samyang Corporation, Samyang Biopharm, Samyang Packaging, and **Samyang KCI** place product safety at the center of their efforts to provide customers with safe and reliable products. Each affiliate has established a safety management system tailored to its business operations and product characteristics. Product safety is managed systematically across the full product life cycle, from raw material procurement and research and development to production, distribution, and post-market management. The affiliates also comply strictly with applicable laws and regulations, as well as domestic and international regulatory requirements, and continuously review and improve the suitability, efficiency, and effectiveness of their product safety assurance processes.

To strengthen product safety, each affiliate has established and implemented its own safety standards and management manuals. The affiliates also conduct regular quality and safety inspections that reflect the characteristics of each product. Key control procedures—including raw material verification, process control, testing and inspection, and pre-shipment quality checks—have been strengthened to help prevent potential product safety and quality risks. When significant product safety issues arise, the affiliates promptly conduct root cause analyses and implement corrective actions, while managing recurrence-prevention measures in a systematic manner. Through these activities, they continue working to maintain customer trust and improve product safety.

Product Safety Management of Samyang Biopharm

Samyang Biopharm has established and operates a systematic product safety management system across the full product life cycle, from the development of pharmaceuticals and medical devices to post-market safety management. Adverse events associated with marketed products are continuously collected and monitored, and safety information obtained through literature reviews, clinical research, and external data analysis is analyzed from scientific and medical perspectives. Based on these analyses, the risks and benefits of each product are comprehensively assessed, and the findings are reflected in product labeling improvements and quality enhancement activities, thereby supporting safer product use. All Samyang Biopharm products comply with the standards and guidelines of Korea's Ministry of Food and Drug Safety (MFDS), as well as those of major global regulatory authorities and frameworks, including the U.S. Food and Drug Administration (FDA), the European Medicines Agency (EMA), the European Union Medical Device Regulation (EU MDR), Japan's Pharmaceuticals and Medical Devices Agency (PMDA), and China's National Medical Products Administration (NMPA). Even after product approval, Samyang Biopharm is subject to regular inspections and oversight covering its manufacturing processes, product safety, and quality control.

In addition, **Samyang Biopharm** provides regular training for all employees and operates safety management programs to ensure strict compliance with adverse event reporting and disclosure requirements. The company also continues to implement improvement activities to strengthen its safety information management capabilities. In 2025, no adverse event reports were submitted after the required reporting deadlines, and the company incurred no related legal action or financial losses. Beyond regulatory compliance, Samyang Biopharm operates compensation and insurance systems to protect users of its products and continues working to safeguard customer safety and maintain trust throughout the product life cycle.

Samyang Biopharm Safety Management in Clinical Trials and Manufacturing Activities

Samyang Biopharm prioritizes the safety of clinical trial participants and workers and has established a systematic safety management system covering the entire process from research and development to production and distribution. During clinical trials, safety information and adverse events are managed systematically in accordance with standard operating procedures (SOPs) designed to ensure quality and safety. In 2025, no Voluntary Action Indicated (VAI) or Official Action Indicated (OAI) classifications were issued in relation to clinical trials or safety management. In addition, no legal disputes or financial losses occurred in connection with clinical trials conducted in developing countries.

In manufacturing, the company operates dedicated facilities for cytotoxic anticancer drug substances and injectable products and segregates manufacturing areas to prevent cross-contamination between processes. The company also conducts manufacturing and safety management activities in accordance with the Pharmaceutical Affairs Act and internal standards to protect workers while maintaining product quality. Product recall procedures and distribution traceability systems are in place to enable a prompt response if a product quality issue occurs. The company regularly evaluates and improves the effectiveness of these response systems through periodic mock recall exercises.

The company has also established quality agreements with raw material suppliers and contract manufacturing and testing organizations to define quality-related responsibilities and roles. Through regular assessments and inspections, Samyang Biopharm systematically manages quality across its supply chain. These efforts help ensure consistent quality and safety throughout the process, from raw materials to finished products, and support the company's provision of reliable pharmaceuticals and medical devices to customers.

Risk Management

Product Safety Management of the Food Group at Samyang Corporation

Operation of the Food Safety Center

The Food Group of Samyang Corporation established the Food Safety Center in 2011 to implement integrated and systematic food safety management across all food production sites. The Food Safety Center provides training and improvement activities to enhance company-wide quality control capabilities and establishes and operates product safety and quality standards across the value chain, including raw materials, manufacturing, and distribution. The center also identifies potential food safety hazards in advance, establishes response systems through regulatory review and analysis, and continuously monitors customer feedback to identify opportunities for quality improvement. In addition, it conducts regular audits and product inspections to assess product safety and quality and strengthen the management system for providing consumers with safe and reliable food products.

The Food Safety Center also serves as the Food Group's crisis response organization, acting as the control tower for coordinating on-site responses and information analysis when food safety issues arise. Using standardized food safety procedures, the center supports prompt and systematic decision-making during crises. When a food safety crisis occurs, the Emergency Food Safety Committee, chaired by the Head of the Food Group, is convened immediately to strengthen company-wide response capabilities.

Mock Product Recall Drills and Prevention of Serious Civil Accidents

To proactively manage potential risks and further strengthen its response system, **the Food Group of Samyang Corporation** conducts quarterly mock product recall drills covering all products. Based on a variety of crisis scenarios, the drills review recall response times, emergency communication systems, and overall recall procedures. The Food Group uses the practical results of these drills to improve the effectiveness of its response processes and their applicability in actual operational settings.

The Food Group also systematically carries out company-wide safety management activities to prevent Serious Civil Accidents related to food products. The results of preventive inspections and management activities conducted across all business divisions are reported to the Chief Executive Officer (CEO) once every six months. In addition, the Group has established and operates a manual specifying procedures for fulfilling safety and health obligations to prevent harm to the lives and physical safety of consumers and other stakeholders resulting from product defects that may occur across production, manufacturing, sales, and distribution. Through these efforts, the Group continues to advance its company-wide food safety management system while reinforcing its accountability for product safety.

Key Initiatives of the Food Safety Center

Initiative	Description
Rigorous Safety Verification	Conducts preventive food safety verification for raw materials, manufacturing processes, and product design, and performs rigorous inspections against food safety standards that reflect consumer safety and expectations.
Providing Reliable Products	Provides real-time foreign material control using X-ray systems, metal detectors, and vision systems, and conducts frequent inspections and consulting for raw materials and manufacturing facilities.
Strengthening Food Safety Execution Capabilities	Enhances employees' food safety awareness across purchasing, manufacturing, logistics, and sales, and provides consumers with accurate food safety information.

Food Safety Management Process

The Food Group of Samyang Corporation operates a systematic Food Safety Management Process covering the full product life cycle, from product planning and production to distribution and post-market management. Through regular inspections and stage-by-stage verification, the Group identifies potential defects that may arise during product design, manufacturing, and management. Based on inspection results, it implements continuous improvements and preventive measures to minimize quality and safety risks. Through these efforts, the Group protects the lives and physical safety of consumers and the public while reinforcing its accountability for food safety.

Pre-launch Management

Product Design Review	Establishment of Quality and Safety Standards	Product Safety Verification	Pre-Launch Product Verification	Product Manufacturing
• Raw material safety testing • Regulatory review	• Manufacturing process review • Establishment of food safety standards	• Pilot production: Conduct safety testing • Product labeling review	• Commercial production: Conduct safety testing beyond regulatory requirements	

Post-launch Management

Manufacturing Facility Inspection	Logistics and Transportation Inspection	Market Product Sampling and Testing	Customer Feedback Survey	Customer Satisfaction
• Regular hygiene inspections • Samyang Standards Inspection Program	• Regular logistics center inspections • Food hygiene consulting for wholesale distributors	• Routine market product sampling • Accredited laboratory testing	• Customer feedback collection • Integration of quality and safety standards	

Risk Management

Product Safety and Hazardous Substance Management Process of the Chemical Group at Samyang Corporation

The Chemical Group of Samyang Corporation operates a systematic management process across research and development (R&D), purchasing, production, and quality to ensure product safety and manage hazardous substances. The business group classifies and manages prohibited and monitored substances based on international regulatory standards, including RoHS, ELV, and REACH, as well as customers' hazardous substance management standards. It has also expanded the management scope beyond finished products to include parts and packaging materials and thoroughly verifies whether regulated substances are used.

During the R&D stage, the business group incorporates hazardous-substance standards into product design and reviews customers' hazardous-substance requirements and applicable regulatory standards in advance so that they can be reflected in product development. During the purchasing stage, it verifies whether raw materials and auxiliary materials contain hazardous substances and manages relevant information submitted by suppliers. During the production stage, the business group manages manufacturing processes in accordance with the operating standards of the Chemical Management System. The quality function continuously verifies product safety and regulatory compliance by establishing and inspecting the Chemical Management System, confirming compliance with customers' hazardous-substance standards, and conducting sampling inspections of products scheduled for shipment. In addition, the business group monitors changes in domestic and international regulations and customer requirements and carries out proactive response activities through collaboration among quality, environmental, and safety-related departments.

	Design	Approval	Mass Production	Shipment
R&D	• Product design in compliance with hazardous substance standards • Verification of customers' hazardous substance standards			
Purchasing	• Verification of hazardous substance content			
Production			• Compliance with the Chemical Management System	
Quality	• Establishment of the Chemical Management System • Hazardous substance content testing	• Assessment of compliance with customers' hazardous substance standards		• Sampling inspection of products scheduled for shipment • Verification of compliance with customers' hazardous substance standards

Product Safety Management of Samyang Packaging

Samyang Packaging conducts regular external inspections through accredited professional testing organizations to ensure that its products comply with stringent quality standards and applicable food hygiene laws and regulations. Product safety testing is conducted twice a year, in the first and second halves of each year, for products manufactured at all production sites. These inspections help systematically confirm that products are safe from potential risks before they are delivered to customers. The testing verifies whether the substances contained in the products meet stringent standards. In the 2025 assessments conducted across all Samyang Packaging production sites, all products were confirmed to contain hazardous substances below the applicable regulatory limits and were rated as compliant. Beyond regulatory compliance, Samyang Packaging focuses on providing products that consumers can use with confidence and peace of mind. The company will continue to prioritize customer safety and trust while strengthening its product safety management practices.

Product Safety Management of Samyang KCI

Samyang KCI works to strengthen customer confidence in product safety by complying with a range of international chemical registration regulations, including Korea's chemical registration and evaluation legislation, the European Union and UK REACH regulations, and Türkiye's KKDIK (*[1]). To comply with the European Cosmetics Regulation (EC Regulation No. 1223/2009), the company manages prohibited ingredients, prohibits animal testing, and complies with nanomaterial regulations. In addition, to comply with Proposition 65, the California Safe Drinking Water and Toxic Enforcement Act, Samyang KCI reviews applicable chemical substance lists and provides 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). Since then, the company has continued to respond promptly to changes in international regulatory requirements. Through these efforts, Samyang KCI seeks to strengthen customer trust, minimize adverse effects on the environment and consumer health, and advance sustainability management.

(*1) Kimyasalların Kaydı, Değerlendirilmesi, İzni ve Kısıtlanması (KKDIK): Türkiye's regulation on the registration, evaluation, authorization, and restriction of chemicals, comparable to the EU REACH Regulation.

Metrics and Targets

Product Safety and Quality Control Metrics and Targets

Samyang Corporation, Samyang Biopharm, Samyang Packaging, and **Samyang KCI** use key performance metrics, including the number of customer complaints received and resolved and the status of compliance with product- and service-related regulations, to systematically manage product safety and quality. Customer feedback and quality issues are incorporated into root cause analyses and improvement activities, and continuous monitoring of corrective actions helps prevent recurrence and improve customer satisfaction. The affiliates also regularly review compliance with domestic and international product safety and quality regulations, as well as customer requirements, to mitigate regulatory risks and strengthen product reliability. In addition, they operate prompt and systematic customer complaint response systems and have established key objectives for preventing violations of product- and service-related regulations and significant quality incidents. To achieve these objectives, the affiliates continue to strengthen prevention-oriented quality control activities by improving customer complaint resolution rates, preventing the recurrence of quality issues, and advancing regulatory response systems for product safety, thereby working to provide safe and reliable products and services that customers can trust.

* Three-year performance data for key product safety and quality control metrics of Samyang Holdings, Samyang Corporation, Samyang Biopharm, Samyang Packaging, and Samyang KCI are available in the ESG Facts & Figures section.

ESG Facts & Figures

Product Safety and Quality Certifications

Samyang Corporation, Samyang Biopharm, Samyang Packaging, and **Samyang KCI** use the status of domestic and international product safety and quality certifications as a key management metric to systematically maintain and enhance product safety and quality control. Each affiliate obtains and maintains a range of quality and safety certifications, including ISO, GMP, and HACCP, according to its business characteristics. Compliance with certification requirements is continuously monitored through regular audits and management activities. In addition, the affiliates strengthen product safety and quality competitiveness by expanding new certifications and maintaining existing certifications while continuing to advance their quality control systems to meet global standards.

The affiliates also conduct regular site inspections and post-certification management activities to maintain key quality and safety certifications and strengthen certification management systems. Going forward, they plan to further enhance customer confidence and continuously improve product competitiveness by expanding certifications that meet global product safety and quality standards and further advancing their certification management systems.

The Chemical Group of Samyang Corporation has obtained IATF 16949, the international quality management standard for automotive material suppliers, demonstrating the strength of its quality management system. The business group has also obtained HALAL certification for exports to Islamic countries and completed EU REACH registration for exports to Europe.

In addition, the Chemical Group has obtained Bureau Veritas certification for power plant quality standards and NSF certification, an internationally recognized certification for the safety and reliability of water treatment products, demonstrating compliance with global product safety and quality standards.

The Food Group of Samyang Corporation provides safe and reliable products through FSSC 22000 (Food Safety System Certification), HACCP, and HALAL certifications. In particular, its allulose products have received FDA GRAS (Generally Recognized as Safe) status, HALAL certification, and Kosher certification for foods manufactured in accordance with Jewish dietary laws.

Samyang Biopharm has obtained Pharmaceutical GMP and Medical Device GMP certifications by rigorously managing product quality and safety throughout all manufacturing processes. The company has also established an internationally recognized medical device quality management system through ISO 13485 certification, achieving world-class quality control in manufacturing environments, risk management, and product traceability.

Samyang Packaging provides safe and reliable products based on food safety certifications, including FSSC 22000 (Food Safety System Certification) and HACCP. The company also operates site-specific quality control standards and process control systems to continuously strengthen product quality consistency and safety.

Samyang KCI has obtained a range of international certifications, including EFfCI GMP (European Federation for Cosmetic Ingredients Good Manufacturing Practices), based on its rigorous quality control system, thereby reinforcing customer confidence in product quality.

Major Product Safety and Quality Certifications

Category	Certifications
Samyang Corporation Chemical Business	ISO 9001, IATF 16949, HALAL, EU REACH, UL-ECV, ISCC PLUS, Bureau Veritas, etc.
Samyang Corporation Food Business	FSSC 22000, HACCP, Kosher, HALAL, GMP, FDA GRAS, etc.
Samyang Biopharm	ISO 9001, ISO 13485, Pharmaceutical GMP, Medical Device GMP, etc.
Samyang Packaging	ISO 9001, FSSC 22000, HACCP, GMP, etc.
Samyang KCI	ISO 9001, EFfCI GMP, HALAL, etc.

Human Resource Management

Governance

Human resource management governance

The five Samyang Group affiliates regard talent as a core driver of sustainable corporate growth and operate a structured human resource (HR) management system that covers the full employee lifecycle, from recruitment to retirement. The system extends beyond routine workforce administration by supporting employees' growth within the organization and helping them realize their potential. Based on a job-specific HR framework, the affiliates apply clear criteria and procedures across recruitment, performance evaluation, compensation, promotion, and competency development to strengthen fairness and transparency. They also offer a range of learning opportunities, including in-house training, external training programs, and online learning platforms, to develop talent with job-specific expertise as well as digital and global competencies.

Furthermore, the companies foster a collaborative culture based on mutual respect and trust, creating an environment in which employees are encouraged to express their views and contribute to innovation. Through a range of employee benefit programs, they support a sustainable working environment intended to promote long-term employee satisfaction and retention. In addition, under their human rights management policies and codes of ethics, the companies review compliance with labor laws and regulations, monitor key human resource risks—including changes in workforce composition—and take proactive measures to address them.

Human Resource Management Enabled by Digital HR Infrastructure Development

The five Samyang Group affiliates have established digital HR systems powered by technologies such as cloud computing, big data, artificial intelligence (AI), and robotic process automation (RPA). These systems strengthen communication with employees and support more transparent, fair, and field-oriented HR operations. The systems have recently been expanded to Samyang KCI and overseas corporations in Hungary, Shanghai, and Vietnam, and phased implementation is being reviewed for overseas corporations where the system has not yet been introduced. Through these efforts, the Group affiliates plan to establish an integrated management system for global HR data and build a foundation for HR analytics.

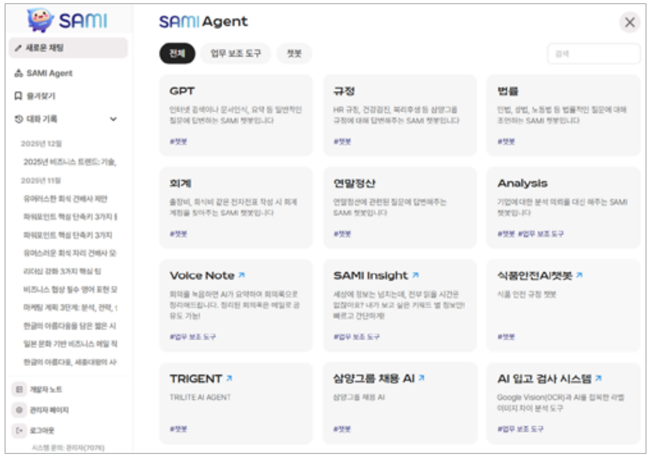
The HR system is expected to function as an integrated platform that provides management with real-time insights for data-driven decision-making, enables HR staff to automate reporting and standardize work processes, and supports employees in pursuing self-directed career development and designing personalized learning plans.

Strategy

Enhancing Productivity through a Group-specific AI System

In 2025, **the five Samyang Group affiliates** introduced Samyang AI (SAMI), a Group-specific AI system designed to enhance employee productivity and support a more advanced digital work environment. Designed with an emphasis on user convenience and ease of use, SAMI helps employees incorporate AI into their daily work. The system improves work efficiency through chatbot functions that provide information on internal policies, legal matters, accounting codes, and year-end tax settlement procedures, as well as functions that automatically summarize and translate meeting recordings and seminar videos.

In addition, the companies are strengthening decision support through SAMI GPT, which provides general-purpose AI question-and-answer capabilities, and SAMI Insight, which collects and summarizes news related to selected keywords. They are also developing customized AI services that reflect the needs of specific departments and business sites, thereby expanding the use of AI in day-to-day operations. Going forward, the companies plan to enhance business site–specific services and establish a Group-wide AI portal as they gradually integrate AI into the workplace.



Samyang-specific AI system (SAMI)

Strategy

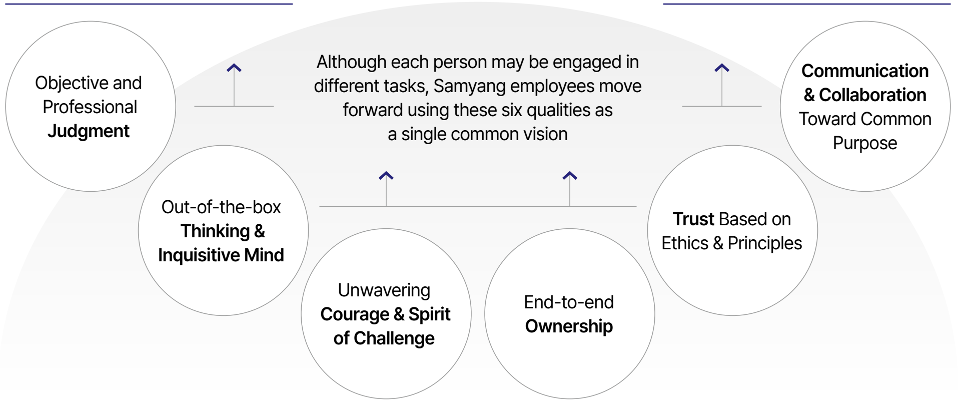
Talent Acquisition Strategy

The five Samyang Group affiliates operate year-round recruitment to secure qualified talent in a timely manner and are expanding their talent pools by diversifying recruitment channels. These channels include direct search, online recruitment campaigns, employee referrals, industry–academia networks with leading universities, and projects conducted in partnership with academic societies. Through these recruitment initiatives, the companies identify candidates with strong job fit and growth potential. Guided by the principle of providing equal opportunities to all applicants, they maintain a fair, competency-based recruitment process that prohibits discrimination based on educational background, gender, religion, or other personal attributes.

The five Samyang Group affiliates regard talent as a core corporate asset and a foundation for future growth. Through experiential internship programs and plant tours organized with leading universities and business sites, they provide prospective employees with opportunities to gain firsthand experience of specific roles and Samyang's organizational culture. Guided by Samyang's talent profile and HR management principles, the affiliates continue to invest in talent development and support employees in applying their capabilities to contribute to both individual growth and organizational performance. The affiliates also participate in youth employment initiatives, including the Korea Chamber of Commerce and Industry's Youth Internship Program, as part of their corporate social responsibility activities. At the same time, they are strengthening their employer brand and expanding their ability to attract high-caliber talent.

Samyang Group Talent Profile

Core Competencies of Samyang People in Driving Innovation



Exceptional Talent Acquisition Channels

Online	Offline	Others
• Job postings on recruitment platforms • Online recruitment sessions hosted on metaverse platforms • Expanded outreach through diversified social media channels • Strengthened recruitment branding through influencer collaborations	• On-campus recruitment sessions at partner universities nationwide • Collaborative programs with universities, including site visits, experiential internships, and job fairs • Internship opportunities through the Youth Program of Korea Chamber of Commerce and Industry	• Targeted recruitment in partnership with designated academic departments • Year-round talent pool to support role-specific hiring • Employee referral program • Junior talent recruitment track • Recruitment platforms for direct sourcing

In response to changes in the digital environment, **the five Samyang Group affiliates** are enhancing their recruitment communications. By actively using online platforms such as KakaoTalk and YouTube, the companies are expanding engagement with prospective candidates and helping them better understand the companies through structured information on corporate vision, organizational culture, and job opportunities. In particular, the affiliates post videos in which team managers or experienced employees from the relevant departments explain job responsibilities and the competencies required for specific roles. These videos provide candidates with accurate, practical job information and help them assess their suitability for each position. Through their digital channels, the affiliates also provide information on rolling recruitment opportunities and practical job-search content, including guidance on writing personal statements, interview preparation strategies, and interviews with employees in various roles. These initiatives help prospective candidates develop a clearer understanding of potential career paths within the companies. They also provide real-time recruitment updates and operate interactive Q&A sessions to create a more accessible, applicant-friendly communication environment.

The five Samyang Group affiliates complement their digital recruitment activities with offline initiatives, including on-campus recruitment sessions, workplace visits that offer hands-on exposure to different roles, and internship programs for young people. Through programs such as "Job Fair: Meet the Seniors," current employees share their career experiences and practical information about their roles. They also invite university-based student societies specializing in areas such as strategy, marketing, and human resources to learn about the Group and relevant career opportunities. Job presentations tailored to each society's academic focus and interests are accompanied by Q&A and networking sessions, helping participants gain a more concrete understanding of actual job responsibilities and potential career paths. They also operate an internal job posting system to make active use of their existing talent pool. Following a pilot program in December 2022, the system has been formally implemented on a quarterly basis since 2023. By considering internal candidates before initiating external recruitment, the affiliates seek to enhance employee motivation and organizational commitment.

Strategy

Talent Development Strategy

The five Samyang Group affiliates use the Purpose statement "Beyond life's potential, innovate the future" as the foundation for talent development and pursue a structured talent development strategy that enables executives and employees to create future value in their respective roles. Through a talent development framework that links individual growth with the organization's sustainable growth, the affiliates seek to accelerate the realization of their Purpose. They have also systematically defined the leadership competencies required at each level and for key roles and provide customized leadership development programs for newly appointed leaders, middle managers, and executives. These programs are designed to develop leaders with sound judgment, a strong sense of responsibility, and effective communication and collaboration skills, while further embedding the Group's Purpose and values across the organization.

In response to the expansion of their global business, the companies have made global capability development a key talent development priority. By systematically strengthening employees' understanding of global markets, cross-cultural collaboration skills, and global communication capabilities, the companies support employees in developing the competencies needed to work effectively in global business environments.

In response to accelerating digital transformation, the companies have established a structured training framework to strengthen digital capabilities across the workforce. By progressively enhancing employees' ability to make data-driven decisions, understand digital technologies, and apply digital tools to workplace innovation, the companies are improving productivity and creativity across job functions.

At the same time, the companies promote a culture of self-directed learning by enabling employees to develop their own learning plans and gain broad experience through role-specific training and job rotation programs. Moving forward, the five Samyang Group affiliates plan to further advance a Purpose-centered talent development strategy that integrates leadership development for different organizational levels with global and digital capability building. Through this strategy, they will systematically develop key talent capable of driving future growth.

		Leadership		Global	Digital	Job-specific Expertise	Company-wide Engagement Activities
Executive	Affiliate CEO	Executive Program P/G (External)	Executive Leadership Course: Business/People		AI Course for Executives	BUSINESS INSIGHT PLUS	PURPOSE Concert & Fair Samyang Group Statutory Training and Future Planning Program Samyang Group Organizational Vitality Assessment
	Newly Appointed Executive	Newly Appointed Executive Leadership					
Team Manager	Successor	Leadership Pathfinder	Team Manager Leadership Course: Business/People	Expatriate Development Program Practical Language Comprehension Cross-Cultural Understanding/Business Etiquette Global Mindset	Data Analysis Ⅰ/Ⅱ/Ⅲ Job-specific Specialized Course RPA Ⅰ/Ⅱ AI Understanding and Application OA Skill up Understanding IT Systems Digital Mindset	Degree Support Program	PURPOSE SYNERGY Workshop
	Newly Appointed Team Manager	Newly Appointed Team Manager Ⅰ/Ⅱ					
Core Talent	Team Manager Candidate Pool	Team Manager Candidate Pool Leadership	Team Manager Candidate Pool F/T				
	Future Leader	FL Development Program	Future Insight				
	Change Agent	CA-F/T	Business Skill Up				
Team member		Purpose Leadership Course			100-Day Challenges (AX)	Group-specific Job Expertise Course	
		New Employee Mentoring		Global/Digital Language Support			
		Samyang Group Onboarding Program for New Hires					
		Samyang Group Onboarding Program for Experienced Hires					
		e-Learning @Workday					

Strategy

New Employee Onboarding Process

Samyang Holdings, Samyang Corporation, Samyang Biopharm, and **Samyang Packaging** implement a range of onboarding programs to help new employees understand Samyang Group and adapt quickly to their respective teams. The onboarding process spans approximately one year and comprises three main components: 1) on-the-job training (OJT), 2) induction training, and 3) mentoring. Through this process, the companies support new hires as they settle into the organization and begin focusing on their work responsibilities.

1 **New Employee On-the-Job Training (OJT)**
New employees are assigned to their respective teams and complete an eight-week OJT program under the structured guidance of a designated senior colleague from the same team. Through hands-on experience in actual work settings, they acquire the knowledge, skills, and professional attitudes required for their roles. By helping new employees understand their responsibilities through real work assignments, the program supports early organizational adaptation and strengthens practical competencies.

2 **New Employee Onboarding Program**
New employees participate in a two- to three-week Group-wide onboarding program at the Daejeon Training Center. The program includes presentations by different organizations and visits to business sites to deepen employees' understanding of Samyang Group and its affiliates' business operations. Team-building activities help participants build peer networks. In addition, employees receive training designed to improve work efficiency and strengthen essential workplace competencies, enabling them to develop the broad capabilities required for corporate life.

3 **New Employee Mentoring Program**
Through a six-month mentoring program, the companies support new employees' successful integration and help them build a foundation for mid- to long-term growth. Experienced senior employees are assigned as mentors to help new hires develop and refine their career roadmaps, strengthen job-related competencies, and adapt to the organization. Psychosocial support activities, job-related training, and role-model interviews further support their practical development. The companies also provide monthly business trip opportunities and financial support to enhance the program's practical effectiveness and encourage new employees to broaden their range of experiences. In addition, support for monthly mentoring activities and institutional measures helps strengthen the program, while Samyang Group continues to foster an organizational culture that enables new employees to grow over the long term.

Flagship Talent Development Programs

▶ Leadership Competency Enhancement Programs

The five Samyang Group affiliates operate customized development programs for each leadership level to systematically cultivate future leaders. The leadership development framework includes business and management leaders, executive candidates, team managers, and team manager candidates, with training programs tailored to the roles and competencies required at each level.

Through this framework, the affiliates strengthen the leadership capabilities of executives and employees while establishing clear career development pathways across leadership levels, thereby laying a foundation for sustainable talent development. Recognizing leadership capability as a key driver of organizational competitiveness, they continue to enhance their leadership development strategy to support long-term competitiveness and a stable management foundation.

▶ Core Talent Development Program "Future Leader"

Samyang Holdings, Samyang Corporation, Samyang Biopharm, and **Samyang Packaging** operate the "Future Leader" program for core talent to cultivate the next generation of business leaders. Selected employees develop a broad range of leadership competencies through a structured training curriculum. The program is designed around the core capabilities required of future business leaders and includes leadership development, facilitation skills training, digital capability enhancement, and communication sessions with senior executives. Outstanding participants who complete the program are also offered company-sponsored MBA opportunities to strengthen their professional management knowledge and global competitiveness.

▶ "Degree Support Program" for Strengthening Job Expertise

The five Samyang Group affiliates operate a Degree Support Program to strengthen employees' professional expertise. The program supports employees in pursuing bachelor's, master's, and doctoral degrees in fields related to their work, enabling them to deepen their specialized knowledge and apply it effectively in the workplace.

Through the program, they enhance employees' professional expertise and problem-solving capabilities while establishing a cycle of talent development in which accumulated knowledge and research outcomes contribute to stronger technological capabilities and organizational competitiveness.

Strategy

Fair Performance Evaluation

Samyang Holdings, Samyang Corporation, Samyang Biopharm, and **Samyang Packaging** have moved away from seniority-based HR practices and operate a performance-oriented HR system based on the distinct value and outcomes of each role. This strategic HR framework is designed to support both individual growth and the organization's sustainable development. Performance evaluation consists of achievement evaluation and competency evaluation. Achievement evaluation objectively measures goal attainment based on key performance indicators (KPIs) linked to job objectives. Competency evaluation assesses the extent to which employees demonstrate the knowledge, skills, and behavioral traits required for their roles. Beginning in 2025, Samyang's talent profile and code of conduct have been incorporated into the evaluation criteria to help embed the company's Purpose.

In addition, since 2021, the companies have applied an absolute performance evaluation system that assesses employees based on their level of goal achievement and individual growth rather than their relative ranking. Ongoing performance management and regular feedback enhance the objectivity of the evaluation process and help employees understand and accept the results. Peer feedback gathered through collaborative work is also incorporated into the process, enabling multidimensional assessment and providing employees with opportunities to further develop their competencies.

Furthermore, to enhance fairness and transparency in the evaluation process, the companies regularly provide training for evaluators. Employees are also informed of the evaluation criteria and procedures before each evaluation cycle, which helps strengthen trust in the system and improve acceptance of the evaluation process.

Performance Evaluation Process

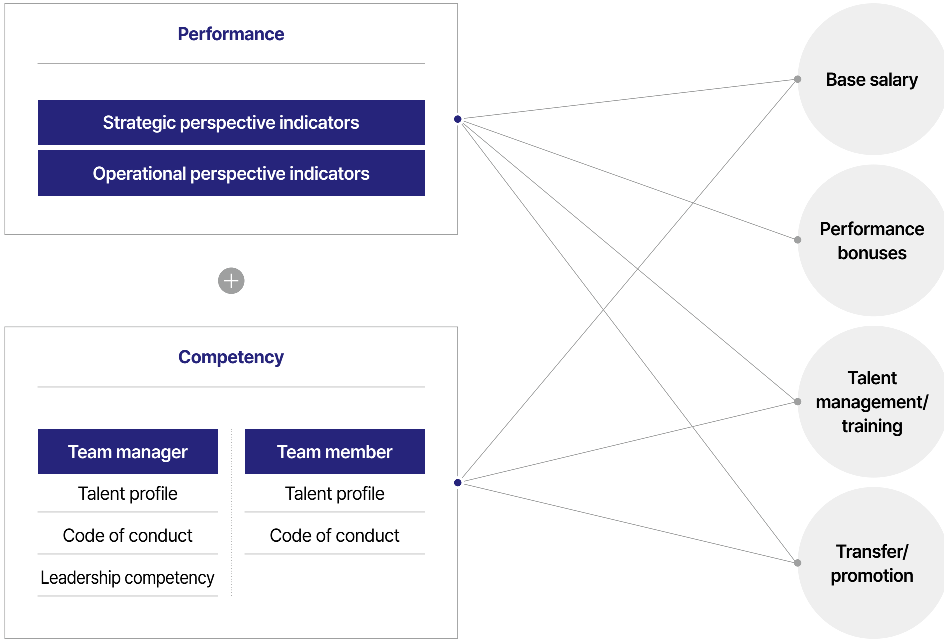
Goal Sharing Meetings	· Sharing organizational goals	· Setting individual goals
Ongoing Performance Management	· Continuous evaluations and feedback	· 360-degree peer feedback
Mid-term Review	· Mid-term review and goal-based feedback	
Final Evaluation	· Self-evaluation by employees	· Initial and secondary managerial evaluations
Feedback and Final Rating	· Evaluation feedback meetings	· Finalizing performance ratings

Fair Performance-based Compensation

Samyang Holdings, Samyang Corporation, Samyang Biopharm, and **Samyang Packaging** operate performance-based compensation systems so that executives' and employees' performance and contributions are fairly reflected in their compensation. Performance evaluation results are directly linked to annual salary increases and incentive calculations, allowing individual contributions to be recognized and rewarded. Employees who deliver outstanding performance are also provided with additional reward opportunities to strengthen motivation.

Performance evaluation results are used not only to determine short-term compensation but also to support mid- to long-term talent management decisions, including access to training and development opportunities, selection of key talent, job transfers and assignments, and promotions. Through this approach, the companies align performance-based HR management with employees' career development pathways and the organization's talent strategy. By making HR decisions based on job responsibilities and performance, they pursue mutual growth for the organization and employees.

Evaluation and Compensation



Strategy

Employee Benefits Programs

The five Samyang Group affiliates recognize that employee quality of life is closely linked to the organization's sustainable competitiveness. Accordingly, they have established "Work & Life Balance" as a core value and continue to enhance their employee benefits strategy in line with this principle. By creating a work environment that supports both operational efficiency and employees' personal lives, the affiliates help executives and employees apply their capabilities over the long term. To this end, they have established flexible and efficient work arrangements and systems that support employees' engagement and productivity at work. At the same time, they offer a range of benefit programs that allow employees to balance time outside work for rest, personal development, and family life. In response to social changes such as declining birth rates and increasingly diverse family structures, the affiliates are also introducing and expanding family-friendly benefits, including financial support for pregnancy and childbirth. Through these initiatives, they are strengthening a support system that addresses employees' needs across different life stages.

Flexible Work Arrangement System

To improve employees' work–life balance and work efficiency, the companies operate staggered and flexible work arrangements that allow employees to choose their start and finish times according to their individual needs. The companies also offer hourly leave options through half-day and two-hour leave, as well as a PC-OFF system designed to reduce overtime and support a better balance between work and personal life.

Encouraging Leave Use and Providing Long-term Service Rewards

To provide executives and employees with sufficient opportunities for rest and renewal, the companies offer one-month sabbatical leave to newly appointed team managers and employees who have completed 10 years of service. They also encourage leave use by designating company-wide annual leave days and providing summer vacation leave and vacation allowances. In addition, the companies recognize long-serving employees with benefits such as special leave, gold awards, and overseas training opportunities.

Reduced Working Hours

To protect the health of pregnant employees, the companies allow them to reduce their daily working hours by two hours from the time pregnancy is confirmed until the start of maternity leave, regardless of gestational age. The companies also offer reduced working hours for childcare, allowing eligible employees who are raising a child aged 12 or younger, or a child in sixth grade or below in elementary school, to work between 15 and 35 hours per week.

Workplace Childcare Center

To ease employees' childcare responsibilities and help them remain engaged at work, the companies operate a workplace childcare center. Through child-centered and play-based programs, the center provides a childcare and educational environment suited to the developmental needs of each age group.

Financial Stability Support Programs

The companies provide special leave and financial assistance for major family events, such as weddings and funerals. They also offer educational expense support from kindergarten through university, as well as school entrance grants for employees' children entering elementary, middle, or high school. In addition, the companies operate employee loan programs for living expenses, marriage, relocation, and housing to help reduce employees' financial burden.

Childbirth Encouragement Support Program

To ease the financial burden on pregnant employees, the companies provide monthly financial support throughout pregnancy. In addition, when an employee or an employee's spouse becomes pregnant, the companies provide a support payment; upon childbirth, they provide childbirth support payments based on the number of children.

Leisure Activity Support

Samyang Holdings, Samyang Corporation, and Samyang Biopharm operate a resort facility in Jeju and affiliated condominiums with partners such as Hanwha, Sono, Phoenix, Muju, and Oak Valley. When employees use these condominiums, the companies support accommodation fees or leisure expenses to help employees rest and use their leisure time.

Health Screenings and Medical Expense Support

To promote employee health and help prevent illness, the companies provide comprehensive health screenings for employees and their spouses. They also offer medical expense support for employees and their spouses, children, and parents. In addition, all employees are covered by group accident insurance, which provides reimbursement for eligible medical expenses and diagnosis benefits.

Operation of In-house Cafeterias and Fitness Centers

To support a healthy working environment for executives and employees, the companies provide three free meals a day at on-site cafeterias and operate fitness centers at each business site to support everyday health management.

Family-friendly Certification from the Ministry of Gender Equality and Family

To help employees balance work and family responsibilities, the companies implement a range of family-friendly policies and support measures, including flexible work arrangements, childbirth and childcare support, and financial assistance for major family events. In recognition of their implementation of these programs, the companies have obtained and continue to maintain Family-Friendly Certification administered by the Ministry of Gender Equality and Family.

Category	Samyang Holdings	Samyang Corporation	Samyang Packaging
Certification Period	2023. 12. 01–2026. 11. 30	2023. 12. 01–2026. 11. 30	2024. 12. 01–2027. 11. 30

Risk Management

Organizational Vitality Index Survey

The five Samyang Group affiliates conduct annual Vitality Index (VI) and Purpose Index (PI) surveys to evaluate the extent to which the Group's Purpose and core values are embedded across the organization and to assess overall organizational health and vitality.

The surveys comprehensively analyzes the organizational environment, leadership, ways of working, employees' attitudes, and awareness of organizational values to evaluate execution capability and employee engagement. Beyond serving as a perception survey, it is used as a key management indicator for identifying practical areas for improvement in organizational operations.

The surveys results are used to identify strengths and areas for improvement at the organizational and team levels. The findings are then translated into follow-up actions, including reviews of leadership practices, initiatives to improve collaboration and decision-making processes, and planning for organizational culture and leadership training in the following year. The companies also conduct feedback sessions for individual organizational units, through which they establish improvement initiatives and monitor implementation progress, creating a cycle of surveys, action, and review.

Going forward, the affiliates plan to strengthen coaching and workshops for leaders, identify and share examples of Purpose-based decision-making, and continue implementing tailored improvement initiatives that reflect the characteristics of each organization. Through these efforts, they aim to improve these indicators while systematically enhancing organizational vitality and further embedding the Group's values across the organization.

▸ Vitality Index (VI)

The Vitality Index (VI) assesses how effectively an organization operates and its overall level of vitality. Going beyond a conventional employee satisfaction survey, it is designed to provide a comprehensive understanding of the organization's overall energy and execution capability. Specifically, the VI evaluates whether the organization is positioned to sustain performance and employee engagement in day-to-day operations.

▸ Purpose Index (PI)

The Purpose Index (PI) assesses how clearly employees understand the Group's Purpose and core values and how closely these are connected to individual work and decision-making. By examining whether Purpose functions as a practical standard for employees' judgment and behavior, rather than remaining only a statement of intent, the PI evaluates the extent to which Purpose-based organizational management is operating in practice.

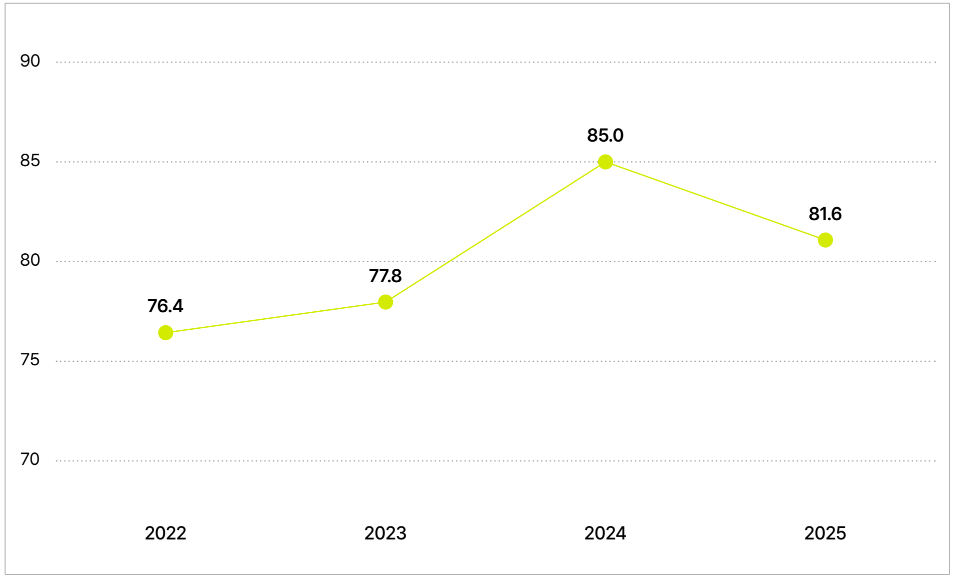
Employee Benefits Satisfaction Survey

Samyang Holdings, Samyang Corporation, Samyang Biopharm, and **Samyang Packaging** conduct annual employee benefits satisfaction surveys to support continuous improvement in employee benefits services. The surveys serve as key benchmarks for assessing the effectiveness of existing employee benefits programs, their administration, and the service expertise of the staff who manage them.

Satisfaction levels showed an overall upward trend over the past three years, although they declined slightly from the previous year in 2025. In 2024, satisfaction improved following the expansion of pregnancy and childbirth support programs. In 2025, however, satisfaction edged down as existing employee benefits policies remained largely unchanged, with no major enhancements introduced across the programs.

In 2026, the companies plan to expand the scope of their benefits programs and enhance operational effectiveness so that a broader range of employees can use and experience the programs, while continuing efforts to improve overall satisfaction.

Four-year Employee Benefits Satisfaction Survey Results



Metrics and Targets

Human Resources Management Goals and Performance

The five Samyang Group affiliates recognize human capital as a key foundation for sustainable growth and systematically manage quantitative indicators across human resource management. They have identified diversity, turnover and dismissals, competency development, compensation and treatment, and employee benefits and parental leave as key management areas. By continuously monitoring and disclosing targets and performance in each area, the affiliates are strengthening workforce competitiveness.

Diversity-focused Recruitment

The five Samyang Group affiliates monitor the employment rates of members of socially vulnerable groups and persons with disabilities, as well as the proportions of female employees and women in management, as key indicators. Based on fair recruitment and promotion systems, the affiliates seek to foster an inclusive organizational culture. They are also advancing a talent management framework grounded in diversity and equity by pursuing institutional improvements alongside awareness-raising initiatives. In addition, the affiliates plan to gradually expand recruitment in line with their mid- to long-term growth strategies to secure the talent needed for business expansion.

Employee Turnover and Dismissal Management

To retain talented employees over the long term, **the five Samyang Group affiliates** regularly monitor turnover rates and the number of dismissals by employment type, job level, and age group. They also carry out organizational culture improvement initiatives to strengthen employee engagement. Through exit interviews and regular organizational assessments, they identify factors contributing to employee turnover and implement improvements to the work environment, leadership practices, and compensation systems to strengthen workforce stability.

Competency Development

To support employees' continued growth, **the five Samyang Group affiliates** monitor key indicators, including annual training hours and training expenditure per employee, and operate structured training and development programs by job function and job level. They also support self-directed learning through a digital learning platform and provide tailored courses aligned with employees' competency levels and career development stages. In addition, the affiliates are expanding leadership development programs and opportunities to participate in external training designed to strengthen global capabilities, with the aim of developing talent equipped to respond to changes in the future business environment.

Compensation and Treatment

To maintain a fair and transparent compensation system, **the five Samyang Group affiliates** regularly review entry-level salaries relative to the statutory minimum wage and monitor the gender pay gap. They operate a compensation system that reflects employee performance and competencies and strengthen internal controls to prevent discrimination based on gender, age, or other personal characteristics. Through these efforts, they seek to ensure both fairness and market competitiveness in compensation.

Employee Benefits and Parental Leave

The five Samyang Group affiliates aim to create a flexible and sustainable working environment in which employees can continue to develop and contribute over the long term. They monitor the number of employees taking parental leave as a key indicator and promote a workplace culture in which employees can use available leave without hesitation through policy improvements and awareness-raising initiatives. They also support employee well-being and work–life balance by increasing employee benefits expenditure relative to revenue and providing a range of work support programs.

Based on these human resource management indicators and targets, **the five Samyang Group affiliates** regularly review performance, identify improvement initiatives, and implement those initiatives to strengthen sustainable organizational competitiveness.

* Three-year performance data for each key human resource management indicator for Samyang Holdings, Samyang Corporation, Samyang Biopharm, Samyang Packaging, and Samyang KCI are available in the ESG Facts & Figures section.

ESG Facts & Figures

Corporate Governance

Board of Directors

Roles and Responsibilities of the Board of Directors

The five Samyang Group affiliates are governed by Boards of Directors composed of professionals with diverse expertise and independent judgment to oversee major management decisions. As the highest decision-making body of each affiliate, the Board deliberates on and approves matters required under applicable laws and the Articles of Incorporation, matters delegated by the general meeting of stockholders, major management strategies, and key business operations, while also supervising management. Through checks and balances with management, the boards support stable corporate operations and work to enhance corporate value and protect stakeholder interests on the basis of integrity and trust.

Board Independence

The five Samyang Group affiliates appoint an executive director as Chair of the Board to support efficient decision-making and strengthen competitiveness. To reinforce board independence, **Samyang Holdings, Samyang Corporation,** and **Samyang Packaging** separate the roles of Board chair and CEO. **Samyang Holdings, Samyang Corporation,** and **Samyang Biopharm** also strengthen the Board's oversight function by maintaining a majority of independent directors, supporting objective decision-making and the consideration of diverse stakeholder perspectives.

The chair of the Board is appointed in accordance with the relevant regulations, and independent directors are selected through a fair process from candidates with expertise in a broad range of fields. The company also appoints individuals with no direct conflict of interest with the company and supports their independent performance of duties during their three-year terms, thereby strengthening the Board's checks-and-balances function.

Samyang Holdings, Samyang Corporation, and **Samyang Biopharm** operate an Independent Director Candidate Recommendation Committee to support the independence and impartiality of independent directors. The committee comprehensively evaluates candidates who meet applicable legal requirements, considering their independence, expertise, and potential conflicts of interest before recommending individuals who serve the interests of both the company and its stockholders.

Board of Directors

The five Samyang Group affiliates have established efficient, well-structured board operating structures to protect the interests of the company and its stockholders. Each board holds both regular and interim meetings. Regular board meetings are held quarterly to deliberate and approve key agenda items, including the approval of financial statements and the convening of the general meeting of stockholders. Interim board meetings are convened as needed when urgent or significant matters arise, enabling timely and well-informed decision-making.

Board Diversity

The five Samyang Group affiliates value board diversity so that board decisions can reflect a range of perspectives rather than the interests of any particular stakeholder group. Accordingly, the affiliates apply a non-discrimination principle throughout the nomination, evaluation, and appointment process for director candidates and do not discriminate on the basis of gender, age, nationality, cultural background, race, or ethnicity. To enhance board effectiveness and expertise, the affiliates appoint independent directors with extensive experience and professional capabilities across a broad range of fields and continue working to strengthen board diversity. As part of these efforts, Samyang Holdings appointed one female independent director in 2025, and Samyang Corporation appointed one female independent director in 2023.

Board Remuneration

The five Samyang Group affiliates maintain clearly defined standards and procedures to support the transparency and fairness of director remuneration. The aggregate limit for director remuneration is determined with the approval of the general meeting of stockholders. Remuneration for individual directors is calculated through a comprehensive assessment of the previous year's management performance, the value of each director's responsibilities, and each director's contribution to the company. Remuneration for independent directors and Audit Committee members is paid within the limits approved by the general meeting of stockholders in accordance with Article 388 of the Korean Commercial Act, the Articles of Incorporation, and the Board regulations. This framework supports the independence of independent directors while maintaining a fair and reasonable remuneration system.

Board Composition

Samyang Holdings

(As of the end of March 2026)

Category	Name	Gender	Position	Appointment Date	Area of Expertise	Professional Experience		Board Committees
Executive Director	Yoon Kim	Male	Chair of the Board	Aug. 30, 1993	Corporate management	- Chair, Samyang Holdings (Current) - Vice Chairman, the Federation of Korean Industries (Current)	- Honorary Chairman, Korea-Japan Economic Association (Current)	-
	Tae-Ung Eom	Male	CEO	Mar. 26, 2021	Corporate management	- CEO, Samyang Biopharm Corporation	- CEO, Samyang Holdings (Current)	- Independent Director Candidate Recommendation Committee - ESG Committee
Independent Director	Koo-Hyun Chung	Male	Independent Director	Mar. 28, 2025	Management, economics	- Professor, School of Business, Yonsei University - President, Samsung Economic Research Institute	- CEO, J Campus (Current)	- Audit Committee - Independent Director Candidate Recommendation Committee - ESG Committee
	Joon-Young Lee	Male	Independent Director	Mar. 26, 2021	Chemical engineering (professor)	- Chairman, the Korean Fiber Society	- Professor, School of Chemical Engineering, Sungkyunkwan University (Current)	- Audit Committee - Independent Director Candidate Recommendation Committee - ESG Committee
	Pan-Woo Nam	Male	Independent Director	Mar. 30, 2022	Law (attorney)	- Commissioner, Jungbu Regional Tax Office	- Attorney, Kim & Chang (Current)	- Audit Committee - Independent Director Candidate Recommendation Committee - ESG Committee
	Soon-Hwa Choi	Female	Independent Director	Mar. 28, 2025	Consumer science, international business	- Senior Research Fellow, Samsung Economic Research Institute	- Professor, Department of International Business, Dongduk Women's University (Current)	- Audit Committee - Independent Director Candidate Recommendation Committee - ESG Committee

Samyang Corporation

(As of the end of March 2026)

Category	Name	Gender	Position	Appointment Date	Area of Expertise	Professional Experience		Board Committees
Executive Director	Won Kim	Male	Chair of the Board	Mar. 21, 2018	Corporate management	- Vice Chairman, Seoul Chamber of Commerce and Industry (Current)	- Vice Chairman, Samyang Corporation (Current)	-
	Ryang Kim	Male	Executive Director	Mar. 21, 2018	Corporate management	- Vice Chairman, Samyang Corporation (Current)		- Independent Director Candidate Recommendation Committee
	Un-Ick Lee	Male	CEO	Mar. 26, 2026	Corporate management	- CEO, Samyang Corporation; Head of Chemical Group 1; and CEO, Samyang InnoChem (2026–Current)		- ESG Committee
Independent Director	Dae-Hoon Lee	Male	Independent Director	Mar. 25, 2022	Corporate management (finance)	- CEO, Mutual Finance Business, National Agricultural Cooperative Federation (NACF) - President and CEO, NH NongHyup Bank	- Adjunct Professor, College of Law, Kookmin University (Current)	- Audit Committee - ESG Committee
	Ok-Kyung Yang	Female	Independent Director	Mar. 23, 2023	Social welfare (professor)	- Professor, Department of Social Welfare, College of Social Sciences, Ewha Womans University	- Director, Warm Companion Foundation (Current) - CEO, ChildFund Korea (Current)	- Audit Committee - ESG Committee
	Min-Jae Ko	Male	Independent Director	Mar. 25, 2022	Chemical engineering (professor)	- Principal Engineer, Samsung Electronics Co., Ltd. - Principal Researcher, Korea Advanced Institute of Science and Technology (KAIST)	- Professor, Department of Chemical Engineering, Hanyang University (Current)	- Independent Director Candidate Recommendation Committee - ESG Committee
	Jin-Byung Park	Male	Independent Director	Mar. 25, 2022	Food engineering (professor)	- Researcher, Doosan Technology Center - Chair, Protein and Enzyme Engineering Division, the Korean Society for Biotechnology and Bioengineering (Current)	- Professor, Department of Food Science and Biotechnology, Ewha Womans University (Current)	- Independent Director Candidate Recommendation Committee - ESG Committee
	In-Seo Oh	Male	Independent Director	Mar. 26, 2026	Law	- Chief Prosecutor, Suwon High Prosecutors' Office	- Managing Partner, D&A LLC (2024–Current)	- Audit Committee - ESG Committee

Board Composition

Samyang Biopharm

(As of the end of March 2026)

Category	Name	Gender	Position	Appointment Date	Area of Expertise	Professional Experience		Board Committees
Executive Director	Kyung-Jin Kim	Male	Chair of the Board and CEO	Nov. 3, 2025	Corporate management	- Ph.D. in Organic Chemistry, Texas A&M University - Senior Research Scientist, Hoffmann-La Roche R&D Center	- CEO, ST Pharm Co., Ltd.	- Independent Director Candidate Recommendation Committee - ESG Committee
	Hyun-Soo Lee	Male	Executive Director	Nov. 3, 2025	Management, economics	- KMBA, Korea University - Head of Finance Team 1, Samyang Corporation	- Head of Financial Planning Team, Samyang Holdings	- ESG Committee
Independent Director	Kyung-Soo Park	Male	Independent Director	Nov. 3, 2025	Medicine (professor)	- Ph.D. in Internal Medicine, Seoul National University Graduate School of Medicine - Head, Department of Clinical Genomic Medicine, Seoul National University Hospital	- Advisory Professor, Division of Endocrinology and Metabolism, Konkuk University Medical Center (Current)	- Audit Committee - Independent Director Candidate Recommendation Committee - ESG Committee
	Dong-Woo Kang	Male	Independent Director	Mar. 23, 2026	Accounting, finance (certified public accountant)	- M.B.A., Hanyang University - Partner, EY Hanyoung	- Certified Public Accountant, Daejoo Accounting Corporation (Current)	- Audit Committee - Independent Director Candidate Recommendation Committee - ESG Committee
	Sung-Hoon Jung	Male	Independent Director	Mar. 23, 2026	Pharmacy (professor)	- Ph.D. in Industrial & Physical Pharmacy, Purdue University	- Professor, College of Pharmacy, Dongguk University - Professor, College of Pharmacy, Yonsei University (Current)	- Audit Committee - Independent Director Candidate Recommendation Committee - ESG Committee

Samyang Packaging

(As of the end of May 2026)

Category	Name	Gender	Position	Appointment Date	Area of Expertise	Professional Experience		Board Committees
Executive Director	Jung Kim	Male	Chair of the Board	Mar. 20, 2024	Corporate management	- CEO, Samyang Corporation; Head of the Chemical Group - President, Samyang Holdings	- Vice Chairman, Samyang Packaging (Current)	-
	Seok-Hwan Yoon	Male	CEO	Mar. 23, 2026	Corporate management	- CFO, Samyang Packaging - Head of the Future Strategy Office, Samyang Holdings	- CEO, Samyang Packaging (Current)	- ESG Committee
Independent Director	Chang-Hoon Ji	Male	Independent Director	Mar. 22, 2023	Management, economics	- Executive Vice President, Korean Air Co., Ltd. - President and CEO, Korean Air Co., Ltd.	- Independent Director, Samyang Packaging (Current)	- ESG Committee
Other Non-Executive Director	Dong-Hyun Lee	Male	Other Non-Executive Director	Mar. 23, 2026	Corporate management	- Researcher, Hanwha Corporation; Hanwha Economic Research Institute, Group Management Planning Office	- Head of the New Business Promotion Office, Hanwha Corporation - Head of the Future Strategy Office, Samyang Holdings (Current)	- ESG Committee

Samyang KCI

(As of the end of May 2026)

Category	Name	Gender	Position	Appointment Date	Area of Expertise	Professional Experience		Board Committees
Executive Director	Tae-Hwan Ahn	Male	Chair of the Board and CEO	Mar. 23, 2026	Corporate management	- M.B.A., Cornell University - Head of Sales and Marketing Division, Samyang KCI	- Chief Executive Officer, Samyang KCI (Current)	- ESG Committee
Independent Director	Ki-Joon Nam	Male	Independent Director	Mar. 18, 2024	Management consulting, economics	- Executive Managing Director, Management Division, Samnam Petrochemical Co., Ltd.	- Independent Director, Samyang KCI (Current)	- ESG Committee
Other Non-Executive Director	Geon-Ho Kim	Male	Other Non-Executive Director	Mar. 24, 2025	Corporate management	- Head of Global Growth PU, Samyang Holdings - President, HUVIS Corporation	- President, Strategy Division, Samyang Holdings (Current)	- ESG Committee
	Chi-Wan Lee	Male	Other Non-Executive Director	Mar. 20, 2023	R&D	- Head of the Convergence Materials Research Center, Samyang Corporation	- Head of the Chemical Research Center, Samyang Corporation (Current)	-

Strategy

Board Expertise

The five Samyang Group affiliates strengthen the expertise and balance of their boards by appointing directors with diverse professional knowledge and experience. This composition supports the quality and effectiveness of key management decision-making and helps establish a stable foundation for the company's sustainable growth. They systematically manage and disclose board expertise.

Board Skills Matrix

(As of the end of March 2026)

Samyang Holdings

Name	Finance/ Accounting	Management/ Finance	Law	Chemicals	Food	ESG
Yoon Kim	●	●				●
Tae-Ung Eom		●		●		●
Koo-Hyun Chung	●	●				●
Joon-Young Lee				●		●
Pan-Woo Nam	●		●			●
Soon-Hwa Choi	●					●

Samyang Corporation

Name	Finance/ Accounting	Management/ Finance	Law	Chemicals	Food	ESG
Won Kim		●		●		
Ryang Kim		●			●	
Un-Ick Lee		●		●		
Dae-Hoon Lee	●	●				
Ok-Kyung Yang			●			●
Min-Jae Ko				●		●
Jin-Byung Park					●	●
In-Seo Oh			●			●

Training to Strengthen Board Expertise

The five Samyang Group affiliates operate structured training programs to strengthen board-member capabilities on an ongoing basis. In addition to providing opportunities to participate in external seminars and professional training programs, the affiliates offer training on board operations, applicable laws and regulations, and audits of the internal accounting control system to support the duties of independent directors and Audit Committee members. They also share current management issues and professional knowledge through regular and ad hoc meetings, strengthening the Board's capacity to respond to key management challenges and make informed decisions.

Samyang Biopharm

Name	Finance/ Accounting	Management/ Finance	Law	Pharmaceuticals	ESG
Kyung-Jin Kim		●		●	
Hyun-Soo Lee	●	●			
Kyung-Soo Park				●	●
Dong-Woo Kang	●		●		
Sung-Hoon Jung				●	●

Samyang Packaging

Name	Finance/ Accounting	Management/ Finance	Law	Chemicals	Food	ESG
Jung Kim		●		●		
Seok-Hwan Yoon	●	●		●		
Chang-Hoon Ji		●				●
Dong-Hyun Lee		●				●

Samyang KCI

Name	Finance/ Accounting	Management/ Finance	Chemicals	Production/R&D	ESG
Tae-Hwan Ahn		●	●		●
Ki-Joon Nam		●	●		
Geon-Ho Kim	●	●			●
Chi-Wan Lee			●	●	

Board Committees

To enhance Board expertise and operating effectiveness, **Samyang Holdings, Samyang Corporation,** and **Samyang Biopharm** operate an Audit Committee, an Independent Director Candidate Recommendation Committee, and an environmental, social, and governance (ESG) Committee under the Board, with each committee primarily composed of independent directors. **Samyang Packaging** and **Samyang KCI** operate an ESG Committee under their respective boards. Detailed information on the activities of each board committee is available in the business reports of the respective affiliates published in March 2026.

Audit Committee

The Audit Committee of **Samyang Holdings, Samyang Corporation,** and **Samyang Biopharm** consists entirely of independent directors with expertise in fields including law, finance, and management. This composition is intended to strengthen the transparency and professionalism of the committee's oversight function. Through this structure, the committee maintains an oversight system independent of management and reviews management activities from an objective perspective.

The Audit Committee audits accounting matters and overall business operations and deliberates on and resolves matters delegated by the Board. It also oversees the execution of duties by directors and management, supporting responsible and well-informed management decision-making. Its primary responsibilities include reviewing financial statements and accompanying schedules, evaluating external audit results, deliberating key management issues, and assessing the effectiveness of the internal accounting control system. To strengthen the effectiveness and expertise of the audit function, the committee includes at least one member with accounting or finance expertise and works to enhance the reliability of the internal-control and risk-management systems.

Independent Director Candidate Recommendation Committee

The Independent Director Candidate Recommendation Committee of **Samyang Holdings, Samyang Corporation,** and **Samyang Biopharm** systematically recommends candidates for independent director who can review corporate management policies fairly and objectively while fulfilling oversight and advisory responsibilities. In developing the candidate pool, the committee comprehensively considers each candidate's independence and professional expertise. It also evaluates candidates from multiple perspectives, including experience, capabilities, and ethical standards, to support an appropriate Board composition. After objective and independent evaluation by committee members, candidates are recommended based on their ability to act in the best interests of both the company and its stockholders.

Throughout the nomination process, Samyang Holdings, Samyang Corporation, and Samyang Biopharm apply a diversity principle and do not impose restrictions based on gender or other specific factors. As a result, appointed independent directors meet the qualifications required under applicable laws and regulations and possess the professional expertise and independence needed to perform their duties effectively.

ESG Committee

The five Samyang Group affiliates have established and operate an ESG Committee to systematically oversee and manage key ESG-related issues. The ESG Committee reviews and evaluates strategies and major policies across environmental, social, and governance matters and supports decision-making related to the company's medium- and long-term sustainability.

Established in 2023, the ESG Committee deliberates on and approves a wide range of ESG-related matters, including ESG initiatives and medium- and long-term strategies, major ESG Management Policies, climate-change response strategies based on the Roadmap to Net Zero Emissions by 2050, responses to ESG ratings and disclosures, opportunity and risk management measures for material issues, and Sustainability Report publication. The committee also regularly reviews the non-financial risk management framework, improvements to non-financial performance indicators, and the company's responses to domestic and international ESG assessments. The ESG Committee convenes semiannually and convenes special meetings as needed to discuss significant agenda items.

Risk Management

Risk Management Process

The five Samyang Group affiliates systematically identify and assess risks that may arise across their business activities and manage those risks by establishing appropriate risk-tolerance levels and control standards. They also maintain organization-specific crisis-response measures and reporting systems to help keep key risks within acceptable limits. Risk management policies and systems are regularly reviewed and improved to respond to changes in the business environment and market conditions. They operate their internal-control environment based on standardized management standards and procedures so that employees can clearly understand their respective roles and responsibilities. The Audit Committee and, where applicable, the full-time auditor oversee management's implementation of risk management policies and procedures and evaluate the adequacy and effectiveness of the enterprise-wide risk management framework. The internal audit organization independently reviews risk management controls and operating procedures and reports the results to the Audit Committee, contributing to the effectiveness and reliability of the enterprise-wide risk management system.

Risk Type	Compliance Risk	Business Risk	ESG Risk	Related-Party Transaction Risk	Financial Risk
Responsible Organization	Compliance Office	Board of Directors	ESG Committee	Finance & Accounting Office (Finance & Accounting Team)	Audit Committee (and Full-Time Auditor)
Key Responsibilities	• Monitor compliance with ethics, legal, and fair-trade policies. • Regularly monitor violations and potential compliance risks. • Establish corrective action plans for identified violations and monitor the implementation of follow-up measures. • Support the establishment of a group-wide compliance culture.	• Evaluate and approve risks related to the Group's strategic business direction, new business initiatives, mergers and acquisitions (M&A), and investments. • Monitor key matters that have a significant impact on management performance and business operations. • Approve transactions with affiliates and related parties that require board approval in accordance with the Monopoly Regulation and Fair Trade Act and the Korean Commercial Act. • Approve plans related to the sustainability of business operations, including safety and health.	• Establish medium- and long-term ESG strategies and sustainable growth plans. • Identify ESG-related material issues, associated risks, and strategic priorities, and establish strategic directions. • Monitor risks related to ESG assessments and disclosures. • Integrate and manage risk factors associated with ESG-related business activities.	• Conduct the review process for transactions with affiliates and related parties in accordance with the Monopoly Regulation and Fair Trade Act and the Korean Commercial Act. • Conduct reviews of matters requiring assessment in relation to internal transactions. • Update internal processes and provide employee training when relevant laws and regulations are revised.	• Review the reliability and accuracy of financial information in accordance with the internal accounting control system. • Audit and report significant accounting issues and potential financial risks. • Conduct preliminary risk assessments in response to external audits and changes in accounting standards. • Perform audit responsibilities delegated by the Board of Directors or required under applicable laws and regulations.

Ethics and Compliance Management

Governance

Ethical Management Governance

The five Samyang Group affiliates have built an ethical management framework grounded in the core management values of integrity and trust. Guided by this value system, the affiliates work to strengthen transparency and accountability across their business activities and to maintain stakeholder trust. They regard ethical management not only as a moral standard but also as a fundamental management principle for supporting sustainable growth through balanced economic, social, and environmental responsibility. Through this approach, the affiliates seek to enhance corporate competitiveness and create long-term value with stakeholders.

The Audit Committees of **Samyang Holdings, Samyang Corporation, and Samyang Biopharm, together with the full-time auditors of Samyang Packaging** and **Samyang KCI**, deliberate on and approve major ethical management activities and oversee each company's ethics and compliance management framework. This governance structure is intended to support effective internal controls and strengthen transparency and accountability across business operations. In particular, **Samyang Holdings** and **Samyang Corporation**, led by their Compliance Officers, continuously monitor compliance with the Compliance Control Standards and applicable laws and regulations and operate a system for identifying and managing key compliance risks in advance. When violations occur, they are immediately reported to the Board of Directors; corrective and preventive measures are then developed and implemented based on root-cause analysis to manage compliance risks systematically.

Strategy

Establishing an Ethical Management Implementation System

The five Samyang Group affiliates have established the Five Principles of Ethical Management, based on their ethical management philosophy, to support the practical implementation of ethics and compliance management. These principles serve as core standards of conduct across the organization and provide a framework that helps employees understand the company's essential role and social responsibilities and apply them consistently in their daily work.

Based on these Five Principles, the affiliates have established and implemented the Practice Guidelines for Ethical Management, which set out specific standards of conduct. The guidelines function as practical, work-oriented guidance to help employees make appropriate judgments in a range of business situations, including circumstances involving ethical dilemmas.

To strengthen implementation of the Practice Guidelines, the companies have also prepared Detailed Guidelines that define specific application standards. They continue to improve employees' understanding and practical adoption of these standards through education and communication activities. Through these efforts, the companies integrate ethical management principles into daily operations and promote organization-wide ethical awareness and trust-based management. In 2026, they revised the Five Principles of Ethical Management, the Practice Guidelines for Ethical Management, and the Detailed Guidelines to increase employees' awareness of compliance with the Monopoly Regulation and Fair Trade Act and to supplement the related provisions.

Samyang Group Ethical Management Website

Five Principles of Ethical Management

1	Customers	• Delivering the highest-quality products and services while creating differentiated value • Protecting customer information and respecting customers' right to know
2	Stockholders	• Maximizing stockholders' interests and corporate value • Ensuring accounting transparency and disclosing corporate information
3	Suppliers	• Pursuing fair transactions and co-prosperity with suppliers • Prohibiting unethical practices, including the offering or acceptance of valuables, entertainment, special favors, and bribery
4	Employees	• Fulfilling responsibilities and obligations of employees • Promoting positive attitudes among employees • Performing duties fairly and impartially • Protecting company assets • Creating a healthy and safe work environment
5	Nation and Society	• Fulfilling corporate social responsibilities • Establishing a sound market order through fair competition • Protecting the environment and ensuring safety

Strategy

Adoption of the Fair Trade Compliance Program (CP)

In 2025, **Samyang Corporation** adopted the Fair Trade Compliance Program (CP) to establish an internal compliance system for systematically observing fair trade laws and regulations. The CP is a management system designed to embed a culture of voluntary legal compliance within an organization. Through the program, Samyang Corporation seeks to prevent risks of legal violations in advance and pursue sustainable growth as a company trusted by its stakeholders.

To support the effective operation of the CP, Samyang Corporation has established a clear governance structure and works to build a consistent compliance culture from senior management to working-level personnel. The Board of Directors serves as the highest oversight body for the CP and deliberates on and approves key compliance risks and improvement initiatives based on reports from the Fair Trade Compliance Officer. The CEO communicates the company's fair trade compliance policy to internal and external stakeholders and provides the authority and resources needed for implementation. The Fair Trade Compliance Officer oversees the overall operation of the CP, including regulatory monitoring, education and inspection planning, performance management, and reporting. The Fair Trade Compliance Office supports the stable operation of the program as the working-level organization responsible for preparing compliance manuals, operating training programs, providing internal consultation, and conducting ongoing monitoring.

Current Status and Future Plans for the Fair Trade Compliance Program (CP)

A | Management Commitment and Establishment of the Compliance Program

In 2025, Samyang Corporation's executive management formally declared its commitment to fair trade compliance and laid the foundation for CP operation. The company established CP operating regulations and, through a resolution of the Board of Directors, appointed a Fair Trade Compliance Officer to support the independent performance of compliance responsibilities.

B | Development and Distribution of the Compliance Handbook

In the first half of 2026, Samyang Corporation plans to develop and distribute a Fair Trade Compliance Handbook to help employees understand and comply with fair trade laws and regulations in their daily work. The handbook will include key fair trade regulations, examples of violations, and situation-specific checklists to increase its practical usefulness. The company also plans to post the handbook on its intranet to make it readily accessible to employees.

C | Implementation of a Systematic Compliance Training Program

Beginning in 2026, Samyang Corporation will provide regular compliance training for all employees at least semiannually to reinforce the importance of the CP and foster a fair trade compliance culture across the organization. Employees in the sales and purchasing functions, who are more likely to encounter fair trade issues, will also receive additional role-specific training, including sessions led by external experts, to improve the effectiveness of the training program.

D | Establishment of an Internal Oversight System

Under the leadership of the Fair Trade Compliance Officer, Samyang Corporation plans to establish an internal oversight system by the end of 2026 to identify and control potential risks of legal violations that may arise during business activities. The company plans to conduct regular document reviews and on-site monitoring and to introduce and operate a reporting system designed to prevent violations and support their early detection.

E | Disciplinary Measures and Incentive Program

Samyang Corporation will take strict disciplinary action against violations of fair trade laws and regulations in accordance with its zero-tolerance policy. The company also plans to specify an incentive program, including recognition and awards for employees and departments that contribute substantially to establishing the CP culture, to encourage voluntary compliance with applicable laws and regulations.

Strategy

Ethics and Compliance Management Education

▸ Ethics Training Program for All Employees

The five Samyang Group affiliates operate regular, systematic ethics training programs to strengthen employees' ethical awareness and foster a sound organizational culture. Through the Samyang Ethics School Plus program, the affiliates provide training on the fundamentals of ethical management and major social issues, including compliance with the Monopoly Regulation and Fair Trade Act, sexual harassment prevention, disability awareness, workplace harassment prevention, personal information protection, and information security. The program is mandatory for employees at all levels and in all job groups, requires at least five hours of training each year, and supports company-wide ethical awareness and compliance culture.

Before completing the program, employees sign an Ethical Management Pledge to clarify their responsibility for, and commitment to, ethical conduct. After completing the training, they take an assessment to check their understanding and learning outcomes. The affiliates also provide separate advanced training for executives and team managers to strengthen the ethical responsibility and compliance leadership expected of organizational leaders. Through this training framework, the affiliates support employees in applying ethical standards and regulatory compliance principles across their work. They plan to continue improving the scope and quality of their training programs and to strengthen their role as responsible corporate citizens.

▸ Compliance Management Education

The five Samyang Group affiliates operate various training programs and in-house seminars to strengthen employees' awareness of legal and regulatory compliance. Compliance management training focuses on topics such as embezzlement and breach of trust, obstruction of official duties, and the Improper Solicitation and Graft Act, and it provides practical guidance on how regulatory changes may affect business operations. Newly appointed executives also receive specialized annual training on corporate law and the overall internal control framework. Through these programs, the affiliates clarify management's compliance responsibilities and reinforce a company-wide compliance culture.

▸ Fair Trade Training

The five Samyang Group affiliates provide fair trade training focused on preventing bid rigging and collusion, preventing international cartels, and prohibiting unfair subcontracting practices. In 2024 and the first half of 2026, the affiliates invited attorneys from external law firms to conduct in-house seminars on fair trade trends and unfair collaborative practices, including types of collusion and practical cases and examples. Through job-specific training tailored to employees' roles, the affiliates continue to emphasize the importance of voluntary legal and fair trade compliance.

2025 Samyang Ethics School Programs for the Five Samyang Group Affiliates

(Six Courses, Five Hours per Year)

Category	Samyang Holdings	Samyang Corporation	Samyang Biopharm	Samyang Packaging	Samyang KCI
Trainees	148	1,266	401	531	199
Trainees who completed the training	134	1,193	376	496	194
Completion rate (%)	90.54	94.23	93.77	93.41	97.49

2025 Compliance Management and Fair Trade Training for the Five Samyang Group Affiliates

Date	Trainees	Instructor
Dec. 16, 2025	Newly appointed executives	Head of the Legal Team, Samyang Holdings
Feb. 18, 2025	New employees	In-house Counsel, Samyang Corporation
Jan. 22, 2025	Newly appointed team managers	Head of the Legal Team, Samyang Holdings
Jan. 13, 2025	Newly appointed executives	Head of the Compliance Office (Attorney), Samyang Holdings

Risk Management

Ethics Audits

The five Samyang Group affiliates conduct various internal audit activities, including regular audits, special audits, themed audits, whistleblower audits, and ongoing monitoring, to manage ethics and compliance risks. Violations of the Code of Conduct are investigated by the Management Monitoring Team and, when necessary, referred to the Personnel Committee for appropriate disciplinary action. The affiliates have also established a preventive management framework that emphasizes risk prevention rather than post-incident response. Ethics-related items are incorporated into KPIs to encourage higher ethical standards among employees. In addition, all business sites, except certain affiliates undergoing post-merger integration, undergo regular risk assessments every two years to identify, assess, and manage potential risks systematically.

Category	Details
Regular audits	Conducted biennially at each business site, including overseas operations; best practices are identified and shared during regular audits
Special audits	Conducted at management's instruction and performed four times per year on average
Themed audits	Conducted across the Group or in designated business units, focusing on specific themes and preventing violations of the Code of Ethics
Whistleblower audits	Conducted in response to reports received through online or offline reporting channels
Ongoing monitoring	Conducted monthly to monitor human resources and general affairs, finance and accounting, sales, purchasing, production, environmental safety affairs, and corporate card usage

Ethical Management Reporting Channels and Whistleblower Protection

The five Samyang Group affiliates operate various grievance-handling channels that are available at all times to employees and are used to receive human rights-related grievances and opinions. These channels include the Group's integrated online platform, telephone, email, and postal mail. They enable internal and external stakeholders to report violations of ethical standards and check the status and outcomes of their reports.

Throughout the grievance-handling process, the affiliates protect reporters' anonymity and adhere to their whistleblower protection principles. Reports are classified by type through the Ethical Management Reporting System and handled promptly in accordance with relevant policies and procedures. During investigations, the affiliates maintain confidentiality, protect victims, and prohibit retaliation to support a fair and accountable response process.

Reportable Matters

- Accepting money, gifts, entertainment, or other benefits from stakeholders, including suppliers
- Improperly using company assets or information, or obtaining improper personal benefits through such assets or information
- Violating internal control over financial reporting regulations, including intentionally falsifying accounting information, compelling others to create false accounting records, or concealing such acts
- Engaging in unethical conduct involving other stakeholders

Reporting Channels

Email, Telephone, Fax, or Mail	Online Reporting
Samyang Group Management Monitoring Team Ethical Management Officer **Address** I 31 Jong-ro 33-gil, Jongno-gu, Seoul, Korea **Tel** I +82-2-740-7072, +82-2-740-7639 **E-mail** I ethics@samyang.com	All reports are received and handled confidentially. Report Online

Metrics and Targets

The five Samyang Group affiliates work to prevent ethics and compliance risks through systematic ethics and compliance management initiatives and audit systems, while building a transparent and accountable management framework. To manage these activities quantitatively, the affiliates have established key indicators and monitor performance on an ongoing basis. The main indicators include the ethics training completion rate and the number of employee Code of Conduct violations, including violations related to fair trade and regulatory compliance. The affiliates aim to achieve a 100% ethics training completion rate and minimize the number of compliance violations. When violations occur, they conduct root-cause analysis and establish corrective and preventive measures to reduce the recurrence of similar risks.

Following Samyang Corporation's adoption of the CP in 2025, the affiliates plan to incorporate the CP rating assigned by the Korea Fair Trade Commission as a new management indicator. Over the medium to long term, they plan to expand the CP operating framework to other affiliates and continue strengthening internal controls, training, and inspection activities to improve CP ratings and raise the overall level of ethics and compliance management.

* Three-year data on Code of Conduct violations by violation type and ethical management training participation for Samyang Holdings, Samyang Corporation, Samyang Biopharm, Samyang Packaging, and Samyang KCI are available in the ESG Facts & Figures section.

ESG Facts & Figures

GENERAL ISSUE

4

Waste, Pollutant, and Hazardous Chemical Management

Waste and Pollutant Management System

Governance and Management System

The five Samyang Group affiliates manage key environmental areas—including waste, air pollutants, water pollutants, and hazardous chemical substances—through a site-based framework in which operational departments directly monitor performance and consolidate results for reporting to the responsible officer. At each production site, the site manager establishes detailed environmental objectives that reflect the site's operational characteristics and implements them after approval by the management representative. To achieve these objectives, departments such as Support, Production, and Quality Management collaborate to carry out environmental management activities, regularly review progress and performance, and report the results to the business site manager. This approach strengthens site-level accountability and helps each business site manage its environmental performance in a systematic and autonomous manner.

Management within each business division is responsible for implementing major environmental policies and overseeing related performance across **the five Samyang Group affiliates.** Key agenda items are reviewed through the Management Council, where participants establish management directions for environmental management risks and discuss improvement measures based on performance reviews. Samyang Holdings, Samyang Corporation, Samyang Packaging, and Samyang KCI regularly report major environmental management matters reviewed by the Management Council to the ESG Committee, enabling deliberation and decision-making at the Board of Directors level.

The five Samyang Group affiliates manage waste and pollutants generated through business operations in accordance with internal standards established to meet applicable legal requirements. To prevent environmental risks associated with waste, pollutants, and hazardous chemical substances and to reduce related impacts over time, the Group operates the Samyang ESH (Environment, Safety, and Health) System, which integrates the management of air emissions, water pollutants, waste, and chemical substances across all business sites. The system also supports continuous monitoring, incident response, and emergency response management.

Samyang ESH System

Samyang Holdings, Samyang Corporation, and **Samyang Packaging** disclose information on waste, water pollutants, air pollutants, and emissions of hazardous chemical substances through the Environmental Information Disclosure System, thereby providing transparent reporting to the government and relevant authorities. Through these disclosures, the companies also maintain ongoing communication with stakeholders.

Regulatory Compliance and Response Strategy

The five Samyang Group affiliates have established and operate internal standards that are stricter than legal requirements to manage pollutant emissions generated at their business sites. Each production site assesses its compliance with applicable environmental regulations and reviews major regulatory amendments to identify potential impacts and implement appropriate response measures. If equipment abnormalities or process issues create a risk of exceeding regulatory limits, the relevant site takes immediate corrective action to maintain compliance with the applicable standards.

Pollutant-related Regulations and Compliance Assessments

Regulation	Response Strategy
Clean Air Conservation Act	• Conduct self-monitoring of air pollutant emission facilities to ensure regulatory compliance and maintain records. • Perform regular inspections and operational management of air pollution prevention facilities.
Wastes Control Act	• Manage waste transfers and receipts through the Allbaro System and maintain related records. • Properly classify and store waste generated at business sites.
Water Environment Conservation Act	• Analyze water pollutants to enable an immediate response to high-concentration wastewater. • Entrust wastewater treatment operations to specialized service providers.
Soil Environment Conservation Act	• Inspect and manage facilities subject to soil contamination control requirements. • Conduct soil contamination testing and respond to periodic inspections.

Pollutant Management Strategy

Air Pollutant Management

To operate a company-wide environmental management framework, **Samyang Group** has implemented the ESH (Environment, Safety, and Health) System to manage air pollutants, water pollutants, and waste across its operations.

Production sites across **the five Samyang Group affiliates** apply internal management standards that are stricter than legal requirements. Each affiliate establishes air pollutant emission targets and works to minimize emissions of sulfur oxides (SOx), nitrogen oxides (NOx), particulate matter, odors, and other air pollutants. To support continuous monitoring, pollutant concentrations are measured monthly, quarterly, or semiannually, depending on the scale of the business site and the characteristics of the pollutants. Each business site also manages environmental risks by establishing internal procedures based on applicable regulations, complying with those procedures, and regularly reviewing emissions status. Through the Air Emission Facility Monitoring System, the Group monitors pollutant emissions and the operating status of air pollution control facilities in real time. To further prevent air pollution, the Group continues to improve its pollution control systems by shortening the replacement cycles for activated carbon, packing materials, and filters. It has also installed low-NOx boilers and wet scrubbers to treat nitrogen oxides and particulate matter through physical and chemical processes. In addition, Samyang Corporation's Incheon Plant 1 participates in a regional fine particulate matter reduction council, contributing to local efforts to reduce industrial air pollutant emissions.

Samyang Corporation Air Pollutant Emissions Compared with Regulatory Limits

Category	Unit	Regulatory Limit	Internal Standard	Internal Standard Ratio
Particulate matter	ppm	30	9	30%
NOx	ppm	60	18	30%
SOx	ppm	70	21	30%

※ The data are based on Ulsan Plant 1, a key production site. All other regulated business sites are managed below the applicable regulatory limits.

Samyang Packaging Air Pollutant Emissions Compared with Regulatory Limits

Category	Unit	Regulatory Limit	Internal Standard	Internal Standard Ratio
Particulate matter	ppm	25	17.5	70%
NOx	ppm	60	42	70%
SOx	ppm	70	49	70%
Hydrogen chloride	ppm	4	2.8	70%

※ The data are based on the Gwanghyewon Plant, the site subject to regulatory controls.

Water Pollutant Management

The five Samyang Group affiliates work to minimize and systematically manage a wide range of water pollutants, including organic substances, suspended solids, and heavy metals. Through this management approach, the affiliates seek to prevent environmental pollution incidents and reduce potential impacts on surrounding ecosystems.

Recognizing their responsibility for wastewater management, the affiliates adopt advanced technologies and facilities to ensure that wastewater is treated and discharged in compliance with applicable standards. They use chemical wastewater treatment facilities to reduce potential environmental impacts associated with wastewater discharge. They also measure water pollutants at least once a month to verify the proper operation of wastewater treatment facilities.

In addition to fully complying with applicable regulatory discharge limits, the affiliates apply internal management standards that are more stringent than domestic regulatory requirements to continuously control water pollutant concentrations. Through regular monitoring and a preventive management approach, the affiliates proactively prevent water pollution and support safe and sustainable production activities.

Samyang Corporation Water Pollutant Discharge Levels Compared with Regulatory Limits

Category	Unit	Regulatory Limit	Internal Standard	Internal Standard Ratio
BOD	mg/L	80	20	25%
T-N	mg/L	60	30	50%
T-P	mg/L	8	4	50%
SS	mg/L	80	20	25%
TOC	mg/L	50	25	50%

※ The data are based on Ulsan Plant 1, the Group's primary production site. All other regulated business sites are managed below the applicable regulatory limits.

Samyang Packaging Water Pollutant Discharge Levels Compared with Regulatory Limits

Category	Unit	Regulatory Limit	Internal Standard	Internal Standard Ratio
BOD	mg/L	60	2	3%
T-N	mg/L	60	20	33%
T-P	mg/L	8	0.3	4%
SS	mg/L	60	10	17%
TOC	mg/L	40	15	38%

※ The data are based on the Gwanghyewon Plant, which is subject to applicable wastewater discharge regulations.

Waste Management Regulations and Disposal Process

Waste Management Regulations

The five Samyang Group affiliates have established waste management regulations tailored to each business site and operate them systematically. Compliance with these regulations is monitored and evaluated on a regular basis. For wastes subject to designation by the Ministry of Climate, Energy and Environment and for designated waste, the affiliates prepare and maintain hazard information data in accordance with the Wastes Control Act. For reportable waste, all waste-handling processes are transparently recorded and managed through the Allbaro System.

Waste Treatment Process

When selecting waste treatment partners, **the five Samyang Group affiliates** evaluate whether prospective contractors meet applicable legal requirements and internal standards. They work with qualified recycling and waste treatment companies according to waste type, systematically manage performance against resource-circularity targets, and clearly define the roles and responsibilities of waste management personnel. All required procedures—including the submission of waste treatment plans and the sorting and collection of waste—are carried out in compliance with applicable regulations. Certain waste streams are also refined by specialized external service providers before being recovered and reused, further expanding resource circularity initiatives.

Waste Disposal Process

New Waste Generation

- Waste Characterization
- Review of Notification/Permit Requirements
- Establishment of Transportation and Treatment Plan
- Issuance of Electronic Transfer Statement (Allbaro System Registration)
- Transportation and Treatment

Waste Classification

Post-treatment Management and Record-keeping

Waste Storage

The five Samyang Group affiliates segregate waste by type and store it in designated locations. Waste storage conditions are inspected regularly, and immediate corrective and preventive actions are implemented whenever nonconformities are identified. Waste treatment records, including treatment methods and quantities, are maintained systematically and reported regularly, while annual performance data are submitted to the relevant authorities. To ensure the safe storage of waste generated during manufacturing processes, the affiliates implement the following management measures.

1	Enhance safety of waste storage areas
2	Maintain emergency response equipment and supplies at all times
3	Install trenches to prevent external waste leakage

Waste Reduction and Resource Circularity Process

The five Samyang Group affiliates reduce waste generation by expanding the recycling and reuse of general waste generated at production sites. Waste previously disposed of through incineration is being redirected to recycling, while process improvements enable the reuse of raw materials recovered from outsourced waste treatment. These measures help reduce the final disposal rate and strengthen resource circularity across their operations.

Samyang Corporation has diversified its waste treatment partners to increase the recycling rate of waste synthetic resins and other recyclable materials. About Me, the company's cosmetics brand, conducts online and offline empty cosmetic container collection campaigns to promote the recycling of post-consumer cosmetic containers. **Samyang Packaging** has introduced PET waste shredders to facilitate the shredding and recycling of PET waste and uses Recycled PET (R-PET) chip produced by Samyang EcoTech in its manufacturing processes to reduce waste generation. Waste PET and other recyclable waste streams have been certified as circular resources by the Geum River Basin Environmental Office in accordance with the Framework Act on Resource Circulation. **Samyang Biopharm** has installed equipment to distill and recover waste isopropyl alcohol (IPA) generated during its surgical suture manufacturing process, enabling partial recovery and reuse while reducing waste generation.

In addition, **the five Samyang Group affiliates** continue to promote energy conservation and waste and plastic reduction campaigns based on voluntary employee participation. In 2023, they joined the Single-Use Item ZERO Challenge led by the Ministry of Climate, Energy and Environment (formerly the Ministry of Environment) and launched practical initiatives such as offering beverage discounts at in-house cafés to employees who use personal tumblers. Through the Green Office Campaign, the affiliates also encourage employees to reduce paper consumption and use double-sided paper, fostering environmentally responsible workplace practices throughout the organization. **Samyang Group** believes that these everyday practices contribute to a healthier environment for future generations and continues to work with employees to cultivate an eco-friendly corporate culture.

Samyang Corporation's About Me Empty Cosmetic Container Collection Campaign


Circular Resource Certificate for Samyang Packaging's Jincheon Plant

Samyang Group Green Office Campaign

Hazardous Chemical Management System

Chemical Regulations, Regulatory Compliance, and Response Strategy

To transparently disclose key product information, **the five Samyang Group affiliates** prepare and maintain Material Safety Data Sheets (MSDSs) in accordance with applicable regulations, including the Occupational Safety and Health Act, the Act on Registration and Evaluation of Chemical Substances (K-REACH), and the Chemical Substances Control Act. The Group manages MSDSs systematically in alignment with the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) established by the United Nations. It also responds proactively to evolving environmental regulations, including regulatory amendments and strengthened compliance requirements, to minimize legal risks and continue improving its environmental management framework in line with its ESG management principles.

Personnel responsible for handling chemical substances across **the five Samyang Group affiliates** manage key performance indicators (KPIs) related to MSDS preparation, including documentation accuracy, on-time completion, completion of manager training, and accident prevention. Chemical containers are labeled with GHS-compliant hazard labels based on the applicable MSDSs so that employees can handle chemical products safely. The Group also operates regular training programs to prevent chemical accidents and promote the safe handling of chemical substances. Through the integrated ESH (Environment, Safety, and Health) System, the Group centrally manages MSDSs and the chemical substance management process. Ongoing system enhancements further reduce chemical-related risks.

The five Samyang Group affiliates comply with applicable domestic chemical regulations and report the quantities of chemical substances in use to the relevant government authorities. Information on chemical substance emissions is publicly disclosed through the National Chemical Information System. The Group also provides customers with applicable MSDSs together with its products to support the safe handling of chemical products in global markets.

Chemical Substance Regulatory Compliance System

Establishment of a Chemical Substance Regulatory Compliance Framework

Permitting and Regulatory Approvals	Regulatory Compliance	Operational Management System
• Chemical substance registration • Submission of Plans for Prevention and Management of Chemical Accidents and acquisition of Permission for Hazardous Chemical Substance Business	• Upgrading of chemical handling facilities • Provision of personal protective equipment (PPE), provision of spill response materials, and installation of required safety signage	• Establishment of a database of chemical substances and regulatory information across the Group • Establishment of operational processes and management systems

Chemical Management and Response Strategy

The five Samyang Group affiliates manage the lifecycle of chemical substances—including procurement, use, storage, and disposal—through the integrated ESH (Environment, Safety, and Health) System. Each business site has established site-specific management standards for hazardous chemical substances based on applicable regulations and controls environmental risks throughout the chemical handling process, including storage, transportation, use, and disposal. Hazardous chemical substances are stored in designated warehouses or storage facilities. Upon disposal, they are managed in accordance with the Criteria for Handling Hazardous Chemical Substances and the Wastes Control Act to prevent environmental pollution.

Furthermore, **the five Samyang Group affiliates** manage hazardous chemical substances safely throughout the product lifecycle to minimize potential hazards. The Group also conducts continuous monitoring and improvement activities to reduce the environmental and human health impacts associated with hazardous chemical substances.

Chemical Management and Response System

Establishing Prevention Systems	• Establish and implement chemical substance safety management plans. • Strengthen inspections of chemical handling facilities. • Provide safety training for managers, chemical handlers, and employees. • Apply stringent safety management to high-risk chemical handling facilities.
Strengthening Chemical Accident Preparedness	• Establish emergency response systems and strengthen related training. • Install signs to ensure compliance with tank lorry chemical loading procedures. • Maintain adequate quantities of personal protective equipment and spill response equipment and manage their service life. • Manage fire protection systems, leak detection equipment, and monitoring equipment.
Establishing Accident Response Systems	• Establish an emergency response system. • Develop chemical emergency response plans. • Establish rapid response, notification, and evacuation procedures for chemical accidents.
Preparing Communication Systems	• Operate an internal Chemical Accident Safety Management Committee. • Participate in chemical safety communities or establish safety management agreements with chemical handling companies. • Hold Safety Day events.

Hazardous Chemical Substances Management Process

Response to Chemical Accidents

▶ Preventive Management System

The five Samyang Group affiliates have established a target of maintaining zero hazardous chemical substance release incidents and zero environmental regulatory violations. To achieve this target, the Group conducts regular inspections, implements preventive activities, provides employee training, and continuously enhances its emergency response manuals. Through these activities, the Group works to minimize legal risks while maintaining a safe working environment.

To prevent and effectively manage hazardous chemical substance releases, **the five Samyang Group affiliates** assign qualified personnel with relevant professional certifications and conduct regular self-inspections. Facilities used to store hazardous chemical substances are constructed with fire-resistant and noncombustible materials and are equipped with gas leak detectors, liquid leak detectors, and spill containment barriers to prevent chemical accidents. Emergency safety showers are installed at multiple locations throughout each business site to protect employees in the event of chemical exposure. As part of the Group's systematic approach to chemical accident prevention and management, it prepares Plans for Prevention and Management of Chemical Accidents and Off-site Risk Assessments, both of which have been reviewed and determined to be compliant by the National Institute of Chemical Safety.

▶ Chemical Handling Facility Inspections

The five Samyang Group affiliates conduct inspections to ensure compliance with hazardous chemical substance management standards and maintain safe working environments. All hazardous chemical handling facilities undergo installation inspections before operation, while operating facilities are subject to periodic safety inspections to identify and address potential risks. Internal guidelines also clearly define the roles and responsibilities of plant managers, management representatives, and other responsible personnel, supporting systematic accident prevention and effective safety management.

▶ Emergency Response Strategy

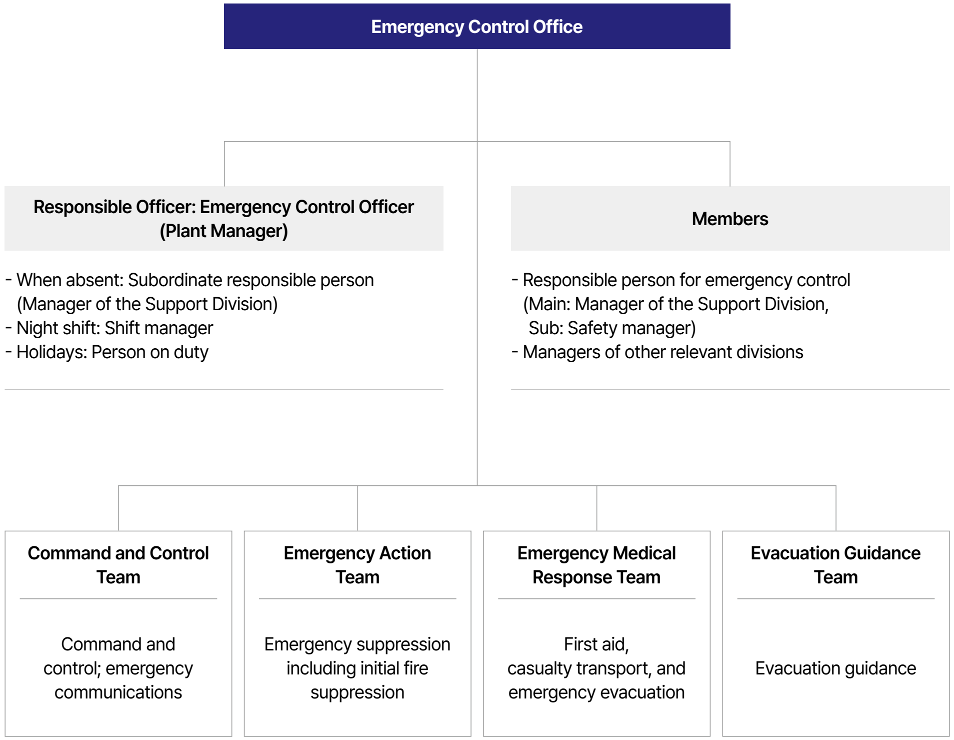
The five Samyang Group affiliates operate emergency response organizations to facilitate rapid response and information sharing in the event of a chemical accident. Information on environmental, safety, and health regulations, key safety issues, recommended personal protective equipment (PPE), and safety supplies is shared across business sites to strengthen preparedness for chemical accidents.

If a chemical accident occurs, the Group implements immediate initial response measures and conducts prompt follow-up inspections to identify and eliminate any remaining hazards. The Group has also established systematic response procedures for emergency situations, including chemical spills and releases.

In addition, **the five Samyang Group affiliates** provide suppliers with hazardous chemical substance safety management information and training, as well as technical support and management guidance, to strengthen safety management across the supply chain.

Based on these prevention, management, and emergency response frameworks, Samyang Group continues to strengthen chemical substance safety, prevent accidents, reduce environmental pollution risks, and pursue continuous improvement initiatives to minimize environmental releases of hazardous chemical substances across all operations.

Emergency Response Organizational Chart



Hazardous Chemical Substances Management Process

Chemical Substance Safety Training

Because the types of chemical substances used at business sites and the associated accident scenarios vary widely, employees need to understand appropriate response procedures in advance and develop the necessary expertise. **The five Samyang Group affiliates** provide customized education and training programs tailored to each employee's role to prevent and manage chemical accidents. To strengthen safety awareness throughout the workplace, the Group holds Safety Day events at its business sites and encourages all employees to participate in creating safe working environments. In accordance with the Chemical Substances Control Act, the Group also regularly provides mandatory training for hazardous chemical substance managers, handlers, and employees who work with hazardous chemical substances. The Group participates in industry seminars to exchange knowledge and experience related to chemical safety, monitor amendments to applicable laws and regulations, and implement necessary response measures. Business sites participating in the Chemical Safety Communities for Large and Small Enterprises collaborate with lead companies to share amendments to the Chemical Substances Control Act and best practices for chemical accident prevention and management, thereby strengthening their capabilities to prevent and respond to chemical accidents.

Target Trainees	Details and Frequency of Programs
Hazardous chemical substance managers and technical staff	Specialized training on Plans for Prevention and Management of Chemical Accidents.
Hazardous chemical substance technical staff and managers (responsible officers and inspectors)	Biennial training for hazardous chemical substance technical personnel and managers.
Hazardous chemical substance handlers	Biennial training for hazardous chemical substance handlers. - 8 hours of online training and 8 hours of classroom training. - Online training is provided through the National Institute of Chemical Safety Education System (https://edunics.me.go.kr/academy/main/main.do).
Employees working with or near hazardous chemical substances (all non-handlers)	Annual training for employees working with or near hazardous chemical substances. - Online training is provided through the National Institute of Chemical Safety Education System (https://edunics.me.go.kr/academy/main/main.do).

Case Study

Reduction of Hazardous Chemical Substance Use

Samyang Corporation continuously conducts research to reduce the use of hazardous substances during product development and process improvement while minimizing hazardous substances in its products. When hazardous chemical substances must be used during new product development, the Chemical R&D Center evaluates the feasibility of alternative substances and rigorously reviews whether their use is necessary. Through this process, the company manages product development to prevent hazardous substances from being incorporated into final products wherever possible.

The transparent flame-retardant polycarbonate developed by **Samyang Corporation** is an eco-friendly material that does not contain halogen-based flame retardants, such as chlorine- or bromine-based compounds, which can generate toxic gases during incineration. Instead, the product was developed by modifying the molecular bonding structure of silicon polycarbonate (Si-PC). It addresses the low transparency and impact strength associated with conventional flame-retardant polycarbonate and provides superior chemical resistance and low-temperature impact strength compared with conventional polycarbonate. Its flame-retardant performance also earned the highest rating in flame-retardancy testing conducted by UL Solutions, a U.S.-based safety science and certification organization. Samyang Corporation also tested the product for a total of 74 per- and polyfluoroalkyl substances (PFAS), including perfluorohexane sulfonic acid (PFHxS) and perfluorocarboxylic acids (PFCAs), and no PFAS compounds were detected. Although PFAS have been widely used across various industries because of their performance characteristics, regulatory requirements are becoming increasingly stringent worldwide because of growing concerns about environmental contamination and potential human health impacts.

In addition, **Samyang Packaging** implements rigorous quality control in accordance with the quality management policies and processes established at each business site. The company conducts annual quality testing to confirm that hazardous substances, including lead, cadmium, hexavalent chromium, and mercury, are not detected in its products.

Investment in Eco-friendly Businesses

Investment in Eco-friendly Facilities

Investments to Advance Environmental Management

Samyang Group, including its five affiliates, has applied an internal carbon price since 2025 for investments above a specified threshold to incorporate the financial impacts of climate change into investment decision-making. During the decision-making process, the Group refers to price trends in the relevant country's carbon credit trading market when determining the applicable internal carbon price. To advance environmental management, Samyang Group also assesses potential environmental impacts from the early stages of new business planning and facility investment and implements projects in consultation with the relevant local authorities. The Group continues to invest in a wide range of environmental management initiatives, including process improvements, acquisition of environmental certifications, replacement of aging facilities, and operation of environmental education programs.

As part of its environmental management activities, **Samyang Corporation** has introduced solar power facilities and a Factory Energy Management System (FEMS). Solar power facilities were installed at six production sites between 2023 and 2024 and are currently in operation at a total of seven business sites. In addition, as part of its information and communications technology (ICT)-based energy management solution initiative, the company began implementing FEMS in 2023. As of the end of 2025, the system is in operation at three production sites and serves as a basis for identifying and implementing energy-saving initiatives.

Samyang Corporation Investments in Solar Power Systems (2023–2024)

Investment Item	Investment Amount (KRW million)	Description	Installed Capacity (kW)
Solar power system investment	3,825	Installation of solar power facilities at six business sites	Total 2,953

Samyang Packaging is investing in photovoltaic panel installation to reduce greenhouse gas (GHG) emissions and support the achievement of net zero. Beginning with the Gwanghyewon Plant in 2024, the company expanded its investments in solar power facilities. In 2025, solar panels were installed at two production sites, and full operation began in 2026.

Samyang Packaging Investments in Solar Power Systems (2025)

Investment Item	Investment Amount (KRW million)	Description	Installed Capacity (kW)
Solar power system investment	2,090	Installation of solar power facilities at Daejeon Plant 1	1,541
	1,497	Installation of solar power facilities at Daejeon Plant 2	1,059

Samyang Group continues to invest in initiatives that strengthen compliance with environmental regulations. Following revisions to the Enforcement Decree and Enforcement Rule of the Clean Air Conservation Act, applicable business sites are required to install qualifying monitoring equipment and air pollutant emission facilities that meet the prescribed regulatory standards. In response, Samyang Biopharm installed Internet of Things (IoT)-based monitoring devices for air pollution control facilities at its Pharmaceutical Plant. Samyang Corporation's Chemical R&D Center also upgraded its existing facilities and established an integrated air emission facility to comply with the revised regulatory requirements. In addition, each business site continues to invest in environmental compliance initiatives, including the installation of additional waste storage facilities. Through these activities, Samyang Group strengthens its compliance with applicable environmental regulations.

Samyang Biopharm Environmental Investments (2025)

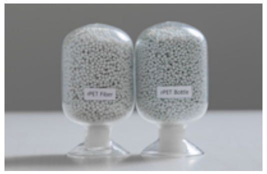
Investment	Investment Amount (KRW million)	Description	Expected Benefits
Installation of Internet of Things (IoT)-based monitoring devices for air pollution control facilities	117	Installation of monitoring devices for air pollution control facilities to comply with the revised Enforcement Decree of the Clean Air Conservation Act	Compliance with air quality regulations and remote monitoring of air pollution control facilities

Establishing a Recycled PET Production Base to Advance the Circular Economy

Samyang Packaging fulfills its social responsibilities through its PET container manufacturing business and is striving to become a leader in the recycling sector. In 2022, the company completed the spin-off of its recycling business division and established Samyang EcoTech Co., Ltd. It also constructed a recycled PET chip production facility with an annual production capacity of 22,000 tons at its Shihwa Plant. Since the first half of 2023, **Samyang EcoTech** has produced recycled PET chip (R-PET chip) using recycled PET flakes (R-Flake). These products are used as raw materials for a range of applications, including textile yarns and food and cosmetic containers. Through these initiatives, Samyang Packaging has established a circular PET system and provides eco-friendly solutions for the beverage and packaging industries.

Introduction to Samyang EcoTech

Products	Business Characteristics
R-Chip, PET-Flake	• Application of mechanical recycling processes • Production of high-purity recycled raw materials for food packaging and textile applications



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

Sustainable Products

Eco-friendly Certified Products

▶ Low-Carbon Certified Product: Q.one White Sugar

Samyang Corporation became the first company in Korea's sugar industry to obtain carbon footprint certification for Q.one White Sugar in 2010. Building on continued efforts to reduce carbon emissions, the company obtained Low-Carbon Product Certification in 2013 and has maintained the certification since then. Low-Carbon Product Certification is a government certification granted to products that have already received Environmental Product Declaration (EPD) certification and either generate lower-than-average carbon emissions compared with products in the same category or achieve a specified level of carbon reduction through the application of low-carbon technologies. In 2025, Samyang Corporation renewed certification for three EPD products and six Low-Carbon Product Certification products. Q.one also plans to expand Low-Carbon Product Certification to other food product categories, including flour, to support sales growth. The company also seeks to broaden eco-friendly business opportunities by increasing sales to public institutions under the Act on the Promotion of Purchase of Green Products and contributing to the transition toward a low-carbon economy.

Sales from ESG-related Products

Category	Unit	2023	2024	2025
Low-Carbon Certified products	KRW million	342,987	330,160	300,245
Environmental Product Declaration products	KRW million	9,139	9,156	15,163
Total	KRW million	352,126	339,316	315,408

Launch of Products Featuring Eco-friendly Packaging

▶ About Me

About Me, **Samyang Corporation**'s cosmetics brand, is a vegan clean beauty brand formulated with naturally derived ingredients and plant-based raw materials. Products that do not contain animal-derived ingredients are certified by the Korea Agency of Vegan Certification and Services. The brand also emphasizes ingredient design that considers both product safety and environmental impacts. From a packaging perspective, About Me is expanding the use of sustainable packaging materials across the product lifecycle, from production to disposal, by using Forest Stewardship Council (FSC)-certified paper packaging, soybean oil-based inks, and labels designed for easy separation and recycling. These initiatives are intended to reduce the environmental impacts associated with product use and disposal.

Sales of Products Using Eco-friendly Packaging

Category	Unit	2023	2024	2025
Sales amount	KRW million	1,893	1,311	918
FSC-certified paper used	kg	5,553	4,283	3,224
Soy ink used	L	141	130	86

Resource-Efficient Products

▶ Lightweight Plastic Packaging

Samyang Packaging is working to reduce plastic consumption and GHG emissions through lightweight packaging. Its lightweight PET containers reduce raw material consumption while maintaining container strength and beverage quality. Compared with conventional PET containers, these lightweight products reduce plastic use, decrease waste generation, and contribute to lower carbon emissions during manufacturing. Lightweight PET containers are currently approximately 5–15% lighter than conventional products, and Samyang Packaging plans to expand the product portfolio in response to customer demand. The company is also expanding the development of label-free plastic containers to reduce waste generation and improve recyclability. At customers' request, Samyang Packaging manufactured 33 label-free items as of 2025.

Revenue from Lightweight PET Containers and Carbon Emission Reductions

Category	Unit	2023	2024	2025
Revenue from lightweight PET containers	KRW million	8,202	11,170	19,877
Carbon emissions reduction	tCO_2eq	171.4	332.8	1,348.7

▶ Recycled PET

Samyang Packaging is responding to mandatory recycled material requirements under the Act on the Promotion of Saving and Recycling of Resources, which has been in effect since 2026. To support compliance, waste PET generated during the manufacturing process is collected, recognized as a circular resource, and transferred to recycling companies, including Samyang EcoTech. Samyang EcoTech uses both internally collected and externally sourced waste PET to manufacture PET flakes and recycled PET chip (R-PET chip) suitable for food-contact packaging applications. These products have obtained Global Recycled Standard (GRS) and ISCC PLUS certifications.

Samyang Packaging continues to focus on advancing technologies and diversifying products related to recyclable PET containers. In addition to manufacturing containers using high-purity recycled PET chip, the company is improving container designs and production processes to enhance recycling efficiency. As global demand for and interest in recycled PET chip continue to grow, Samyang Packaging expects the market potential for related technologies to expand.

Sustainable Products

Sustainable Product Research and Development

Eco-friendly Material Research

Samyang Corporation's Chemical R&D Center is advancing its eco-friendly product portfolio by expanding revenue from eco-friendly products while promoting sustainable raw material sourcing and material development. The company continues to strengthen the competitiveness of circular economy-based products, including Post-Consumer Material (PCM) Polycarbonate, waste fishing nets and airbags, and recycled nylon materials. It is also expanding research on high-performance materials to support future mobility and other eco-friendly industries. When applying new materials, the Chemical R&D Center conducts physical property testing and mass-production feasibility assessments to support product quality and production reliability. These efforts enable the company to respond to resource recycling regulations and meet the diverse requirements of customers across industries. In addition, Samyang Corporation has obtained Environmental Claim Validation (ECV) certification from UL Solutions, which recognizes the environmental attributes and reliability of its eco-friendly materials. Building on these activities, the company plans to respond to customers' ESG requirements while strengthening its competitiveness in the sustainable materials market.

Packaging Research and Development

Samyang Packaging continues to advance aseptic technology, lightweight container design, product diversification, and technologies for incorporating recycled raw materials into its products. In response to growing demand for premium and smaller-volume food and beverage products, the company focuses on developing packaging solutions that combine enhanced design with advanced functionality. As the first company in Korea to commercialize aseptic filling system technology, Samyang Packaging enables ambient-temperature storage of low-acid and neutral beverages while strengthening its OEM and ODM competitiveness. In response to environmental challenges associated with increasing plastic consumption, the company is expanding the development of lightweight PET containers while investing in facilities and product development to evaluate bio-based materials and incorporate recycled raw materials, including R-PET chip. These initiatives contribute to reducing waste generation and carbon emissions. Samyang Packaging also continues to improve PET material structures and conduct related research projects to enhance recyclability.

Development of White Biomaterials

Samyang Innochem, a Samyang Group affiliate, produces isosorbide (ISB) derived from plant-based resources. Isosorbide is a 100% biomass-based eco-friendly material produced through the chemical conversion of starch derived from corn. Owing to its broad applicability, it has substantial potential to replace conventional petrochemical materials in applications such as polycarbonate, coatings, and adhesives. Samyang Group has also developed a motor core adhesive for electric vehicles using isosorbide, expanding its applications into eco-friendly, high-performance specialty materials. Beyond isosorbide, **Samyang Group** is developing and enhancing the quality of a broad portfolio of specialty materials, including products made from recycled raw materials and biodegradable products, with the aim of expanding their commercial applications. The Group also plans to accelerate growth in related industries by creating new markets based on advanced materials while continuing to pursue technological development and innovation.

Products Using Sustainable Raw Materials

Post-Consumer Material (PCM)

Samyang Corporation's Post-Consumer Material (PCM) is a recycled material produced from a variety of post-consumer waste resources, including waste plastics, waste fishing nets, and end-of-life electronic batteries. Although PCM materials are generally effective in reducing carbon dioxide emissions, they can present challenges related to degradation of physical properties. Samyang Corporation has addressed these limitations by developing proprietary technology that enables PCM content of more than 90% while maintaining physical properties equivalent to those of virgin polycarbonate (PC). Through this technology, the company provides products that combine performance with environmental attributes while continuing to expand its portfolio across a wide range of applications.

Recycled PET

In collaboration with **Samyang EcoTech, Samyang Packaging** continues to develop eco-friendly containers using high-quality recycled PET chip (R-PET chip). In addition, to respond to customer demand for compliance with mandatory recycled material requirements under the Act on the Promotion of Saving and Recycling of Resources, which has been in effect since 2026, the company manufactures PET products using recycled PET materials. By expanding the use of recycled raw materials, Samyang Packaging also contributes to establishing a resource circularity system.

RSPO Certification for Responsible Procurement

Samyang Corporation is an official member of the Roundtable on Sustainable Palm Oil (RSPO) and purchases sustainably produced palm oil to help address environmental degradation as well as labor and human rights issues associated with palm oil production. The company has also obtained RSPO Supply Chain Certification to use certified palm oil under the Mass Balance supply chain model. This certification enables traceability throughout the supply chain, from the production site to receipt at manufacturing facilities, manufacturing processes, and final product sales. Products manufactured using certified palm oil include RSPO Palm Oil, Noblesse, and Snow Soft.

Green Purchasing

Samyang Group complies with environmental regulations and engages in low-carbon, green purchasing from the initial stages of procurement as part of its corporate social responsibility commitments. To support this effort, the ESG Committees of **Samyang Holdings, Samyang Corporation**, and **Samyang Packaging** reviewed and approved the Green Purchasing Policy. Under this policy, the Group gives priority to purchasing environmentally verified products, including eco-label certified products, recycled-content certified products, energy efficiency certified products, and products designed to reduce waste, all of which contribute to resource conservation and reduced environmental pollution. Through the continued procurement of these eco-friendly products, Samyang Group plans to fulfill its social responsibilities as a sustainable company.

* For metrics and performance related to sustainable raw materials at Samyang Corporation, Samyang Packaging, and Samyang KCI, refer to the ESG Facts & Figures section.

ESG Facts & Figures

Biodiversity Conservation

Biodiversity Policy

Samyang Holdings, Samyang Corporation, Samyang Packaging, and **Samyang KCI** recognize ecosystem restoration and biodiversity conservation as key priorities. To strengthen biodiversity management, each company has established its own Biodiversity Policy, which has been approved by the ESG Committee and disclosed on the company's website.

Biodiversity Risk Assessment

Biodiversity Risk Assessment Process

Samyang Corporation and **Samyang Packaging** aim to understand how their business activities affect nature and to manage nature-related risks and opportunities systematically as part of their approach to sustainable growth. To support this work, the companies conducted biodiversity risk assessments of their domestic business sites using the LEAP (Locate, Evaluate, Assess, Prepare) approach recommended by the Taskforce on Nature-related Financial Disclosures (TNFD).

Biodiversity Assessment Using the LEAP Approach

Locate	Define the assessment scope	• Define the assessment scope. • Identify interfaces with nature and nearby biodiversity-sensitive areas.
Evaluate	Analyze dependencies and impacts	• Assess the level of dependency on, and impacts on, natural capital arising from key business activities. • Use the ENCORE tool.
Assess	Identify risks and opportunities	• Identify key nature-related risks and opportunities for each business site. • Use the WWF Biodiversity Risk Filter (BRF).
Prepare	Develop responses and disclosures	• Develop response strategies to manage nature-related risks. • Prepare disclosures aligned with the TNFD recommendations.

Business Sites Included in the Biodiversity Risk Assessment

Company	Business Site	Location	Primary Business Activities	Site Area
Samyang Corporation	Seoul Headquarters	Jongno-gu, Seoul	Management support, sales, purchasing	5,100 m²
	Ulsan Plant 1	Nam-gu, Ulsan	Production, logistics	240,000 m²
	Ulsan Plant 2	Nam-gu, Ulsan	Production, logistics	71,000 m²
	Incheon Plant 1	Seo-gu, Incheon	Production, logistics	46,000 m²
	Incheon Plant 2	Jung-gu, Incheon	Production, logistics	50,000 m²
	Asan Plant	Asan-si, Chungcheongnam-do	Production, logistics	53,000 m²
	Jeonju EP Plant	Jeonju-si, Jeollabuk-do	Production, logistics	21,000 m²
Samyang Packaging	Seoul Headquarters	Jongno-gu, Seoul	Management support, sales, purchasing	5,600 m²
	Gwanghyewon Plant	Jincheon-gun, Chungcheongbuk-do	Production, logistics	99,000 m²
	Daejeon Plant 1	Daedeok-gu, Daejeon	Production, logistics	35,000 m²
	Daejeon Plant 2	Daedeok-gu, Daejeon	Production, logistics	29,000 m²
	Jincheon Plant	Jincheon-gun, Chungcheongbuk-do	Production, logistics	59,000 m²

※ Site areas have been rounded.

Samyang Corporation analyzed its interfaces with nature across seven domestic business sites, which have a combined operational site area of approximately 480,000 m2. Ulsan Plant 1, the company's primary production facility, accounts for approximately 49% of the total site area. Given its proximity to coastal areas and industrial complexes, water-resource management and pollutant control are particularly important at this site.

Samyang Packaging analyzed its interfaces with nature across five domestic business sites, which have a combined operational site area of approximately 220,000 m2. Gwanghyewon Plant, the company's primary production facility, accounts for approximately 43% of the total site area. Because the plant is located within an industrial complex, management of environmental impacts is a key priority.

Biodiversity Risk Assessment

Analysis of Natural Capital Dependencies and Impacts

With reference to the International Standard Industrial Classification (ISIC) and each company's revenue composition, Samyang Corporation and Samyang Packaging classified their principal business activities as Manufacture of Food Products and Manufacture of Plastic Products, respectively. Based on these classifications, the companies assessed their dependencies on, and impacts on, ecosystems. The assessment used the ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) tool recommended by the Taskforce on Nature-related Financial Disclosures (TNFD). The analysis evaluated 25 natural-capital dependency indicators, which measure the extent to which business activities depend on natural capital, and 12 ecosystem-impact indicators, which assess the extent of a company's impacts on natural capital.

Analysis Results of Samyang Corporation's Natural Capital Dependencies and Ecosystem Impacts

Natural Capital Dependencies

Category	Assessment Result
Water supply	High
Global climate regulation	Very Low
Local climate regulation	Low
Air filtration	Very Low
Soil and sediment retention	Low
Solid waste remediation	Medium
Water purification	Very High
Water flow regulation	High
Flood mitigation	Medium
Storm mitigation	Medium
Biological pest control services	Very Low
Other – Dilution by atmosphere and ecosystems	Low

Impacts

Category	Assessment Result
Disturbance: noise and light	Medium
Emissions of greenhouse gas (GHG)	Low
Emissions of air pollutants	Low
Generation and release of solid waste	Medium
Area of land use	Low
Soil and water pollutant discharges	Medium
Water consumption	Medium

The assessment found that **Samyang Corporation**'s business operations depend on ecosystem services across 12 categories. Among these, the company has a high level of dependency on water supply, water purification, and water-flow regulation. The assessment also found that the company's business activities have moderate ecosystem impacts related to solid waste generation and disposal, water consumption, soil and water pollutant discharges, and noise and light disturbance. These results indicate that Samyang Corporation's key nature-related management priorities include environmental pollution prevention, water-resource management, and waste management.

Analysis Results of Samyang Packaging's Natural Capital Dependencies and Ecosystem Impacts

Natural Capital Dependencies

Category	Assessment Result
Water supply	Low
Water purification	Medium
Storm mitigation	Medium
Air filtration	Very Low
Solid waste remediation	Low
Noise attenuation	Very Low
Other: mitigation of sensory impacts	Very Low
Water flow regulation	Medium
Flood mitigation	Medium
Rainfall-pattern regulation	Very Low
Soil and sediment retention	Low
Global climate regulation	Very Low
Other – Dilution by atmosphere and ecosystems	Low
Local climate regulation	Low

Impacts

Category	Assessment Result
Disturbance: noise and light	Medium
Emissions of greenhouse gas (GHG)	Medium
Emissions of air pollutants	Medium
Generation and release of solid waste	Medium
Area of land use	Low
Soil and water pollutant discharges	Very High
Water consumption	Low

The assessment found that **Samyang Packaging**'s business operations depend on ecosystem services across 14 categories. Among these, the company has a moderate level of dependency on water purification, water-flow regulation, storm mitigation, and flood mitigation. The assessment also found that the company's business activities have a very high ecosystem impact related to soil and water pollutant discharges. These findings indicate that soil and water pollutant discharges are a key nature-related management priority, while greenhouse gas (GHG) emissions and water consumption also require ongoing management.

Biodiversity Risk Assessment

Biodiversity Risk Assessment Results

Samyang Corporation and **Samyang Packaging** used the WWF Biodiversity Risk Filter (BRF) to assess physical and reputational risks at each business site and reviewed detailed risk indicators to identify potential effects on business operations. For Samyang Corporation's domestic business sites, the assessment identified water availability, extreme heat, and tropical cyclones as the principal physical risks, and media scrutiny and the sites of international interest as the principal reputational risks. For Samyang Packaging's domestic business sites, the assessment identified extreme heat, tropical cyclones, and landslides as the principal physical risks.

Key Risks by Business Site (*)

Samyang Packaging

2 Seoul Headquarters
▲ Media scrutiny; sites of international interest

6 Gwanghyewon Plant
● Extreme heat; tropical cyclones; landslides; wildfires; pollution

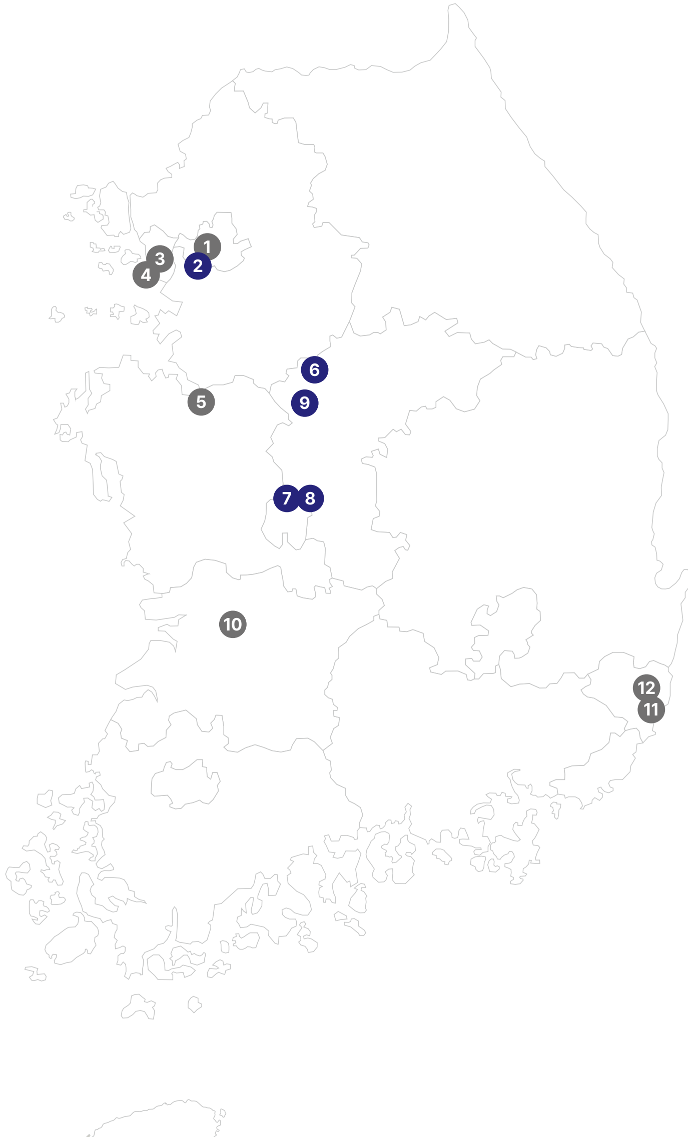
7 Daejeon Plant 1
● Landslides; wildfires; extreme heat; tropical cyclones

8 Daejeon Plant 2
● Landslides; wildfires; extreme heat; tropical cyclones

9 Jincheon Plant
● Extreme heat; tropical cyclones; landslides; wildfires; pollution

Physical Risk ● | Reputational Risk ▲

(*) For each business site, key risks were selected from items evaluated as "High" or above in the WWF Biodiversity Risk Filter (BRF) assessment.



Samyang Corporation

1 Seoul Headquarters
▲ Media scrutiny; sites of international interest

3 Incheon Plant 1
● Water availability; tropical cyclones; soil; water conditions; air conditions
▲ Media scrutiny; sites of international interest

4 Incheon Plant 2
● Water availability; tropical cyclones; soil; water conditions; air conditions
▲ Media scrutiny; sites of international interest

5 Asan Plant
● Water availability; tropical cyclones; soil; water conditions; air conditions

10 Jeonju EP Plant
● Pollution; tropical cyclones
▲ Media scrutiny; sites of international interest

11 Ulsan Plant 1
● Water availability; tropical cyclones
▲ Media scrutiny; sites of international interest

12 Ulsan Plant 2
● Water availability; tropical cyclones
▲ Media scrutiny; sites of international interest

Biodiversity Risk Assessment and Conservation Activities

Risks, Opportunities, and Response Activities

Samyang Corporation and **Samyang Packaging** analyzed the ecosystem impacts associated with their production activities to identify nature-related risks and opportunities linked to natural capital. With reference to the TNFD recommendations, the companies reviewed response strategies for these nature-related factors. Building on these efforts, the companies aim to adapt flexibly to environmental change while creating business value that supports biodiversity conservation and ecosystem management.

Samyang Corporation

Category		Risk / Opportunity	Financial / Non-financial Impacts	Response Activities
Risks	Physical	Water availability and water quality deterioration	• Increased costs associated with securing and treating water resources, as well as tighter restrictions on water use at operating facilities. • Degradation of the health and biodiversity of nearby aquatic ecosystems.	• Optimize water use throughout production processes. • Monitor and manage water quality indicators.
		Pollutant emissions and ecosystem contamination	• Increased investment costs for pollution prevention and remediation facilities, as well as higher environmental charges. • Risks of soil and water contamination and community complaints.	• Install pollution prevention and remediation facilities and replace aging equipment. • Establish and implement emission management standards that are more stringent than applicable regulatory requirements.
	Transition	Increasing stakeholder expectations and interest	• Increased costs associated with responding to ESG information requests from customers and external ESG rating agencies.	• Enhance disclosures aligned with the Taskforce on Nature-related Financial Disclosures (TNFD) recommendations and strengthen stakeholder engagement. • Participate in local biodiversity conservation initiatives.
Opportunities		Growing demand for eco-friendly products	• Strengthened market competitiveness through expansion of the eco-friendly product portfolio.	• Increase the proportion of specialty products and products incorporating recycled materials to improve revenue generated per unit of natural capital consumed.

Samyang Packaging

Category		Risk / Opportunity	Financial / Non-Financial Impacts	Response Activities
Risks	Physical	Damage caused by extreme weather events, including extreme heat and typhoons	• Increased operating costs associated with responding to heavy rainfall and other extreme weather events.	• Subscription to extreme weather damage insurance. • Facility Management and Reinforcement. • Establishing response protocols for physical risk events.
	Transition	Increasing stakeholder expectations and interest	• Increased costs associated with responding to ESG information requests from customers and external ESG rating agencies.	• Enhance disclosures aligned with the Taskforce on Nature-related Financial Disclosures (TNFD) recommendations and strengthen stakeholder engagement. • Participate in local biodiversity conservation initiatives.
Opportunity		Growing demand for eco-friendly products	• Strengthen market competitiveness by expanding the eco-friendly product portfolio.	• Expand the portfolio of products using recycled raw materials to enhance natural capital productivity.

Biodiversity Conservation Activities

The five Samyang Group affiliates are carrying out biodiversity and habitat conservation activities focused on the mandarin duck, a Natural Monument designated as a nationally protected species under the National Institute of Biological Resources (NIBR) list of protected species on the Korean Peninsula.* Beginning in 2025, the Group signed a memorandum of understanding (MOU) with the Seongdong District Office and the Hangang Cooperative to protect approximately 5,000 m2 of habitat, referred to as the sanctuary area, along the Jungnangcheon and Cheonggyecheon streams. As part of this initiative, the Group carried out habitat-restoration activities, including grass cutting and soil replenishment to create resting areas for mandarin ducks. In collaboration with the local community, it also removed invasive alien plant species, including bur cucumber (Sicyos angulatus), ragweed (Ambrosia trifida), and Japanese hop (Humulus japonicus), and conducted litter collection activities. To assess habitat conditions, the Group conducted 11 bird-monitoring surveys involving ornithology experts and citizen scientists. According to expert monitoring results, 358 individual birds representing 22 species were recorded in June 2025, increasing to 569 individuals representing 25 species in September and 1,788 individuals representing 32 species in December. These findings indicate that the Jungnangcheon and Cheonggyecheon stream areas serve as important wintering habitats for mandarin ducks and other migratory waterbirds.

In addition, employees of **the five Samyang Group affiliates** participated in biodiversity conservation activities on two occasions in 2025 within approximately 500 m2 of the designated migratory-bird habitat covered by the MOU. These activities included ecological monitoring of mandarin ducks and other migratory birds, food provisioning, and habitat restoration through soil replenishment. Through these activities, Samyang Group contributes to efforts to improve habitat conditions for mandarin ducks and other migratory bird species.

Samyang Group Employees' Biodiversity Conservation Activities

(*) In accordance with Article 11(1) of the Act on Conservation and Utilization of Natural Heritage.

Water Management

Water Management Strategy

Management System

Samyang Group has established an Environmental Management System to address water scarcity, water pollution, and related challenges, reduce water-related risks, and advance sustainable management.

The CEOs of **the five Samyang Group affiliates** have the authority and responsibility to provide final approval for the Environmental Management Policy, which covers compliance with domestic and international environmental regulations, efficient resource management, and minimization of pollutant emissions. The Group has also established a water management system to support strategic review and management decision-making. This system regularly monitors compliance with domestic environmental regulations and internal standards and supports final evaluations by the Board of Directors or senior management. Each business site also establishes management standards and implements improvement activities to promote efficient water use and minimize pollutant discharges.

Regulatory Compliance and Training

Personnel responsible for water management at each business site across **the five Samyang Group affiliates** regularly review whether the Group's internal water management policies are aligned with applicable external regulations, including the Water Environment Conservation Act, the Sewerage Act, and the Water Supply and Waterworks Installation Act. They also support compliance with these requirements through policy review and site-level implementation. In addition, responsible personnel receive mandatory regulatory training, job-specific training, internal training, and training organized by regional industry associations to stay up to date with regulatory developments and best practices and apply them at their respective business sites. Going forward, Samyang Group will continue to comply with applicable regulations while strengthening monitoring and management to support water-resource conservation and efficient use.

Major Regulations	Review Items
Water Environment Conservation Act	Notifications of changes to discharge facilities, outsourced wastewater treatment performance, and compliance with pollutant discharge standards
Sewerage Act	Management of sewage treatment facilities
Water Supply and Waterworks Installation Act	Drinking water management

Water Use Efficiency Management

The five Samyang Group affiliates manage water-related risks across their business sites. Each production site monitors water use history, water use intensity, and other key indicators and regularly assesses water management performance. Production and facility management personnel also implement water-conservation activities, including the use of reclaimed water, inspections of water use by process, and equipment maintenance to improve water use efficiency.

At **Samyang Corporation**'s production sites, industrial water is treated and recycled for production processes according to site-specific operating conditions. Cooling water is recirculated, and used water is reused for various purposes, including cooling-tower makeup water, pollution-prevention facilities, and cleaning operations. At **Samyang Packaging's Gwanghyewon Plant**, a secondary filtration process has been introduced to recycle potable water generated during production. The reclaimed water is reused as cooling-tower makeup water and as water for pollution-prevention facilities and cleaning, helping to reduce water waste.

Water and Effluent Quality Management

The five Samyang Group affiliates work to minimize environmental impacts by strengthening quality management throughout water use and wastewater discharge processes. The Group has established monitoring systems for key indicators, including water consumption, wastewater generation, and pollutant discharges, enabling it to manage water-resource efficiency and environmental impacts together.

Production sites receive water from local water utilities. Where groundwater is used, the Group obtains groundwater development and use permits and manages groundwater use in compliance with applicable regulations. For wastewater discharges, the Group continuously monitors concentrations of water pollutants and regularly inspects wastewater treatment facilities to reduce impacts on surrounding environments, including rivers and soil. **The five Samyang Group affiliates** have established site-specific pollutant management standards that are more stringent than applicable regulatory requirements and manage water quality accordingly. For details on the Group's internal management standards, refer to "Water Pollutant Management" under "Waste, Pollutants, and Hazardous Chemical Substances Management."

Water Management Strategy

Identification of Water-related Areas and Impact Assessment

As a diversified business group operating in the chemicals, food, packaging, and biopharmaceutical industries, **Samyang Group** recognizes the importance of water-related risks from a medium- to long-term perspective. Accordingly, the Group works to secure stable water supplies for each business site and conducts comprehensive water risk assessments to evaluate future changes in water availability, potential deterioration in water quality, and the possibility of stricter regional water regulations. These assessments help the Group evaluate the long-term stability of its water resources.

The five Samyang Group affiliates used the WWF Water Risk Filter to assess potential exposure to water-related risks at the Group's major production sites and analyze physical water risks by site. The WWF Water Risk Filter is a map-based platform that visualizes and quantitatively assesses water-related risks by considering factors such as water availability, drought and flood potential, water quality, ecosystem services, climate-related physical risks to water sources, surrounding environmental conditions, and country-level risks. Based on this assessment, Samyang Group identified business sites located in water-stressed basins and regions and evaluated their potential impacts. The table below summarizes basin-level physical water risks and projected future risk scenarios for the regions where the major business sites of Samyang Holdings, Samyang Corporation, Samyang Biopharm, and Samyang Packaging are located.

Company	Business Site	Location	Water Risk (2025)			Water Risk (2030 Optimistic Scenario)		
			Physical	Regulatory	Reputational	Physical	Regulatory	Reputational
Samyang Biopharm	Pharmaceutical Plant	Daejeon	●●●	●	●●	●●●	●●	●●●
	MD	Daejeon	●●●	●	●●	●●●	●●	●●●
	Gongju Plant	Chungcheongnam-do	●●●●	●	●●	●●●	●●	●●
Samyang Corporation	Ulsan Plant 1	Ulsan	●●●	●	●●●	●●●	●●	●●●
	Ulsan Plant 2	Ulsan	●●●	●	●●●	●●●	●●	●●●
	Incheon Plant 1	Incheon	●●●●	●	●●●	●●●	●●	●●●
	Incheon Plant 2	Incheon	●●●●	●	●●●	●●●	●●	●●●
	Asan Plant	Chungcheongnam-do	●●●	●	●●	●●●	●●	●●●
	Jeonju EP Plant	Jeollabuk-do	●●●	●	●●●	●●●	●●	●●●
Samyang Holdings	Headquarters	Seoul	●●●	●	●●●	●●●	●●	●●●
Samyang Packaging	Daejeon Plant 1	Daejeon	●●●	●	●●	●●●	●●	●●●
	Daejeon Plant 2	Daejeon	●●●	●	●●	●●●	●●	●●●
	Gwanghyewon Plant	Chungcheongbuk-do	●●●	●	●●	●●●	●●	●●●
	Jincheon Plant	Chungcheongbuk-do	●●●	●	●●	●●●	●●	●●●

Very low ● low ●● Medium ●●● High ●●●● Very High ●●●●●

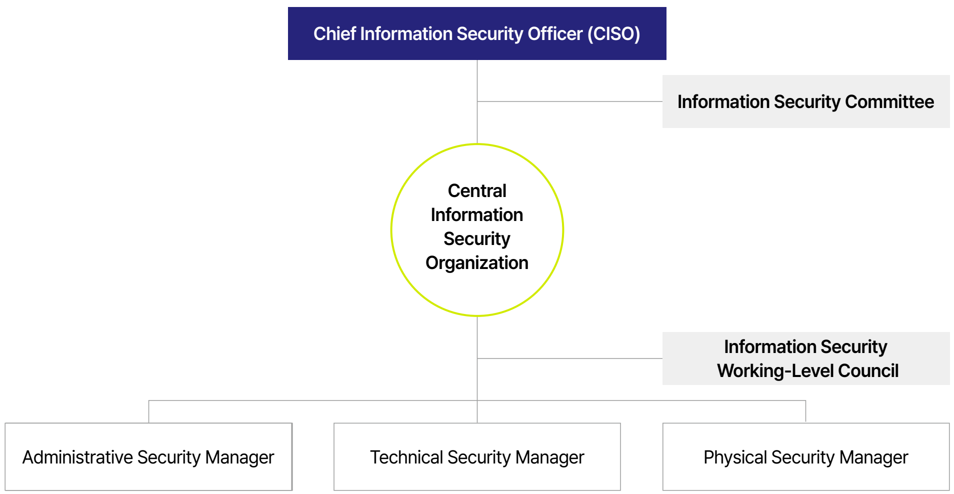
Information Security

Information Security System

Information Security Governance

The five Samyang Group affiliates have established and operate a structured information security organization to respond to the acceleration of digital transformation and the increasing sophistication of information security threats. The Chief Information Security Officer (CISO) oversees the Group's information security strategy and reports directly to the CEO, supporting both the independence and the strategic importance of information security. Under the CISO, the Central Information Security Organization manages operational activities across administrative, technical, and physical security and reports these activities to the Information Security Committee.

The Central Information Security Organization also holds regular meetings with the Information Security Working-level Council, which consists of representatives from each business division. Through these meetings, the organization shares information security issues, identifies improvement tasks, promotes information security awareness across the Group, and maintains a prompt and consistent response system.



Information Security Policy

The five Samyang Group affiliates implement information security activities under three pillars: administrative, technical, and physical security. The related policies are set out in the companies' internal regulations and guidelines.

The companies established the Information Security Policy to address cybersecurity risks arising from changes in the digital environment, safeguard information assets and personal information, maintain stakeholder trust, and strengthen the foundation for sustainable management. The policy was submitted to and approved by each affiliate's ESG Committee and is publicly available on the Group's official website.

Administrative Security

Operation of an information security organization
- Operating an information security organization under CISO leadership

Enhancement of employee security awareness
- Sharing information on external security threats and communicating employee response measures
- Conducting security training and collecting security pledges

Technical Security

Technical vulnerability remediation
- Remediating vulnerabilities in servers, networks, databases, and security systems
- Remediating vulnerabilities in web and mobile applications

Establishment of a security management system
- Implementing document security, intrusion prevention, and data loss prevention systems

Physical Security

Implementation of physical protection measures
- Designating security zones
- Controlling access
- Installing and operating CCTV systems
- Deploying security personnel and monitoring incoming and outgoing items

Information Security Policy

Samyang Holdings	Samyang Corporation	Samyang Biopharm	Samyang Packaging	Samyang KCI

Information Security Strategies and Activities

Operating an Information Security System

The five Samyang Group affiliates have implemented and operate the security systems listed below to mitigate the risk that personal information and business data held within the Group may be disclosed externally without authorization. In 2025, the Group upgraded its integrated backup system to strengthen backup and recovery capabilities, reflecting its continued investment in information security.

Document Security System	Protects documents, including Word, Excel, and PowerPoint files
Integrated PC Management System	Manages PCs, portable storage devices, and wireless networks, and monitors unauthorized software
Spam Filtering System	Blocks spam, malware, and emails containing viruses to reduce email security threats and improve work efficiency
Advanced Persistent Threat (APT) Response Solution	Provides a solution for responding to advanced attacks, including ransomware, malware, DDoS attacks, and network intrusions or hacking
VPN	Provides a secure network environment that enables remote access to the company's internal network for work purposes

To address rapidly evolving cybersecurity threats, the companies focused on strengthening network perimeter security and application defense systems.

▸ Network Perimeter Security

The companies regularly review and update security-device policies and conduct network vulnerability assessments to evaluate potential information security risks in their network environment. These activities help the companies identify vulnerabilities in network communications in advance and promptly implement remediation and improvement measures for identified risks, thereby strengthening security at the network perimeter.

▸ Strengthening Application Defense Systems

The companies continuously monitor security threats and vulnerabilities at the application layer using advanced security solutions, including advanced persistent threat (APT) detection systems, intrusion prevention systems (IPS), and web application firewalls (WAF). For identified risks, the companies promptly implement response and remediation measures to manage application security risks systematically.

Strengthening Information Security Awareness and Practices

The five Samyang Group affiliates have established and communicated an Information Security Code of Conduct so that employees can clearly understand the specific security guidelines they must follow in their daily work. All employees are also required to sign an information security compliance pledge, reinforcing individual accountability for information security and supporting the development of a Group-wide security culture.

Code of Conduct for Information Security

- Access only authorized and approved information assets.
- Do not disclose the company's important information externally through email, messenger services, mobile phones, USB devices, or any other unauthorized channel.
- Access information assets only through identification and authentication procedures using an individual ID and password, and manage IDs and passwords securely.
- Promptly report any security incident to the information security officer or manager.
- Manage document and data permissions thoroughly and review them regularly.
- Follow information security guidelines, personal information handling procedures, and ransomware infection prevention practices.

▸ Simulation Training

In the first half of 2025, **the five Samyang Group affiliates** participated in a cyber crisis response exercise organized by the Korea Internet & Security Agency (KISA). As part of this initiative, the affiliates conducted a company-wide simulation exercise to help employees recognize the risk of external disclosure of important information and exercise caution when handling emails from unknown senders. The exercise was intended to further strengthen employees' information security awareness and their ability to respond to potential information leakage incidents.

First round
Simulated phishing email disguised as an internal security inspection notice

Second round
Simulated phishing email disguised as a password update request

Information Security Strategies and Activities

Strengthening Employee Security Awareness and Promoting Secure Practices

The five Samyang Group affiliates conduct various initiatives to raise information security awareness among employees and reduce related risks. As part of these efforts, the companies provide annual training to all employees through Samyang Ethics School, covering the Group's IT security status, the importance of information security, security policies, regulatory requirements and related updates, and the Personal Information Protection Act.

In addition, all employees who handle personal information must complete supplementary practical and specialized courses on personal information protection offered by KISA and submit certificates of completion. To reinforce security awareness on an ongoing basis, the companies also share security notices through the internal portal approximately 20–30 times per year, reminding employees of workplace security guidelines and the risks of information leakage.

Information Security Training Programs

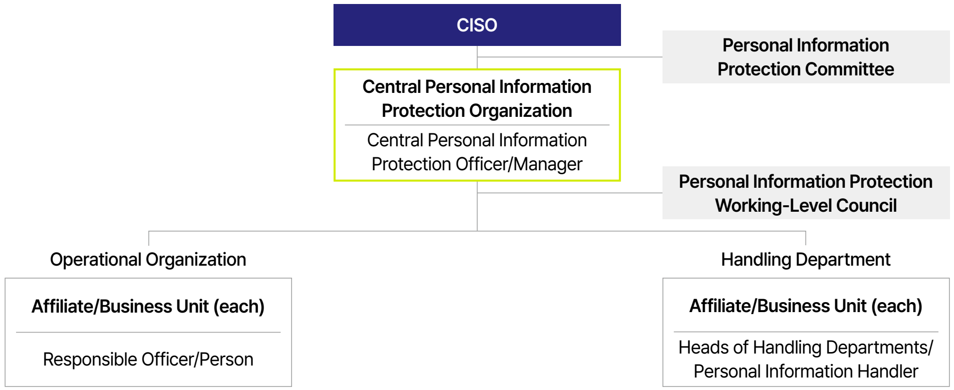
	Samyang Ethics School	Personal Information Protection Training
Details	- Group IT security status - Importance of security awareness * Includes the need for personal information protection and the scope of personal information - Group security regulations - Basic course (Understanding the Personal Information Protection Act)	- Practical courses (Technical and administrative protection measures) - Specialized courses (Personal information protection in business planning, implementation, and operations)
Training Methods	Online training - Complete externally sourced and in-house content on the affiliated training provider's website - After completing the courses, sign the online security pledge and take a test to confirm learning outcomes	Online training - Select and complete an online course on the Korea Internet & Security Agency (Kisa)'s Personal Information Protection Portal - Submit the training completion certificate after completing the course

Personal Information Protection

Personal Information Protection Organization

The five Samyang Group affiliates have established a structured Group-wide governance framework to strengthen personal information protection. Under this framework, the central organization led by the CISO works closely with operational teams at the affiliate and business unit levels. The central organization develops and manages Group-wide Privacy Policy and collaborates with a working-level council comprising representatives from each affiliate and business unit to carry out related activities.

Personal Information Protection Organizational Chart



Measures to Ensure the Security of Personal Information

The five Samyang Group affiliates implement the following safeguards to ensure the security of personal information:

(1) Technical safeguards, including user authentication and access control for personal information processing systems, screen display controls, encryption, and retention of access and activity logs.

(2) Administrative safeguards, including the establishment of internal management plans for personal information protection and training for employees who handle personal information.

(3) Physical safeguards, including the designation of personal information storage areas as restricted zones and the implementation of physical access controls.

Further details on these safeguards are disclosed in the Privacy Policy available on the Group's official website.

Community Engagement

Social Contribution System and Strategic Directions

Strategic Approach to Social Contribution

Samyang Group carries forward its founder's vision: "Earn money honestly and use it rightly for the nation." Guided by this legacy, the Group implements social contribution activities that consider both corporate sustainability and social value. It has identified "talent development," "environmental conservation," and "health promotion" as the three core values of its social contribution policy and conducts related activities across its business sites. In line with its corporate Purpose, "Beyond life's potential, innovate the future," the Group contributes not only to corporate growth, but also to the sustainable development of the nation and society.

Social Contribution Policy

Mission

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

Core Values

Talent Development	Environmental Conservation	Health Promotion
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 supporting healthy, caring local communities

Core Programs

Talent Development	Environmental Conservation	Health Promotion
• 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

Key Social Contribution Activities

Yangyoung and Sudang Foundation

Established to nurture talent and promote academic advancement, the Yangyoung Foundation and the Sudang Foundation serve as the central pillars of Samyang Group's scholarship initiatives. In 1938, Samyang Group founder Yeon-Su Kim, known by his pen name Sudang, established the Yangyoung Foundation, Korea's first private scholarship foundation. He later established the Sudang Foundation in 1968 to expand the Group's scholarship programs.

The two foundations have contributed to academic advancement in Korea by providing student scholarships and research grants to researchers and academic organizations. As of 2025, the Yangyoung Foundation has awarded a cumulative total of approximately KRW 18.6 billion in scholarships to around 10,000 undergraduate and graduate students, as well as approximately KRW 8.9 billion for research and academic activities. The Sudang Foundation has also supported a broad range of beneficiaries, including middle and high school students, undergraduate and graduate students, professors, academic organizations, and educational institutions, providing cumulative scholarship support worth approximately KRW 19.8 billion.

Sudang Prize

The Sudang Prize, named after the pen name of Samyang Group founder and Chairman Yeon-Su Kim, was established in 1973 to support outstanding researchers who have contributed to academic development in Korea. The award was first introduced as the "Sudang Science Award" by the Kyungbang Scholarship Society in 1973 and was presented 14 times. In 2006, the Sudang Foundation assumed stewardship of the award, expanded its scope to include the natural sciences and the humanities and social sciences, and reorganized it under its current name, the "Sudang Prize."

Each year, the Sudang Prize accepts nominations in three fields: basic science, applied science, and the humanities and social sciences. After the nomination process, two researchers with outstanding achievements are selected across all categories based purely on outstanding achievements, and each recipient receives a cash prize of KRW 200 million and a commemorative plaque. Recipients are selected through a rigorous review by the Sudang Prize Steering Committee, which consists of distinguished figures and leading scholars from various sectors of society.

Key Social Contribution Activities

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, the festival was created to raise awareness of environmental protection through a children's drawing competition. Each year, students submit artwork on environmental themes, and outstanding entries are selected for awards.

At the 27th Drawing Festival, held in 2025, approximately 580 children participated in a drawing competition under the theme "Our Efforts to Protect the Environment," and many families attended the event. In addition to the competition, the festival included a flea market for exchanging pre-owned items and hands-on programs such as decorating eco-friendly pouches and creating personalized water bottles. These activities were designed to help children understand environmental protection and resource circulation in an enjoyable, accessible setting.

2025 27th Love Nature with Blue Mind: Drawing Festival

Future Science Camp

Samyang Group and **the Yangyoung Foundation** jointly host the annual Future Science Camp for elementary school students in the Daejeon area to help foster future talent in science and engineering. Marking its fifth year in 2025, the camp is a social contribution program designed to help students develop creativity and scientific thinking through hands-on activities involving emerging science and engineering technologies.

In 2025, under the theme "Discover Your Science DNA, Build the Research Complex of the Future," the camp offered hands-on educational programs centered on technologies related to Samyang Group's core businesses, including allulose in the food sector, drug delivery systems in the pharmaceutical and biotechnology sector, and eco-friendly plastics in the chemicals and packaging sector. Through these activities, students could explore advanced technologies in an accessible and engaging way, showcasing Samyang Group's technological capabilities and its commitment to building a better future.

2025 Future Science Camp Hosted by the Yangyoung Foundation and Samyang Group

Samyang Corporation Women's Cycling Team

Samyang Corporation established its women's cycling team in the 1980s, when cycling was not yet widely recognized as a sport in Korea. The company has continued to operate the team since then, contributing to broader participation in this relatively less prominent sport and supporting the development of talented athletes.

The Samyang Corporation Women's Cycling Team continues its tradition as Korea's only women's cycling team operated by a private-sector company. With sustained support from Samyang Corporation, the team provides an environment in which athletes can focus on training and improving their performance. The team has produced numerous members of the Korean national team and set several Korean records, playing an important role in the development of women's cycling in Korea.

Samyang Corporation Women's Cycling Team

Key Social Contribution Activities

Local Community Environmental Conservation Activities

The five Samyang Group affiliates participate in a range of environmental conservation activities in collaboration with local communities, with the aim of supporting sustainable coexistence between the companies and the communities in which they operate. Each production site operates regular programs, including the "One Company, One Stream Cleanup Initiative" and "Community Environment Cleanup Day." The companies also continue to conduct environmental cleanup activities through labor-management collaboration, including marine conservation initiatives and road cleanup in areas surrounding industrial complexes.

In addition, the companies organize tree-planting events and cleanup and landscaping activities in industrial areas through partnerships with suppliers. These activities are intended to improve the local environment and strengthen the foundation for co-prosperity with local communities.

Key Outcomes of Local Environmental Conservation Activities

Category	Activity	Date
Samyang Corporation Ulsan Plant 1	Litter collection as part of "Urban Environment Cleanup Day"	April 2025
Samyang Corporation Incheon Plant 1	Litter collection around local forest trails	September, November 2025
Samyang Corporation Asan Plant	Environmental cleanup around Sineoncheon Stream and nearby irrigation channels	April 2025
Samyang Packaging	"Clean Walk Plogging" activities along Baekgokcheon Stream in Jincheon	October 2025
Samyang KCI	Marine litter cleanup in coastal areas near business sites in Taean and Siheung	June 2025
Samyang KCI Shihwa Plant	Litter cleanup in a local park as part of the "Beautiful Industrial Complex" initiative	November 2025


Samyang Corporation Ulsan Plant 1: Urban Environmental Cleanup


Samyang Packaging: "Clean Walk Plogging"


Samyang KCI: Shihwa Industrial Complex Environmental Improvement

Social Contribution Mid- to Long-term Goals

Mid- to Long-term Goals and Performance

Through co-prosperity with local communities, **the five Samyang Group affiliates** aim to support the development of future talent, coexist with nature, and help create a healthy, sustainable tomorrow for all. By 2028, the Group plans to gradually expand the scope and strategic direction of its social contribution activities, guided by its three core social contribution values.

As part of this effort, the Group will advance its social contribution initiatives in collaboration with local communities and strengthen implementation through partnerships with local governments, educational institutions, and community organizations. The Group also plans to continue developing community-based social contribution initiatives that reflect its capabilities and business operating environment.

Social Contribution Mid- to Long-term Goals

Category	Target	Local communities	2025 (Actual)	2026 (Target)	2027 (Target)	2028 (Target)
Talent development	Number of Future Science Camp participants	Local elementary school students near the Group's business sites	80 participants	80 participants	80 participants	80 participants
Environmental conservation	Number of employee volunteers (*)	Streams and roadsides near the Group's business sites	638 volunteers	657 volunteers	677 volunteers	697 volunteers
Health promotion		Vulnerable groups in local communities near business sites				

(*) Simple cumulative total of participating employees.

2025 Social Contribution Expenditure (Unit: KRW thousand)

Category	Samyang Holdings	Samyang Corporation	Samyang Biopharm	Samyang Packaging	Samyang KCI
Talent development	212,000	2,029,984	26,145	716,717	300,000
Environmental conservation	8,000	169,000	18,667	100,000	54,295
Health promotion	23,000	1,159,000	0	0	0
Other	0	6,050	0	15,420	2,442
Total	243,000	3,364,034	44,812	832,137	356,737

Human Rights Management

Human Rights Management Governance

Human Rights Management Policy

Samyang Holdings, Samyang Corporation, Samyang Packaging, and **Samyang KCI** regard respect for, and protection of, the human rights of all stakeholders affected by their business activities—including employees, customers, suppliers, and local communities—as a core management principle. To uphold these principles, the Group affiliates strictly observe internationally recognized human rights standards, including the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, and the UN Convention on the Rights of the Child. Each company has reflected these principles in its Human Rights Management Policy, which was formalized following approval by the relevant ESG Committee. **Samyang Biopharm** plans to establish a corresponding policy in the second half of 2026.

Responsibility for implementing the Human Rights Management Policy rests with the relevant departments. Key human rights issues and the status of policy compliance are reported regularly to the ESG Committees and major management meetings. This structure is intended to ensure that human rights matters are reviewed and overseen at the management level, rather than handled only by operational departments.

The policy applies to all business sites and is communicated to employees and other stakeholders so that the principle of respect for human rights can be reflected across company operations. The companies also continue to refine related systems and operating standards to embed the Human Rights Management Policy more fully in business practices.

Human Rights Management Policy

Samyang Holdings	Samyang Corporation	Samyang Packaging	Samyang KCI

Activities to Enhance Human Rights Awareness

The five Samyang Group affiliates continue to provide training and communication activities to help employees understand human rights and apply human rights management in everyday work, rather than treating it solely as a formal policy requirement. The companies provide mandatory annual training for all employees, including new hires, on human rights-related topics such as preventing workplace bullying, preventing sexual harassment, and improving awareness of persons with disabilities. The training content is updated regularly to reflect social developments and legal requirements.

The companies also operate reporting channels that protect anonymity and confidentiality, enabling employees to report human rights violations or raise grievances safely. Reported cases are reviewed under established procedures to verify the facts and determine appropriate corrective measures. The findings are also used to identify improvements intended to prevent recurrence. Through these measures, the companies have established a grievance and remedy framework designed to protect employees' rights in practice.

To strengthen implementation of the Human Rights Management Policy, the companies regularly review related issues through the ESG Committee and ESG Council. Monitoring results and feedback from business sites are incorporated into training programs and improvements to internal systems. Through this feedback process, Samyang Group aims to embed a culture of respect for human rights across the organization.

Ten Basic Principles of Human Rights Management

1 Respect for human rights	6 Guarantee of freedom of association and collective bargaining
2 Prohibition of forced labor	7 Compliance with wages and working hours
3 Prohibition of child labor	8 Compliance with safety and health regulations
4 Prohibition of discrimination	9 Responsible supply chain management
5 Prohibition of workplace sexual harassment and bullying	10 Protection of customer and user rights and personal information

Human Rights Risk Management

Progress and Mid- to Long-Term Goals for Human Rights Management at the Five Samyang Group Affiliates

-2025

Establishing the Foundation and Direction for Human Rights Management

- Human rights impact assessment coverage: 50% (Samyang Packaging and Samyang KCI)
- Operation of a dedicated ESG organization
- Establishing and improving the Human Rights Management Policy

2026-2027

Advancing the Human Rights Management Framework

- Human rights impact assessment coverage: 80% (Samyang Corporation, Samyang Biopharm, Samyang Packaging, and Samyang KCI)
- Strengthening the framework for preventing and monitoring human rights violations
- Reviewing the human rights management training framework and expanding the curriculum

2028-2030

Consolidating Human Rights Management and Expanding Global Coverage

- Human rights impact assessment coverage: 100% (Samyang Holdings, Samyang Corporation, Samyang Biopharm, Samyang Packaging, and Samyang KCI)
- Analyzing three years of human rights impact assessment results and refining improvement measures
- Strengthening HR practices based on diversity, equity, and inclusion (DEI)
  - Including efforts to expand employment opportunities for women, persons with disabilities, and older workers
- Expanding human rights risk reviews across overseas subsidiaries

Introducing Human Rights Impact Assessments

The five Samyang Group affiliates are introducing human rights impact assessments in phases to systematically identify and manage potential human rights risks arising from their business activities. In 2025, pilot assessments were conducted for Samyang Packaging and Samyang KCI to refine the assessment framework and review criteria. In 2026, the assessment scope was expanded to include Samyang Corporation and Samyang Biopharm.

Human Rights Impact Assessment Process

To improve the objectivity and practical effectiveness of the human rights impact assessments, **the five Samyang Group affiliates** used a five-step process: developing assessment plans, administering surveys, analyzing results, screening risk factors, and formulating improvement measures. The assessments were conducted as anonymous online surveys of employees in office-based employees across domestic business sites. They focused on understanding employees' perceptions of human rights management and identifying potential human rights risks.

The survey results were analyzed using the positive response rate for each assessment indicator, and risk factors requiring relatively greater management attention were identified. The companies then prioritized improvement measures and developed follow-up management plans after considering each business site's characteristics, operating environment, and feasibility of implementation.

Human Rights Impact Assessment Process

Planning	Identifying and Assessing Risks	Monitoring Actions	Implementing Mitigation Measures
• Identify the current status and develop checklists	• Conduct a human rights impact assessment • Set priorities	• Report and disclose follow-up actions	• Establish and implement plans to address risks

Human Rights Risk Management

Human Rights Impact Assessment Criteria

The five Samyang Group affiliates have established human rights impact assessment indicators based on domestic and international human rights management guidelines and applicable laws and regulations. The assessment criteria are designed to review employees' awareness of Human Rights Management Policies and systems, the extent to which those policies and systems are implemented, employees' perceptions of a culture of respect for human rights, groups that may be vulnerable to human rights risks, and the likelihood and potential severity of key human rights issues. The companies also analyze the underlying causes of human rights issues and identify areas for improvement to strengthen human rights risk prevention and further develop their risk management framework.

As shown below, the assessment framework comprises five areas and 22 questions. The same criteria are applied to all affiliates included in the assessment to support the objectivity and comparability of results. Based on these results, the companies systematically analyze human rights risk levels and identify areas for improvement at each affiliate, while continuing to strengthen the group-wide human rights management framework.

Human Rights Impact Assessment Indicators

Assessment Criteria	Number of Questions	Key Assessment Areas
Awareness of Human Rights Policy and Programs	3 questions	Assessing employees' awareness of human rights management policies and programs and the extent to which they are embedded across the organization
Assessment of the Level of Respect for Human Rights	7 questions	Assessing employees' perceptions of respect for human rights and identifying areas for improvement in organizational culture and the implementation of related policies and systems
Groups Vulnerable to Human Rights Risks	1 question	Identifying groups that are relatively more vulnerable to human rights risks and areas requiring additional safeguards
Likelihood and Severity of Human Rights Risks	9 questions	Assessing the likelihood and severity of human rights risk factors and identifying priority risks
Causes of Human Rights Issues and Areas for Improvement	2 questions	Identifying the underlying causes of human rights issues and areas for improvement, and defining follow-up actions

Results of Human Rights Impact Assessment

The human rights impact assessment results indicated that all assessed affiliates had a generally satisfactory level of respect for human rights. The likelihood and severity of human rights risks were both assessed as low.

However, employee awareness of human rights policies and programs was relatively limited, indicating a need to raise awareness and strengthen internal communication regarding Human Rights Management Policies, grievance procedures, and related training programs.

Year of Assessment	Companies Assessed	Assessment Criteria	Assessment Result (*1)
2025	Samyang Packaging	Awareness of Human Rights Policies/Programs	51.3%
		Level of Respect for Human Rights	86.0%
		Likelihood and Severity of Human Rights Risk Factors	Low
2026	Samyang Corporation	Awareness of Human Rights Policies/Programs	54.5%
		Level of Respect for Human Rights	81.9%
		Likelihood and Severity of Human Rights Risk Factors	Low
2026	Samyang Biopharm	Awareness of Human Rights Policies/Programs	42.6%
		Level of Respect for Human Rights	78.1%
		Likelihood and Severity of Human Rights Risk Factors	Low

(*1) Positive response rate: Percentage of respondents selecting "Agree" or "Somewhat agree" on a five-point scale: Agree, Somewhat agree, Neutral, Somewhat disagree, Disagree.

Human Rights Risk Management

Definition of Vulnerable Groups and Identification of Human Rights Risks

The five Samyang Group affiliates proactively identify individuals who may be more exposed to human rights risks or require additional protection, and manage them as vulnerable groups. These groups include non-regular employees, employees of on-site contractors, new hires, pregnant employees and employees caring for infants or young children, and employees with disabilities. In managing these groups, the companies consider potential human rights risks associated with employment status, working conditions, and stages of organizational integration. Based on this approach, they continue to strengthen their management framework for preventing human rights risks and protecting employees.

The human rights impact assessment also examined employees' perceptions of vulnerable groups and key human rights risk factors. Although most respondents reported no instances of human rights violations or discrimination, some respondents perceived non-regular employees, employees of on-site contractors, and pregnant employees or employees caring for infants or young children as relatively more exposed to human rights risks. These findings do not indicate that human rights violations actually occurred; rather, they serve as a reference point for identifying areas where employees may need more attentive protection and support.

The five Samyang Group affiliates plan to strengthen communication on relevant policies and programs, expand awareness-raising training, and increase awareness of grievance reporting and resolution procedures to prevent discrimination and adverse treatment related to employment status, pregnancy, childbirth, childcare responsibilities, and working conditions. The companies will also continue to monitor employee feedback on vulnerable groups and the results of human rights impact assessments, address areas where additional protection and support are needed, and foster an inclusive organizational culture based on mutual respect.

Reporting and Disclosure of Human Rights Impact Assessment Results

The five Samyang Group affiliates will share the results of human rights impact assessments and the identified areas for improvement with relevant departments, and will continue monitoring the implementation of improvement measures. The assessment results will be used to review progress in human rights management and establish future directions for human rights risk management. The companies also aim to improve transparency by disclosing key assessment results and human rights risk management activities to stakeholders through sustainability reports and other channels.

Going forward, **the five Samyang Group affiliates** will systematically track human rights impact assessment results, implementation of improvement measures, and approaches to managing vulnerable groups. By sharing relevant information internally and externally, the companies will continue to advance their human rights management system.

Human Rights Risk Management Measures

In response to the key findings of the assessment, **the five Samyang Group affiliates** plan to strengthen employee communication regarding Human Rights Policies and grievance handling channels, and to continue activities that foster a culture of respect for human rights across the organization. The companies will also conduct human rights impact assessments regularly to identify potential human rights risks. In addition, they will strengthen their capacity to prevent and respond to human rights issues through employee awareness-raising activities, including training on the prevention of human rights violations.

Human Rights Risk Response System

Internal Grievance Handling System

The five Samyang Group affiliates operate a structured grievance handling system to protect the rights of all stakeholders, including employees, and to foster a healthy work environment free from discrimination and unfair treatment. Employees may raise grievances with their company, either verbally or in writing, if they experience or become aware of a violation of rights protected under the Human Rights Management Policy, international human rights standards, or relevant laws. External stakeholders, including suppliers, customers, and local communities, may also report actual or potential human rights violations through channels such as online platforms, email, and hotlines.

When a grievance is reported or identified, the company first implements necessary protective measures, such as separating the affected individual from the alleged perpetrator. The company then seeks an appropriate resolution through prompt fact-finding, interviews with the parties involved, and review of relevant documentation. After resolution, the company implements corrective actions and follow-up monitoring to prevent recurrence. The company also protects the confidentiality and anonymity of complainants and reporters and manages the process to prevent retaliation or other adverse treatment, thereby supporting a trust-based culture of respect for human rights.

1 Incident reporting	Reporting or awareness		
2 Counseling	Understanding the incident and the affected individual's requests through counseling with the reporter and affected individual → Determining the initial resolution method		
	Separation from the alleged perpetrator	Agreement between parties (e.g., perpetrator's apology)	Resolution through investigation
3 Investigation		Reporting after a summary investigation	Formal investigation
4 Actions upon confirmation	Preparation of a counseling report and reporting to the CEO	Communicating the affected individual's requests to the alleged perpetrator and reaching an agreement	Disciplinary actions against the perpetrator (Personnel Committee)
5 Monitoring	Monitoring compliance with the agreement and conducting follow-up checks for additional harassment or other adverse treatment against the affected individual		

Efforts for Labor–Management Co-prosperity

Labor Relations Risk Management Through Labor Inspections

The five Samyang Group affiliates conduct biennial internal labor compliance audits across all Group business sites to promote transparent and sound labor relations. Through these audits, the companies carry out proactive management activities to foster a fair and stable work environment, in addition to maintaining legal compliance. The audits cover a broad range of labor relations risks, including implementation of sexual harassment prevention training, systems for preventing workplace harassment and discrimination, establishment and operation of Labor–Management Councils, compliance with collective bargaining agreements, and procedures for deducting union dues. Areas for improvement identified through the audits are addressed promptly, and the findings are used to strengthen communication between labor and management. Through these efforts, the companies continue to develop healthy labor relations and an organizational culture of co-prosperity.

Labor–Management Councils

The five Samyang Group affiliates comply with International Labour Organization (ILO) conventions and relevant Korean labor laws and respect employees' freedom of association. Based on these principles, the companies have established rules for operating Labor–Management Councils and regularly consult on organizational culture, grievance resolution, working conditions, and related matters. The councils meet four times a year. Consultation outcomes are applied fairly to all employees, while decisions concerning individual cases apply only to the employees concerned. When significant operational changes occur, the companies provide at least seven days' advance notice to support transparency.

Labor–Management Communication System

Samyang Corporation, Samyang Packaging, and **Samyang KCI** each operate a Labor–Management Cooperation Team or Unit to facilitate communication between labor and management and foster an organizational culture of co-prosperity. These teams and units serve as standing communication channels by gathering employee feedback, identifying internal issues promptly, and coordinating appropriate responses. Through these activities, the companies support a stable work environment, build trust-based labor–management relations, and establish a foundation for a sustainable corporate culture.

Labor–Management Collective Bargaining

Samyang Corporation, Samyang Packaging, and **Samyang KCI** respect labor unions' autonomy in accordance with the Trade Union and Labor Relations Adjustment Act. Each year, the companies engage in collective bargaining to discuss key working conditions, including wages, employee benefits, and working hours. Collective bargaining serves as a practical mechanism for protecting workers' rights and improving labor conditions, and as a process for confirming cooperative labor–management relations based on mutual respect and trust. Through this process, the companies plan to continue strengthening a cooperative model that supports mutual understanding and shared growth between labor and management.

Supplier ESG Management

Building a Sustainable Supply Chain

Sustainable Supply Chain Management Policy

In response to growing expectations that companies manage environmental, human rights, and ethical issues across global supply chains, **Samyang Holdings, Samyang Corporation, Samyang Packaging,** and **Samyang KCI** established the Sustainable Supply Chain Management Policy. The policy is intended to support systematic management of environmental, social, and governance (ESG) risks through responsible partnerships with suppliers. It was adopted and publicly disclosed after review and approval by the ESG Committee of each affiliate. **Samyang Biopharm** plans to adopt the policy in the second half of 2026.

The Sustainable Supply Chain Management Policy consists of three core guidelines: ▲ the "Supply Chain ESG Management Guidelines," which address the proactive identification, assessment, and management of supplier ESG risks; ▲ the "Sustainable Raw Material Sourcing Guidelines," which require compliance with domestic and international environmental regulations and hazardous-substance standards and prohibit the use of conflict minerals; and ▲ the "Ethical Procurement Guidelines," which promote fair and transparent procurement practices.

Going forward, the companies plan to gradually expand supplier ESG assessments and support for supplier improvement activities, while strengthening risk-management capabilities across the supply chain. Through these efforts, the Group aims to build a responsible supply chain aligned with global standards and to promote co-prosperity and sustainable value creation with its suppliers.

Sustainable Supply Chain Management Policy

Samyang Holdings	Samyang Corporation	Samyang Packaging	Samyang KCI

Three Key Strategies for Sustainable Supply Chain Management

▶ Operating a Centralized Procurement System

The five Samyang Group affiliates have established a consistent Group-wide procurement framework and optimized workforce allocation through the SEM Office, which oversees integrated procurement. The companies also improve operational efficiency through the digital transformation of procurement processes and use the Total Optimized Purchasing System (TOPS), their integrated procurement system, together with enterprise resource planning systems, to manage procurement transactions transparently and securely.

▶ Compliance with the Procurement Code

The five Samyang Group affiliates select suppliers fairly and transparently by using objective methods such as competitive bidding and cost analysis. When onboarding new suppliers, they follow standardized procedures, including assessments of financial standing and quality certifications, to prevent supplier registration without proper review. The companies further strengthen responsible supply chain management by complying with relevant laws and internal ethics codes.

▶ Sustainable Procurement

The five Samyang Group affiliates create tangible social value by expanding the procurement of low-carbon and recycled raw materials to reduce environmental impacts and by partnering with social enterprises that provide employment opportunities for persons with disabilities through linked employment arrangements. By combining inclusive procurement with environmentally responsible sourcing, the companies foster co-prosperity across the supply chain and strengthen the foundation for sustainable management.

Supply Chain ESG Management Roadmap

	STEP. 1 Policy establishment	STEP. 2 Diagnosis and evaluation		STEP. 3 Performance improvement and support	
2025–2027 Strengthening the supply chain ESG management system	• **Expanding supplier commitment to the Supplier Code of Conduct** - Obtain compliance commitments from at least 80% of all suppliers • **Specifying compliance with the Supplier Code of Conduct as a condition in new contracts**	• **Conducting supplier ESG self-assessments** - Conduct ESG self-assessments of suppliers accounting for at least 80% of total procurement spend and suppliers with long-standing business relationships	• **Conducting on-site audits** - Conduct on-site audits for key suppliers (*1)	• **Conducting assessment-based improvement activities** - Develop improvement actions for at-risk suppliers and support their implementation - Provide support programs for high-performing suppliers	• **Implementing measures to promote supply chain ESG management** - Provide ESG training and consulting support for suppliers - Introduce a procurement process that incorporates ESG considerations
2028–2030 Embedding a sustainable supply chain system	• **Securing commitments from 85% of suppliers to comply with the Supplier Code of Conduct** • **Extending the Supply Chain ESG Management Policy to all Group affiliates**	• **Strengthening the ESG assessment framework** - Refine supplier ESG assessment criteria and conduct evidence-based assessments • **Expanding ESG assessments to suppliers accounting for at least 85% of total procurement spend**	• **Expanding on-site audits by more than 2×** - Expand the pool of key suppliers (*1) subject to on-site audits and enhance the on-site audit process	• **Enhancing improvement activities based on assessment results** - Require corrective actions for improvement tasks and monitor their implementation - Expand support programs for high-performing suppliers	• **Expanding the implementation of supply chain ESG initiatives** - Expand ESG training and consulting support to more suppliers - Fully integrated ESG factors into the procurement process - Terminate contracts with suppliers that fail to implement required improvement tasks

(*1) Key suppliers: Selected based on factors such as ESG self-assessment results, transaction volume, and business relationship with the company.

Responsible Supply Chain Management

Supplier ESG Risk Management Process

1 Supplier selection and Supplier Code of Conduct application	2 Self-assessment (document-based)	3 On-site audit	4 Improvement management
• Require all suppliers to comply with the Supplier Code of Conduct • Select key suppliers based on procurement spend and strategic importance	• Conduct ESG self-assessments and identify improvement actions	• Provide tailored consulting and training based on assessment results	• Review implementation of improvement actions and take necessary follow-up measures

Strengthening Supply Chain ESG Management and Identifying and Managing Key Suppliers

Samyang Corporation, Samyang Biopharm, Samyang Packaging, and **Samyang KCI** have established a Supplier Code of Conduct that sets out the principles and responsibilities suppliers are required to uphold in five areas: human rights, occupational safety and health, the environment, ethics, and management systems. The Code was developed with reference to international standards, including the core conventions of the International Labour Organization (ILO), the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.

The companies classify suppliers based on procurement spend and ESG risk exposure. Suppliers with high strategic importance or high potential ESG risk are designated as key suppliers and are subject to targeted supply chain risk management activities. The companies ask all suppliers to commit to complying with the Supplier Code of Conduct. In line with the supply chain ESG roadmap, they are expanding the Code's coverage and supporting suppliers in strengthening their ESG practices.

Category	Criteria for Identifying Key Suppliers	Management Approach	
Tier 1	Top 80% by procurement spend, high-risk ESG suppliers	Self-assessments, on-site audits	Compliance with the Supplier Code of Conduct
Tier 2	Remaining 20% by procurement spend	-	

Category	Unit	Samyang Corporation	Samyang Biopharm	Samyang Packaging	Samyang KCI
Total number of suppliers	No. of companies	747	80	253	116
Number of suppliers committed to complying with the Supplier Code of Conduct	No. of companies	600	64	132	92
Compliance commitment rate	%	80.3	80.0	52.2	79.3

Supplier ESG Self-assessment Evaluation

Samyang Corporation, Samyang Biopharm, Samyang Packaging, and **Samyang KCI** operate an ESG self-assessment framework to systematically identify and manage ESG-related risks associated with their suppliers. The assessment framework was developed with reference to the K-ESG Guidelines issued by the Korea Chamber of Commerce and Industry and the Samyang Group Supplier Code of Conduct. It comprises 71 assessment items across five areas: environment, human rights, occupational safety and health, ethics, and management systems. The assessments enable suppliers to evaluate their ESG management practices and identify areas requiring improvement. Of the 1,196 Tier 1 suppliers, 112 were designated as key suppliers and selected for assessment based on factors such as transaction volume and business impact. Assessments have been completed for 68 suppliers to date. Seven suppliers were requested to implement corrective measures for identified areas of improvement. No material adverse ESG risks were identified; accordingly, no supplier contracts were terminated for this reason.

Category	Unit	Samyang Corporation	Samyang Biopharm	Samyang Packaging	Samyang KCI
Number of key suppliers	No. of companies	54	22	23	13
Number of suppliers completing ESG self-assessments	No. of companies	28	16	14	10
Top-rated suppliers	No. of companies	27	13	11	10
Suppliers requiring enhanced management	No. of companies	1	3	3	0
ESG self-assessment completion rate	%	51.9	72.7	60.9	76.9

On-site Audits and Improvement Consulting for Key Suppliers

Samyang Corporation, Samyang Biopharm, Samyang Packaging, and **Samyang KCI** entered into a memorandum of understanding with an external expert organization to enhance suppliers' ESG management capabilities and competitiveness. In 2025, on-site ESG audits were conducted for eight suppliers selected from among the key suppliers subject to self-assessment, based on transaction volume and strategic importance. The on-site audits cover three areas—environmental, social, and governance—while taking into account industry-specific characteristics and each supplier's business environment. The assessments are used to evaluate suppliers' ESG risk levels and identify areas for improvement. Based on the assessment results, the companies provide consulting tailored to each supplier's circumstances and characteristics to support the development of ESG management systems and implementation capabilities.

Category	Unit	Samyang Corporation	Samyang Biopharm	Samyang Packaging	Samyang KCI
Suppliers subject to on-site audits	No. of companies	5	1	1	1
Top-rated suppliers	No. of companies	5	1	1	1
Suppliers requiring enhanced management	No. of companies	-	-	-	-

Communication with Suppliers

Operating the Win-Win Growth Portal, Receiving Voice of Customer (VOC) Feedback, and Managing Supplier Dispute Resolution

Samyang Corporation, Samyang Biopharm, Samyang Packaging, and **Samyang KCI** operate the Win-Win Growth Portal to support cooperation with suppliers for co-prosperity. Through the portal, the companies communicate their win-win growth philosophy and supplier support programs and use the platform as a channel for supplier engagement. The portal also includes a Voice of Customer (VOC) function through which supplier feedback is received and managed. This function serves as a digital communication channel that supports transparent and fair supply chain management.

To maintain fair supplier relationships, the companies operate an internal dispute resolution system for disputes arising from business transactions. Requests for dispute resolution, suggestions for improvement, and inquiries are submitted through the VOC function of the Win-Win Growth Portal. The Group ESG Team categorizes each submission and refers it to the relevant departments or committees. Dispute cases are submitted to the Internal Deliberation Committee or the Dispute Resolution Deliberation Committee of the relevant affiliate. Depending on the nature of the case, the matter may also be reported to the CEO for a decision. The outcome is communicated to the supplier and, where necessary, reflected in improvements to relevant policies and procedures.

Supplier Dispute Resolution Process

1	2	3	4
Receipt of a dispute resolution request	**Referral to the Internal Deliberation Committee or Dispute Resolution Deliberation Committee**	**Fact-finding investigation**	**Dispute resolution**
• Handled by the Procurement Department and ESG Team • Win-Win Growth Portal VOC	Managed by the ESG Team	Fact-finding investigation of supplier and relevant departments	Resolved within 30 days

Supplier Feedback (VOC) and Dispute Resolution Cases in 2025

Category	Unit	Samyang Corporation	Samyang Biopharm	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

Win-Win Growth Program and Internal Deliberation Committee

Samyang Corporation promotes win-win growth by fostering a culture of fair trade and operating a range of support programs for its suppliers. The company also operates an Internal Deliberation Committee to review matters arising from business transactions and develop appropriate improvement measures. The committee consists of a chairperson, committee members, and a secretary and meets monthly. In 2025, it held a total of 12 meetings.

Supplier Win-Win Growth Support Programs

Category	Program name	Performance in 2025	
Financial support	Win-Win Growth Cooperation Fund (interest rate reductions)	KRW 15.4 billion (year-end)	32 suppliers (year-end)
	Preferential payment terms for suppliers with Fair Trade Agreements	Average payment period: 7.4 days Cash payment ratio: 100%	105 suppliers
Technical support	Support for suppliers' joint R&D	KRW 40 million	8 suppliers
Hygiene support	On-site hygiene guidance for suppliers	75 times	29 suppliers
	Technical support for OEM production stabilization	7 times	5 suppliers
	Operation of a regulatory and hazard information-sharing channel	12 times per supplier	35 suppliers
Other	Marketing seminars for sourced products	35 times	

Win-Win Index Evaluation

The Win-Win Index is an indicator through which the Korea Commission for Corporate Partnership annually assesses large and mid-sized companies' overall level of cooperation with their suppliers for co-prosperity. The results are publicly announced as ratings. In the 2025 assessment, **Samyang Corporation** received a "Good" rating in the Win-Win Index and a "Best" rating for its Fair Trade Agreement.

Customer-oriented Management

Customer-oriented Management Activities

Voice of Customer (VOC) Management

The five Samyang Group affiliates systematically collect Voice of Customer (VOC) feedback through multiple channels, including their websites, chatbots, social media platforms, and customer service centers. For each VOC case, designated personnel are assigned, and customer information, inquiry details, and resolution outcomes are managed in an integrated database. The companies use a standardized complaint-handling process that covers the full cycle after a complaint is received: reviewing the VOC details, obtaining samples and analyzing the issue, investigating the root cause and developing recurrence-prevention measures, reporting the outcome, providing compensation where appropriate, and conducting customer satisfaction surveys. They also maintain consistent responses through customer VOC response manuals and conduct regular customer surveys to monitor customers' needs and expectations.

In addition, VOC submissions are not handled only as individual cases. They are also reviewed to identify matters that may require system-level improvements, and applicable findings are incorporated into the relevant systems. When a quality issue occurs, the companies promptly activate recall and reporting procedures. They also coordinate customer response activities with field-based sales activities to identify root causes and systematically develop and implement preventive measures to reduce the risk of recurrence.

Operations of the Salesforce System

Samyang Corporation, Samyang Packaging, and **Samyang KCI** use Salesforce to manage VOC cases in an integrated manner and maintain a more systematic and consistent response framework. When a customer complaint is received, all relevant information is immediately registered in and shared through the system. The department responsible for the case collaborates with related departments to carry out the full process—from root cause analysis through corrective action—under standardized procedures. The system consistently manages customer inquiries, case status, action outcomes, and recurrence-prevention measures and enables real-time monitoring of progress at each stage. This improves the speed and accuracy of issue resolution, while the accumulated data are used to analyze recurring issues and inform proactive improvement initiatives.

Enhancing VOC Management through Speech Recognition

In 2024, **Samyang Corporation's Food Business** introduced a Speech-To-Text (STT) system to support prompt and accurate responses to customer inquiries. The system automatically records customer consultations and inquiries and converts them into data, improving the objectivity and usability of VOC information. By automatically recording customer interactions, the system reduces processing time and improves operational efficiency, enabling faster and more consistent responses to inquiries. The accumulated data also support information sharing and collaboration among relevant departments and enable more systematic root cause analysis of customer complaints and related improvement activities.

Adoption of an AI-powered Chatbot

The **Water Solutions (WS) Performance Unit (PU) within Samyang Corporation's Chemical Group** has introduced TRIGENT, an AI-powered chatbot designed specifically for TRILITE, as part of a total solution framework that provides product and technical information tailored to customer needs. Powered by OpenAI's ChatGPT and trained on 50 years of accumulated technical data, the chatbot provides real-time responses to a wide range of technical inquiries. Since its introduction in 2024, TRIGENT has improved the speed and consistency of responses to customer inquiries and enhanced operational efficiency for repetitive tasks. Its multilingual capabilities improve access and communication for global customers, supporting stronger brand awareness and responsiveness in global markets.

Customer Participation Monitoring System

Samyang Packaging conducts annual customer-participatory plant audits to improve customer satisfaction. The company invites active corporate clients to visit its plants and inspect key areas—including basic workplace conditions, warehouse management, hygiene standards, product inspection, and logistics processes. These objective evaluations strengthen overall quality management standards. Following each audit, the company calculates performance scores, compiles evaluation reports, and executes prompt follow-up actions to resolve identified improvement areas.

Consumer Rights Protection Framework

Samyang Corporation Food Business Consumer Rights Protection System

Samyang Corporation's Food Business has established a Consumer Rights Protection Policy with the goal of "building customer trust through the protection of consumer rights" and has established a structured set of mid- to long-term goals based on that policy. The policy defines principles and procedures for providing safe products and fair services, with the aim of protecting consumer rights and effectively resolving complaints and disputes. It was approved following deliberation by the ESG Committee. Over the mid to long term, the Food Business is pursuing three objectives in phases: strengthening safeguards for customer consultation records and automating related processes, improving the speed of consumer-service responses, and advancing its consumer-centered management framework.

In line with this direction, the Food Business continues to advance its consumer rights protection and VOC response systems. In 2025, the Food Business distributed standardized guidance materials to all sales personnel to support prompt and consistent responses when major risks arise, including foreign matter contamination. These materials are intended to strengthen the accuracy and timeliness of on-site responses. The Food Business also systematically manages major customer issues, including quality complaints and foreign matter claims, across the full process—from root cause analysis to corrective measures, improvement outcomes, and recurrence-prevention measures—and regularly reports these matters to management. For critical issues, it operates an immediate reporting system to support prompt decision-making and response.

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

Samyang Corporation Consumer Rights Protection Policy

Implementation Period

2024–2025	2026–2027	2028–2030
Strategic Goals		
Strengthen protection of consumer consultation records (automation)	Improve consumer-service response speed	Advance the customer-oriented management system
Strategic Initiatives		
• Adopt VOC and STT systems to automatically retain customer service records • Develop a standardized customer response manual to strengthen communication with consumers	• Establish an enhanced consumer response management process • Refine consumer response scripts and improve related manuals • Establish a process for incorporating consumer feedback	• Develop a consumer management system for global markets • Establish an enhanced VOC-based consumer protection process

Samyang Corporation Food Business Consumer Dispute Resolution Standards

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

Applicable Products (19 categories)

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, frozen foods, and bottled water

Types of Disputes				Resolution Standards
Insufficient content or volume	Spoilage or deterioration	Expired shelf life	Foreign substance contamination	**Product exchange or refund of purchase price**
Side effects		Injuries due to container damage, etc.		**Compensation for medical expenses and lost future income (*1)**

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

Samyang Biopharm Consumer Rights Protection System

Samyang Biopharm prioritizes customer safety and protection in its domestic finished-product businesses, including medical devices and pharmaceuticals. To support this commitment, the company operates a range of compensation and insurance programs.

Category	Details
Clinical trial participant compensation regulations	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 lump-sum death benefits, lump-sum disability benefits, medical treatment costs, and funeral expenses to patients and bereaved families who experience death, disability, or illness due to adverse drug reactions
Medical device liability insurance	Mandatory liability insurance or mutual aid enrollment to compensate patients for harm resulting from death or serious adverse events during the use of human-implantable medical devices
Pharmaceutical product liability insurance	Liability insurance enrollment to compensate patients for harm resulting from death or serious adverse events during the medically approved use of pharmaceutical products

Culture of Diversity and Inclusion

An Organizational Culture Where Sustainable Potential Flourishes

Purpose

Under its Purpose, "Beyond life's potential, innovate the future," **Samyang Group** is pursuing fundamental transformation as it prepares for its next 100 years. To ensure that this Purpose functions not only as a statement of intent, but also as a practical standard for employees' decisions and actions, the Group implements systematic initiatives to embed it across the organization.

In particular, Samyang Group conducts workshops for executives and leaders to deepen their understanding of the Purpose and continues to discuss how it can be translated into concrete initiatives for each organization. The Group also links the Purpose to practical actions that help employees connect it with their day-to-day work. By identifying and sharing best practices, Samyang Group seeks to strengthen organization-wide understanding and engagement. These efforts are aligned with the Samyang Values, or "Live on Purpose"—judgment, an inquisitive mind, a spirit of challenge, ownership, trust, and communication and collaboration—which serve as the Group's core standards of behavior and are being embedded throughout its organizational culture.

Embedding Purpose into Our Work: Group-wide Employee Workshops

To embed its Purpose throughout the organization, **Samyang Group** operates a systematic three-stage series of Group-wide workshops. In the first stage, all Group executives participate in an in-depth exploration of the Purpose and its core values and establish a shared direction for the Group. In the second stage, each executive works with employees in their organization to discuss the meaning of the Purpose and identify practical initiatives aligned with the organization's roles and ways of working.

In the third and final stage, participants develop concrete action plans for applying these initiatives in their day-to-day work. This process ensures that Purpose transcends declarative values and is reflected directly in employees' ways of working and in the Group's organizational culture. Through this phased and participatory approach, Samyang Group continues working to establish the Purpose as both a core value and a practical guide for employee behavior and decision-making.

The Force That Drives Purpose: Change Agents

Samyang Group selects and develops Change Agents to empower employees translate Purpose into concrete actions and decisions and to foster positive organizational change. Through these Change Agents, the Group promotes Purpose-based practices and fosters a culture in which employees are encouraged to take on challenges.

Change Agents challenge established ways of working, propose new directions, and encourage communication and shared understanding among employees. In doing so, they help reduce resistance to change and spread constructive energy throughout the organization. They also translate the Samyang Values, or "Live on Purpose," into concrete workplace behaviors and identify examples of Purpose-driven innovation. Best practices identified by each organization are regularly shared across the Group, contributing to a cycle of cross-organizational learning and execution.

2025 Samyang Group
Purpose Internalization Activities

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 strengthen open, collaborative communication among employees and foster an autonomous organizational culture. More than a channel for delivering information, the platform serves as an interactive forum where employees can freely share ideas and participate in organizational change.

The Praise & Recognition Channel provides a space for promoting a culture of appreciation and encouragement, and outstanding examples are shared and rewarded during semiannual Group-wide meetings. The Club & Interest Groups Board supports hobby-based clubs and small-group activities, helping strengthen interaction and connections among employees. In addition, the Workplace Improvement Suggestions Board continuously gathers ideas for improving work efficiency and internal systems. The Purpose Board, led by Change Agents from each organization, supports Group-wide adoption of the Purpose by sharing examples of internalization activities and best practices.

Samyang Communication Plaza

Employee Assistance Program (EAP): A Psychological Safety Net for an Inclusive Organizational Culture

Samyang Group works to foster an inclusive culture that respects employee diversity and enables all employees to realize their potential. As part of this effort, the Group operates an Employee Assistance Program (EAP) to support employees' psychological and emotional well-being. Through partnerships with professional counseling providers, employees can access confidential, in-depth counseling on a wide range of topics, including workplace stress, interpersonal difficulties, and personal or family-related concerns.

Organizational Culture Innovation Through Diversity and Communication

Promoting Diversity Across the Organization

Samyang Group regards diversity and inclusion as important values in organizational management and works to create a work environment in which all employees can fully develop and demonstrate their capabilities and potential. Based on a culture that respects individuals with diverse backgrounds and experiences, the Group has established specific inclusion goals and continuously monitors implementation progress.

To this end, the Group is increasing the diversity of its workforce by expanding opportunities for individuals from a wide range of backgrounds, including women, persons with disabilities, veterans and persons of national merit, and foreign nationals. In particular, the Group has steadily increased the proportion of female employees and the recruitment of female talent to promote greater participation by women. In 2023 and 2025, Samyang Corporation and Samyang Holdings, respectively, appointed new female independent directors, further strengthening diversity on their boards. The Group also supports the development of the next generation of women leaders through initiatives such as a mentoring forum for female leadership and continues to foster an organizational culture in which all employees have fair opportunities to grow.

Organizational Engagement Programs

Samyang Group operates a range of organizational engagement programs that enable employees to take an active role in shaping and evolving its organizational culture. Grounded in voluntary employee participation, these programs are designed to help employees collectively shape the direction of the organizational culture and foster an execution-oriented culture.

As a key example, town hall meetings are held periodically by each business unit. The CEO participates in these meetings in person to share key management issues and strategic directions and to engage in open dialogue with employees by responding to questions and listening to suggestions. In addition, organizational engagement workshops promote mutual understanding and collaboration across departments and strengthen shared commitment to common goals.

In addition, NEW DAY CONNECT is a company-wide event created by redesigning the traditional New Year Kick-off Ceremony. Centered on communication and unity, the program encourages broader employee participation and symbolizes the ongoing transformation of the organizational culture. The Group also gathers a wide range of employee perspectives through dialogue sessions, an idea-submission program, employee interviews, and feedback sessions. By incorporating this feedback into relevant policies and action plans, the Group continues to advance improvements in its organizational culture.

Expanding the Business Portfolio

Strategy for Expanding the Business Portfolio

To support sustainable growth in a rapidly changing external environment, **Samyang Group** is transforming its business structure by building on its accumulated technological capabilities. In particular, the Group is using its core technologies in biotechnology and organic synthesis to respond strategically to major trends, including demographic change, the climate crisis, digital transformation, and the restructuring of global supply chains.

Under its vision of becoming "a global partner changing the future of humanity through specialty materials and solutions," Samyang Group is strengthening its foundation for sustainable growth through technology-driven business innovation that is intended to create both social and economic value. To support this direction, the Group has designated Health & Wellness and Advanced Materials as its core growth pillars and is working to enhance the competitiveness of its existing businesses while identifying new growth opportunities.

In the Health & Wellness sector, the Group is expanding products and services designed to support healthier lives and improved quality of life under the Aging Well concept. In the Advanced Materials sector, it is developing solutions intended to bring innovation to everyday life under the Connected Life concept. The Group is also strengthening its customized-solution capabilities, expanding its portfolio of high-value specialty products, and responding to diverse demand in global markets.

The Group also uses external resources, including mergers and acquisitions, corporate venture capital investments, and strategic partnerships, to accelerate entry into new markets and expand its businesses. At the same time, it continues to develop products and services through its in-house research and development capabilities. Through these activities, Samyang Group is seeking to strengthen its global competitiveness and reinforce its position as a company that supports sustainability in the industries in which it operates.

Directions of Samyang Group's Portfolio for Future Growth

Growth Themes

Health & Wellness	Advanced Materials

Focus

Aging Well	Connected Life

Main Businesses

Health & Wellness		Advanced Materials	
• Personal care ingredients • Sugar reduction • Dietary fibers	• Anticancer drug CDMO • Medical devices • SENS™ platform	• Semiconductor materials • Water treatment solutions	• Isosorbide-based materials • Mobility materials

Key Products and Materials

Health & Wellness	Advanced Materials
• Biodegradable conditioning polymers • Naturally derived surfactants • Allulose • Resistant dextrin, fructo-oligosaccharides, and other dietary fibers • Anticancer drugs • Aesthetic threads and polymer fillers • Gene delivery technology and gene therapeutics	• Photoresist materials for semiconductors and wet chemicals • Uniform particle size (UPS) ion exchange resins for power generation and ultrapure water • Eco-friendly adhesives and plastics • Recycled plastic materials • Battery materials

Strategic Directions by Growth Theme

Health & Wellness Business

The Health & Wellness business is one of Samyang Group's core growth drivers. In response to growing consumer demand for healthier lifestyles, the Group is diversifying its portfolio with a focus on specialty ingredients, personal care ingredients, and products based on beauty and biotechnology. The five Samyang Group affiliates plan to continue strengthening their research and development capabilities and using open innovation to improve their competitiveness in the global Health & Wellness market and reinforce their position as providers of health-focused solutions.

Accelerating the Specialty Ingredients and Solutions Business

Samyang Corporation is strengthening its specialty-ingredients and solutions capabilities through a portfolio of health-oriented functional ingredients, including allulose (Nexweet®), resistant dextrin (Fiberest®), and fructo-oligosaccharides. Allulose is a near-zero-calorie sweetener that provides fewer calories than sugar and a clean sweet taste, while resistant dextrin and fructo-oligosaccharides are functional ingredients associated with gut health and blood glucose management. Through these products, Samyang Corporation is responding to sugar-reduction and health-oriented food trends while expanding product development to meet diverse consumer needs and support a healthier, more sustainable food ecosystem.

Expanding the Portfolio of Personal Care Materials

To expand its presence in the global personal care market, **Samyang Holdings** acquired the U.S. specialty chemicals company Verdant Specialty Solutions in 2023, accelerating its shift toward a specialty-focused business structure and broader global operations. Building on Verdant's surfactant technologies, the company is strengthening its product portfolio and global distribution network while using Samyang KCI's R&D capabilities to expand the development of naturally derived emulsifiers and high-performance skin- and hair-care ingredients. Samyang Holdings is also extending its business into high-value markets by developing medical and pharmaceutical products based on MPC-derived biocompatible materials and continuing to advance a portfolio centered on environmentally oriented, high-performance materials.

Strengthening the CDMO Business and Biodegradable-Material-based Medical Aesthetic Business

Samyang Biopharm is strengthening its growth base in the pharmaceutical and biotechnology sectors through new drug R&D, expanded global manufacturing capacity, and entry into new businesses. To expand its globally competitive contract development and manufacturing organization (CDMO) business, the company established a manufacturing facility for cytotoxic injectable anticancer drugs at its pharmaceutical plant in Daejeon. The facility obtained European Union Good Manufacturing Practice (EU GMP) approval in August 2024, Japan GMP approval in December 2024, and Korea GMP approval in July 2025.

The company is also expanding its presence in the global medical aesthetics market through Rafullen® biodegradable polymer fillers and Croquis® lifting sutures while strengthening its business in environmentally oriented, high-performance biomaterials.

Differentiated Gene Delivery Technology: SENS™

Building on decades of accumulated expertise, **Samyang Biopharm** is developing SENS™, a differentiated gene delivery technology designed to provide high gene transfer efficiency, a favorable safety profile, and broad applicability across multiple therapeutic areas. SENS™ is a platform technology based on cationic lipids and biodegradable polymers and is designed to provide nucleic acid protection, tissue selectivity, stability in the bloodstream, and safety. The platform also enables tissue-specific delivery through a diverse library of formulations and delivery systems. Through this technology, Samyang Biopharm is strengthening its drug-delivery capabilities and pursuing expansion into the global gene therapeutics market.

Advanced Materials Business

In the Advanced Materials business, Samyang Group is focusing on semiconductor materials, ion exchange resin, and isosorbide-based materials as it advances technological innovation. To enter new advanced-materials markets, the Group is increasing strategic investments in companies with innovative technologies and strengthening technology-collaboration systems. Through these activities, Samyang Group is strengthening its global competitiveness, solidifying its market position, and accelerating next-generation technology development through continued R&D investment and strategic partnerships.

Semiconductor Materials

Samyang NC Chem focuses on developing fine chemical materials for photoresist (PR) used in key semiconductor manufacturing processes. PR consists of polymers, photoacid generators (PAGs), and solvents, and polymers and PAGs are key materials that influence photosensitivity, resolution, and pattern stability. In response to growing demand for next-generation semiconductors driven by the expansion of artificial intelligence (AI) technologies, Samyang NC Chem is developing PR materials for a range of light sources and providing customized solutions to global customers based on high-purity, high-quality products. Through these activities, the company is strengthening its competitiveness in semiconductor materials and expanding its role as a global partner.

Ion Exchange Resin

Samyang Corporation became the first company in Korea to manufacture ion exchange resin through a technology partnership with Mitsubishi Chemical in 1976, thereby supporting the localization of precision materials. It remains the only company in Korea with ion exchange resin manufacturing capabilities. The company strengthened its responsiveness to high-value markets, including semiconductors and displays, by developing ultrapure-water-grade products in 2011 and establishing a dedicated uniform particle size (UPS) ion exchange resin plant in Gunsan in 2016. It continues to expand into premium markets, including water treatment, nuclear power, semiconductors, and chromatography, by providing customized products based on application technologies. Samyang Corporation has also built total water treatment solution capabilities by entering the electrodeionization (EDI) business in 2021 and the reverse osmosis (RO) membrane business in 2023.

Isosorbide-based Materials

Samyang Corporation has designated isosorbide-based eco-friendly plastics and advanced battery materials as core growth areas and is concentrating its R&D capabilities on their development. Isosorbide is a corn-derived bio-based material that is gaining attention as an environmentally oriented alternative to conventional petrochemical feedstocks. It is used in polycarbonate, coatings, adhesives, and a wide range of chemical products, and its applications as a specialty material continue to expand. Samyang Corporation is also developing high-performance battery materials, including electrolyte additives, with the aim of reducing battery weight and improving high-power performance. Based on these technologies, the company is focusing on securing core technologies for future mobility industries, including electric vehicles.

Strengthening R&D Competitiveness to Secure Future Growth Drivers

R&D Data Management

The five Samyang Group affiliates have implemented an artificial intelligence-based electronic lab notebook (ELN) to digitize their R&D processes and generate outcomes related to environmental, social, and governance (ESG) management. By addressing the inefficiencies of paper-based laboratory notebooks and the limitations of conventional data management, the Group is strengthening its R&D capabilities by converting research data into systematically accumulated, reusable digital assets. From an environmental perspective, the ELN contributes to resource conservation by reducing paper consumption and improving experimental efficiency. AI-based data analysis also optimizes repetitive experiments, reducing reagent consumption and equipment operation and thereby contributing to lower energy use and greenhouse gas emissions.

The ELN also improves researchers' productivity through automated documentation and data organization and supports cross-functional collaboration and knowledge sharing through real-time data sharing on a digital platform. Comprehensive recording and traceability throughout the research process also enhance data reliability and research integrity, supporting a transparent research management system. As core digital infrastructure, the AI-based ELN supports research efficiency, reduced environmental impact, and stronger data-driven decision-making, and it is expected to play an important role in securing sustainable R&D competitiveness.

Samyang Innovation R&D Fair (SIRF)

The Samyang Innovation R&D Fair (SIRF) is an annual R&D event launched in 2012 and held for 14 consecutive years. It serves as a Group-wide platform for sharing research achievements and promoting an innovation culture across **Samyang Group**. By showcasing the annual R&D achievements of centers across the Group, the event promotes knowledge exchange among researchers and reinforces their commitment to innovation. Since 2023, the exhibition format has been reorganized in line with the Group's future strategic direction, shifting from individual project-based exhibits to theme-based exhibitions organized by each R&D center. In 2025, seven research organizations—including the Chemical, Food, Pharmaceutical & Biotechnology, and Bio-Convergence R&D Centers, as well as Samyang Packaging, Samyang KCI, and Samyang NC Chem—presented research projects across 14 themes. Sustainability considerations have also been incorporated into event operations, including the use of exhibition panels made from environmentally friendly honeycomb board materials. Outstanding projects are selected and recognized based on criteria such as innovation, creativity, and business contribution, further supporting R&D competitiveness and the Group's innovation culture.

Intellectual Property Management

The five Samyang Group affiliates are expanding patent applications for core technologies with high commercial value while strengthening their intellectual property (IP) protection framework. The Group manages confidentiality and internal controls through its IP Management System and administers IP rights in accordance with standardized procedures.

The Group also operates a Patent Application Review Committee that evaluates patentability, technological competitiveness, market relevance, and commercial value. Based on the results of these evaluations, the Group strategically determines whether to file patent applications in Korea and whether to expand filings in overseas markets. Through this process, the Group continues to refine its criteria for selecting core technologies and improve the overall quality of its patent portfolio.

The Group is also expanding its IP portfolio for technologies associated with social and environmental value creation, including green technologies and sustainable solutions. It continues to strengthen its ESG portfolio through the strategic development of green patents.

Status of Intellectual Property Rights

Affiliate	Category	Unit	Korea				Overseas			
			Patent	Utility Model	Trademark	Subtotal	Patent	Utility Model	Trademark	Subtotal
Samyang Holdings	Pending applications	Cases	31	0	37	68	218	0	67	285
	Maintained registrations	Cases	96	0	369	465	218	0	298	516
	Subtotal	Cases	127	0	406	533	436	0	365	801
Samyang Corporation	Pending applications	Cases	139	0	27	166	333	0	21	354
	Maintained registrations	Cases	407	0	160	567	336	0	300	636
	Subtotal	Cases	546	0	187	733	669	0	321	990
Samyang Biopharm	Pending applications	Cases	1	0	6	7	10	0	0	10
	Maintained registrations	Cases	1	1	0	2	0	1	0	1
	Subtotal	Cases	2	1	6	9	10	1	0	11
Samyang Packaging	Pending applications	Cases	0	1	0	1	0	0	0	0
	Maintained registrations	Cases	14	1	16	31	3	0	0	3
	Subtotal	Cases	14	2	16	32	3	0	0	3
Samyang KCI	Pending applications	Cases	7	0	0	7	1	0	3	4
	Maintained registrations	Cases	12	0	3	15	3	0	6	9
	Subtotal	Cases	19	0	3	22	4	0	9	13

R&D Centers to Strengthen R&D Competitiveness

The five Samyang Group affiliates are strengthening their market competitiveness by using accumulated R&D capabilities across industries including chemicals, food, biopharmaceuticals, and packaging. Researchers in each business area focus on securing core technologies and developing high-value products while advancing business competitiveness through differentiated technologies. The Group also pursues R&D strategies that reflect changes in the global industrial environment and major trends to secure future growth drivers. In addition, it explores new market opportunities through the development of new materials and technologies and the evaluation of commercialization potential.

Samyang Corporation Chemical R&D Center

The Samyang Corporation Chemical R&D Center develops advanced materials with a focus on engineering-plastics polymerization and processing, ion exchange resin, eco-friendly materials such as biodegradable materials, and next-generation adhesives. In its research, the center incorporates current technology trends while considering customer requirements and environmental impacts in the development of materials and process technologies. Building on its expertise in polymer synthesis and processing, the center is expanding its research into batteries, semiconductors, high-performance materials, and eco-friendly materials. It also supports sustainable value creation and improved quality of life through the development of recycled and biodegradable materials.

Samyang Biopharmaceutical R&D Center

The Samyang Biopharmaceutical R&D Center conducts specialized research on medical devices, pharmaceuticals, and new drug development for the global market. The center has demonstrated technological competitiveness through the development of biodegradable surgical sutures, topical hemostatic agents, and cytotoxic anticancer drugs for solid tumors and hematologic malignancies. SENS™, a gene delivery platform developed from more than 30 years of expertise in biodegradable polymer manufacturing and process technologies, is a versatile platform applicable across various therapeutic areas and is recognized for its competitiveness in the global gene therapy market. Building on this platform, the center is expanding its gene therapeutics pipeline. In 2025, its SENS™-based gene therapeutics development project for idiopathic pulmonary fibrosis was selected for support by the Korea Drug Development Fund, supporting the platform's potential for new drug development.

Samyang Packaging Tech Center

The Samyang Packaging Tech Center has established research capabilities and experimental infrastructure for materials research, product design and modeling, technology verification and evaluation, and production-process optimization to support the development of comprehensive packaging solutions. The center also creates technology synergies through collaboration with other R&D centers across Samyang Group while advancing packaging technologies. In addition, it conducts research on waste reduction and carbon-emissions reduction in the manufacturing process to strengthen environmental value. Through these activities, the center aims to develop sustainable packaging solutions and support environmental protection.

Samyang Corporation Food R&D Center

The Samyang Corporation Food R&D Center focuses its research capabilities on developing high-value food ingredients and securing differentiated technological competitiveness under its core strategies of globalization and specialization. The center responds to future market demand by developing health-oriented functional ingredients and identifying new applications. Drawing on accumulated expertise, the center develops food and industrial specialty ingredients and improves manufacturing processes while delivering customer-tailored products through total solutions that integrate sweeteners, texturizers, and flavors in line with global food trends. It also strengthens material-design and process-optimization capabilities through AX/DX-based research systems, reinforcing the foundation for sustainable R&D.

Samyang Corporation Bio-Convergence R&D Center

The Samyang Corporation Bio-Convergence R&D Center develops high-value bio-based materials for applications in the food, pharmaceutical, and chemical industries and conducts research aimed at creating new businesses for future markets. By combining strain and enzyme improvement with fermentation-process technologies, the center applies AI-based metabolic pathway design to develop microorganisms that produce high-performance materials while continuing to identify new materials. The center is also establishing an R&D hub based on systems metabolic engineering to accelerate the development of bio-based, high-performance materials and secure future growth drivers. Through these activities, the center seeks to contribute to environmental value creation and human health while further strengthening Samyang Corporation's competitiveness and market position.

Samyang KCI R&D Center

The Samyang KCI R&D Center aims to develop globally competitive functional ingredients for the personal care industry. Its R&D organization consists of the Research & Development Team and the Solution Team, which work closely with customers by drawing on experienced researchers, advanced equipment, and accumulated technological expertise. The Research & Development Team focuses on developing customized ingredients that meet customer requirements while optimizing manufacturing processes and improving operational efficiency. The Solution Team provides technical guidance on ingredient applications and cosmetic formulations while maintaining close communication with customers. Beyond supplying ingredients, the team builds a solid technological foundation to deeply understand customer needs and achieve shared growth.

Transparent Information Disclosure

Stock and Stockholder Information

The five Samyang Group affiliates grant voting rights equitably according to the class and number of stocks held. One voting right is granted for each common stock, whereas voting rights attached to preferred stocks are restricted under applicable laws, regulations, and each company's Articles of Incorporation.

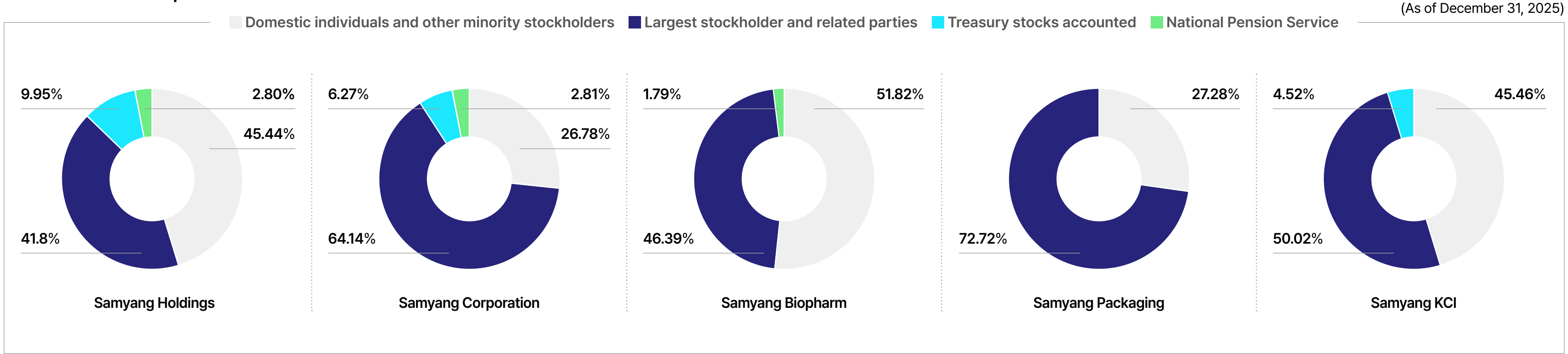
Stock Issuance Status

(As of December 31, 2025)

Category	Class	Samyang Holdings		Samyang Corporation		Samyang Biopharm		Samyang Packaging		Samyang KCI	
		Number of stocks	Remarks	Number of stocks	Remarks	Number of stocks	Remarks	Number of stocks	Remarks	Number of stocks	Remarks
Total stocks issued	Common stocks	7,763,191		10,313,449		7,435,870		15,068,406		11,270,000	
	Preferred stocks	0		370,070		0		0		0	
Stocks without voting rights	Common stocks	772,492	Treasury stocks	647,099	Treasury stocks	5,850	Treasury stocks	0		509,800	Treasury stocks
	Preferred stocks	0		370,070		0		0		0	
Stocks with voting rights	Common stocks	6,990,699		9,666,350		7,430,020		15,068,406		10,760,200	

Stockholder Composition

(As of December 31, 2025)



Enhancing Information Disclosure and Stockholder Value

Protecting Stockholder Rights

The five Samyang Group affiliates support stockholders' right to information and the exercise of voting rights by providing timely information on General Meetings of Stockholders. To give stockholders sufficient time to review agenda items, each affiliate posts the convocation notice through the Financial Supervisory Service's Data Analysis, Retrieval and Transfer System (DART) and sends the meeting notice four weeks before the general meeting, with details on the date, venue, and agenda. The five affiliates also schedule their general meetings away from Korea's designated peak meeting dates to increase opportunities for participation. At least one week before each meeting, they disclose key materials, including the business report and audit report, through DART and the company website so that stockholders have the information needed for decision-making.

To protect stockholder rights and make voting more convenient, the affiliates have adopted electronic voting, which gives stockholders additional ways to exercise their votes. Although the affiliates do not use a written voting system, they provide detailed guidance before each general meeting and operate electronic voting and electronic proxy-solicitation services through the Korea Securities Depository. These services allow stockholders who cannot attend in person to exercise their voting rights. In addition, **Samyang Holdings** and **Samyang Corporation** plan to introduce cumulative voting at their annual general meetings in March 2026, thereby giving minority stockholders a more practical mechanism for exercising voting rights and improving fairness and transparency in director elections.

To improve dividend predictability, **the five Samyang Group affiliates** amended their Articles of Incorporation at their Annual General Meetings of Stockholders in March 2026 so that the dividend record date may be set after the dividend amount is determined. This enables investors to make decisions after dividend amounts are finalized, helping reduce information asymmetry, support informed investment decisions, and strengthen market confidence.

Through these governance enhancements, the affiliates will continue to reinforce responsible governance practices that protect stockholder rights and enhance corporate value.

Stockholder Proposal System

The five Samyang Group affiliates recognize stockholders' proposal rights under Article 542-6 of the Korean Commercial Act as part of their efforts to protect stockholder rights. Accordingly, stockholders who have held at least 1% of voting stocks continuously for the preceding six months may submit agenda proposals in writing or by electronic document no later than six weeks before the anniversary of the previous year's annual general meeting of stockholders. Each company reviews submitted proposals through its Board of Directors. Proposals are included as agenda items in the convocation notice when they comply with applicable laws, regulations, and the Articles of Incorporation and do not meet any grounds for rejection under Article 12 of the Enforcement Decree of the Korean Commercial Act. At the proposing stockholder's request, the company also includes the main details of the proposal in the convocation notice and provides the stockholder an opportunity to present it directly at the general meeting.

At general meetings, stockholders are also guaranteed the right to ask questions and request explanations. Each agenda item includes sufficient opportunities for discussion, helping ensure that stockholder views can be considered in management decisions. These procedures expand stockholder participation in management and support responsible governance built on transparent and fair decision-making.

Communication with Stockholders

The five Samyang Group affiliates operate multiple communication channels to give all stockholders equal access to information. Key management and financial information is disclosed through the company websites, the Financial Supervisory Service's Data Analysis, Retrieval and Transfer System (DART), and the Korea Exchange's Korea Investor's Network for Disclosure (KIND).

On each company website, the Investor Relations (IR) section provides stockholders with business updates, financial information, IR materials, disclosures, and public notices in an organized format. Regular updates help maintain the timeliness and reliability of this information. To improve access for international investors, the affiliates also operate English- and Chinese-language websites and disclose non-financial ESG information. Investors may submit questions through the IR Inquiry channel, and, when appropriate, the affiliates provide one-on-one meetings with IR representatives and group meetings. Through these proactive practices, the affiliates work to strengthen stockholder trust and foster a culture of transparent information disclosure.

Stockholder Return Policy

Samyang Holdings, Samyang Corporation, Samyang Packaging, and **Samyang KCI** have paid annual dividends consistently to enhance stockholder value. Their dividend policy is designed to maintain stable cash dividends over the long term, taking into account annual business performance, financial position, historical dividend trends, and domestic and global economic and market conditions. Dividends are funded primarily from net income for the year, while the companies seek to keep dividend payments stable despite short-term earnings fluctuations. Through these proactive practices, the affiliates work to strengthen stockholder trust and foster a culture of transparent information disclosure. Detailed dividend information is available on each affiliate's website.

Dividends over the Past Five Years

Samyang Holdings

Business Year	Closing Month	Stock Type	Dividend per Stock (KRW)	Total Dividends (KRW 100 million)	Dividend Yield (%)	Dividend Payout Ratio (%)	
						Consolidated Basis (*1)	Separate Basis
2025	December	Common stocks	3,500	245	5.7	- (*2)	- (*2)
		Class stocks	-	-	-		
2024	December	Common stocks	3,500	260	5.2	96	36
		Class stocks	3,550	11	6.7		
2023	December	Common stocks	3,500	260	5.0	16	13
		Class stocks	3,550	11	6.6		
2022	December	Common stocks	3,500	260	5.0	38	34
		Class stocks	3,550	11	6.3		
2021	December	Common stocks	3,000	223	3.0	10	10
		Class stocks	3,050	9	4.4		

(*1) Four years of historical data were restated to reflect changes in the data-calculation methodology.
(*2) The dividend payout ratio is not applicable due to a net loss recorded in 2025.

Samyang Packaging

Business Year	Closing Month	Stock Type	Dividend per Stock (KRW)	Total Dividends (KRW 100 million)	Dividend Yield (%)	Dividend Payout Ratio (%)	
						Consolidated Basis	Separate Basis
2025	December	Common stocks	500	75	3.5	43	43
		Class stocks	-	-	-		
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	4.6	47	47
		Class stocks	-	-	-		

Samyang Corporation

Business Year	Closing Month	Stock Type	Dividend per Stock (KRW)	Total Dividends (KRW 100 million)	Dividend Yield (%)	Dividend Payout Ratio (%)	
						Consolidated Basis	Separate Basis
2025	December	Common stocks	1,750	169	3.5	- (*1)	- (*1)
		Class stocks	1,800	7	4.7		
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		

(*1) The dividend payout ratio is not applicable due to a net loss recorded in 2025.

Samyang KCI

Business Year	Closing Month	Stock Type	Dividend per Stock (KRW)	Total Dividends (KRW 100 million)	Dividend Yield (%)	Dividend Payout Ratio (%)	
						Consolidated Basis	Separate Basis
2025	December	Common stocks	250	27	3.8	28	
		Class stocks	-	-	-		
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	-	-	-		

ESG FACTS & FIGURES

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ESG Facts & Figures

The financial information aligns with the consolidated financial statements prepared in accordance with Korean International Financial Reporting Standards (K-IFRS). Environmental, social, and governance data were prepared on a separate basis for each affiliate. Where the reporting scope differs, the applicable scope differences are disclosed in the notes to this report.

Financial Information

Condensed Consolidated Statement of Financial Position

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm (*1)	Samyang Packaging			Samyang KCI (*1)		
		2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Current assets	KRW million	1,891,863	1,866,108	1,760,159	1,209,397	1,160,289	1,180,243	170,934	142,327	171,293	119,109	71,259	90,945	101,400
Non-current assets	KRW million	3,244,797	3,424,399	3,511,897	1,995,604	2,159,637	2,445,206	168,349	499,714	495,985	530,166	48,047	45,231	42,827
Total assets	KRW million	5,136,660	5,290,507	5,272,056	3,205,001	3,319,926	3,625,449	339,283	642,041	667,277	649,275	119,306	136,176	144,228
Current liabilities	KRW million	1,362,419	988,835	1,437,376	824,776	677,084	1,105,383	101,532	183,018	100,991	155,704	12,550	17,322	18,178
Non-current liabilities	KRW million	977,705	1,303,584	1,182,145	668,130	695,161	735,020	3,017	84,449	186,699	107,493	329	368	520
Total liabilities	KRW million	2,340,124	2,292,419	2,619,521	1,492,907	1,372,245	1,840,403	104,549	267,466	287,690	263,197	12,879	17,689	18,698
Capital stock	KRW million	44,342	44,342	40,216	53,417	53,417	53,417	3,718	78,943	78,943	78,943	5,635	5,635	5,635
Additional paid-in capital / capital surplus	KRW million	341,516	175,176	232,872	863,997	865,968	891,693	229,010	145,771	145,771	145,771	6,742	6,742	6,742
Other components of equity, including accumulated other comprehensive income and other equity items	KRW million	112,041	234,897	123,170	103,338	233,116	408,407	0	(44)	(7,938)	(71)	(4,418)	(4,381)	(4,391)
Retained earnings	KRW million	1,494,832	1,652,746	1,428,738	475,371	578,453	253,959	2,006	149,904	162,811	161,435	98,468	110,491	117,544
Non-controlling interests	KRW million	803,806	890,927	827,540	215,972	216,727	177,570	0	0	0	0	0	0	0
Total equity	KRW million	2,796,536	2,998,088	2,652,535	1,712,095	1,947,681	1,785,046	234,734	374,574	379,587	386,078	106,427	118,487	125,530
Total liabilities and equity	KRW million	5,136,660	5,290,507	5,272,056	3,205,001	3,319,926	3,625,449	339,283	642,041	667,277	649,275	119,306	136,176	144,228

(*1) Figures for Samyang Biopharm and Samyang KCI are prepared on a separate basis.

ESG Facts & Figures

Condensed Consolidated Statement of Comprehensive Income

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm (*1)	Samyang Packaging			Samyang KCI (*2)		
		2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Sales	KRW million	3,210,853	3,553,264	3,348,287	2,651,439	2,671,821	2,562,500	28,594	421,669	448,112	420,218	109,946	110,185	116,840
Cost of sales	KRW million	2,682,163	2,914,202	2,767,392	2,187,134	2,160,769	(2,073,917)	14,024	339,039	360,322	341,139	82,440	73,983	82,473
Gross profit	KRW million	528,690	639,062	580,894	464,305	511,052	488,583	14,570	82,630	87,790	79,079	27,506	36,202	34,367
Selling and administrative expenses	KRW million	433,887	511,524	472,129	351,105	377,529	(376,858)	11,879	50,162	54,032	54,432	17,234	21,180	23,473
Operating profit	KRW million	94,803	127,539	108,766	113,200	133,523	111,725	2,691	32,468	33,757	24,647	10,272	15,022	10,894
Financial income	KRW million	85,845	101,245	86,419	65,341	76,936	70,243	687	2,807	3,123	1,922	1,329	1,716	2,147
Financial expenses	KRW million	69,146	70,208	82,255	51,787	38,462	52,006	687	6,377	6,656	7,591	1,370	1,538	1,010
Share of profit (loss) of associates	KRW million	(17,482)	(30,915)	4,823	2,001	1,090	1,334	0	0	0	0	253	214	216
Other income	KRW million	228,258	78,104	72,068	64,545	59,854	45,667	843	4,671	8,286	7,362	5,429	4,306	2,849
Other expenses	KRW million	55,744	77,665	474,942	43,492	58,069	448,975	618	3,282	9,546	2,756	2,570	1,970	3,500
Income before income tax expense	KRW million	266,533	128,099	(285,120)	149,808	174,872	(272,012)	2,917	30,287	28,964	23,584	13,342	17,750	11,596
Income tax expense	KRW million	39,519	38,607	25,101	27,811	38,431	30,351	681	4,852	8,524	5,926	2,342	3,036	1,853
Net income for the year	KRW million	227,014	89,492	(298,133)	121,997	136,441	(302,363)	2,237	25,435	20,440	17,657	11,000	14,713	9,743
Other comprehensive income (loss)	KRW million	72,896	166,769	178,155	77,797	129,140	181,945	(55)	(94)	393	332	(70)	37	(10)
Total comprehensive income (loss)	KRW million	299,910	256,261	(119,978)	199,794	265,581	(120,419)	2,182	25,342	20,833	17,989	10,931	14,750	9,733

(*1) On a separate basis; figures cover November to December 2025 (two-month period).
(*2) On a separate basis

ESG Facts & Figures

Environmental

Environmental Targets for 2030

Category	Detailed Item	Samyang Holdings	Samyang Corporation	Samyang Biopharm (*1)	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	20% reduction compared to 2020	Construct GHG reduction facilities and implement a 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 15% 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	Introduce 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 70% of legal standards or below	Maintain emissions concentrations at 60% of legal standards or below	Upgrade 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	Maintain emissions concentrations at 70% of legal standards or below	Strengthen internal water quality standards
Waste	Recycling	Achieve up to 98% waste recycling rate	Achieve up to 98% waste recycling rate	Achieve up to 95% waste recycling rate by 2030	Achieve up to 99% waste recycling rate by 2030	Achieve up to 99% waste recycling rate by 2030	Enhance waste separation and disposal
	Certification	-	Obtaining Zero Waste to Landfill (ZWTL) Silver	-	-	Obtaining 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 9% reduction in water intake intensity compared to 2023	Up to 20% reduction in water intake intensity compared to 2023	Up to 10% reduction in water intake intensity compared to 2022	Implement water consumption reduction initiatives
Compliance with environmental laws	Chemical spills	0 cases	0 cases	0 cases	0 cases	0 cases	Strengthen and maintain monitoring
	Violations of environmental laws and regulations	0 cases	0 cases	0 cases	0 cases	0 cases	

※ Targets apply only to domestic business sites of each company. Specific targets vary by site.
(*1) Samyang Biopharm's GHG emissions for the base year (2020) were calculated by separating the portion attributable to Samyang Biopharm from Samyang Holdings' GHG emissions for the same year.

ESG Facts & Figures

On November 1, 2025, Samyang Biopharm, which was formerly a business division of Samyang Holdings, was spun off into an independent corporation. To ensure consistency in reporting, Samyang Biopharm's GHG emissions were separately calculated and reported on a retrospective basis using January 1, 2025 as the baseline date for the full year. Consequently, Samyang Holdings' GHG emissions in 2025 do not include those related to Samyang Biopharm.

GHG Emissions (Scope 1 and Scope 2)

Category		Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
			2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
GHG emissions	Direct emissions (Scope 1)	tCO_2eq	582	589	194	143,307	143,235	131,978	560	24,971	23,461	22,491	2,107	2,303	2,643
	Indirect emissions (Scope 2)	tCO_2eq	17,994	17,998	807	117,277	121,038	119,596	15,274	110,970	111,217	98,837	3,189	3,636	3,768
	Total emissions	tCO_2eq	18,576	18,588	1,001	260,575	264,263	251,561	15,834	135,941	134,677	121,323	5,296	5,938	6,410
	Emission intensity, (based on standalone revenue) (*1)	tCO_2eq/KRW 100 million	5.79	7.88	2.13	13.04	13.44	13.26	-	32.23	31.05	28.96	4.82	5.39	5.50
Target emissions for 2025		tCO_2eq			791			230,275	15,569			126,667			4,879

(*1) Samyang Biopharm was excluded from the emission intensity calculation because its revenue data only covered two months, resulting in discrepancies in the reporting period.
※ For entities subject to the Korea Emissions Trading Scheme, the sum of individual emissions may differ from total emissions because values are truncated at the unit level.

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
2023	tCO_2eq	4,434	187,338	70,928	94,578	31,643	10,905	859	6,551	1,116	2,874
2024	tCO_2eq	7,196	185,783	80,045	99,486	31,163	11,105	984	4,678	1,101	2,827
2025 (*1)	tCO_2eq	5,944	180,096	88,636	96,834	30,389	11,609	1,109	4,238	1,102	2,703

(*1) For entities subject to the Korea Emissions Trading Scheme, the sum of individual emissions may differ from total emissions because values are truncated at the unit level.

ESG Facts & Figures

GHG Emissions (Scope 3)

Category		Samyang Holdings (*1)			Samyang Corporation			Samyang KCI		
		2024 (tCO_2eq)	2025 (tCO_2eq)	Percentage (%)	2024 (tCO_2eq)	2025 (tCO_2eq)	Percentage (%)	2024 (tCO_2eq)	2025 (tCO_2eq)	Percentage (%)
GHG emissions	1. Purchased goods and services	1,681	0	0.00	1,419,239	1,296,736	88.93	25,349	28,217	86.90
	2. Capital goods	9,017	416	0.19	13,986	6,410	0.44	849	916	2.80
	3. Fuel- and energy-related activities not included in Scope 1 or Scope 2	2,498	137	0.06	43,628	41,350	2.84	504	551	1.70
	4. Upstream transportation and distribution	183	0	0.00	62,197	68,496	4.70	797	2,042	6.30
	5. Waste generated in operations	348	0	0.00	6,249	5,950	0.41	80	73	0.20
	6. Business travel	460	514	0.23	794	749	0.05	57	121	0.40
	7. Employee commuting	362	124	0.06	1,185	1,180	0.08	402	339	1.00
	8. Upstream leased assets	33	49	0.02	103	69	0.00	-	-	-
	9. Downstream transportation and distribution	44	0	0.00	124	105	0.01	1,544	210	0.60
	12. End-of-life treatment of sold products	509	0	0.00	21,005	21,843	1.50	-	-	-
	13. Downstream leased assets	824	2,951	1.33	18	14	0.00	-	-	-
	15. Investments	215,902	217,249	98.11	15,582	15,200	1.04	-	-	-
	Total	**231,865**	**221,437**	**100**	**1,584,109**	**1,458,102**	**100**	**25,349**	**32,468**	**100**

(*1) The 2025 Scope 3 calculation for Samyang Holdings was conducted solely based on the Samyang Holdings headquarters, due to the separation of Samyang Biopharm's three business sites. Accordingly, the results may differ from the 2024 results.

ESG Facts & Figures

On November 1, 2025, Samyang Biopharm, which was formerly a business division of Samyang Holdings, was spun off into an independent corporation. To ensure consistency in reporting, Samyang Biopharm's energy consumption was separately calculated and reported on a retrospective basis using January 1, 2025 as the baseline date for the full year. Consequently, Samyang Holdings' energy consumption in 2025 does not include those related to Samyang Biopharm.

Energy Management

Category		Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging (*4)			Samyang KCI		
			2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
General energy consumption	Fuel	TJ	11	11	3	1,902	1,888	1,739	10	551	585	578	41	45	52
	Electricity	TJ	330	331	17	2,356	2,403	2,383	291	2,319	2,340	2,087	67	76	79
	Steam	TJ	77	72	-	1,903	1,960	1,970	46	-	-	-	-	-	-
Subtotal of general energy consumption (*1)		TJ	419	414	20	6,152	6,241	6,083	348	2,871	2,919	2,660	108	121	131
Renewable energy consumption (solar) (*2)		TJ	-	-	-	0.706	5.33	14	-	0	16.15	21.19	0	0	-
Renewable energy consumption (waste wood) (*3)		TJ	-	-	-	-	-	-	-	63	128.25	140.13	-	-	-
Percentage of renewable energy consumption		%	-	-	-	0.01	0.09	0.23	-	2.2	4.91	6.06	-	-	-
Energy-consumption intensity, based on standalone revenue (*5)		TJ/KRW 100 million	0.19	0.18	0.04	0.31	0.32	0.32	-	0.69	0.67	0.63	0.1	0.11	0.11
Target energy consumption for 2025		TJ			21			6,124	403			2,695			98

(*1) Total energy consumption for Samyang Holdings, Samyang Corporation, and Samyang Packaging was calculated by summing unit-level truncated values. Accordingly, the total may differ from the sum of consumption by individual energy source.
(*2) Solar renewable energy consumption was calculated based on the usage of solar panels installed at one site in 2023 and seven sites in 2024 for Samyang Corporation, and one site during 2023–2024 for Samyang Packaging.
(*3) Waste wood used as boiler fuel was included in both general energy consumption (fuel) and renewable energy consumption.
(*4) Samyang Packaging changed its reporting criteria from the fuel type method to integrated fuel energy consumption. Accordingly, values in 2023 and 2024 were revised.
(*5) Samyang Biopharm was excluded from the energy consumption intensity calculation because its revenue data only covered two months, resulting in a discrepancy between the reporting periods.

ESG Facts & Figures

The environmental performance presented in the ESG Facts & Figures section was prepared based on the business sites held as of December 31, 2025. The data collection scope covers the domestic business sites of each affiliate: three Samyang Biopharm 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 Chemical R&D Center), four Samyang Packaging business sites (Gwanghyewon Plant, Daejeon Plant 1, Daejeon Plant 2, and Jincheon Plant), and three Samyang KCI business sites (Seoul Office, Daesan Plant, and Shihwa Plant). On November 1, 2025, Samyang Biopharm was spun off from Samyang Holdings as an independent entity. Accordingly, plant-level environmental data attributable to Samyang Biopharm are included only in Samyang Biopharm's 2025 metrics and are excluded from Samyang Holdings' figures.

Air Pollutant Management

Category		Unit	Samyang Holdings		Samyang Corporation (*1)			Samyang Biopharm	Samyang Packaging			Samyang KCI		
			2023	2024	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Emissions	NOx	Tons	0	0	21.1	23.79	18.21	0	31.44	30.42	16.58	1.21	0.84	0.94
	SOx	Tons	0	0	19.6	20.24	24.08	0	0	0.13	0	0.04	0.07	0.07
	Dust	Tons	0.22	0.31	14.3	12.58	8.25	0.3	0.08	1.06	0.77	0.59	0.5	0.59
	Total major air pollutants	Tons	0.22	0.31	55	56.61	50.54	0.3	31.52	31.61	17.01	1.94	1.41	1.61
Target emissions for 2025		Tons		-			61	0.3			23			2

(*1) To ensure consistency in presentation, Samyang Corporation's air pollutant emissions are reported to two decimal places.

Chemical Management

Category	Unit	Samyang Holdings		Samyang Corporation			Samyang Biopharm	Samyang Packaging (*2)			Samyang KCI (*3)		
		2023	2024	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Total hazardous chemical consumption	Tons	530	499	11,130	6,598	9,436	396	2,634	2,730	2,875	1,495	2,121	2,198
Total chemical emissions (*1)	Tons	30.83	33.68	4.47	4.36	4.14	38.66	0.96	0.98	1	9.85	10.97	7.61

(*1) Since 2025, chemical emissions have been compiled in accordance with the Pollutant Release and Transfer Register. Accordingly, the indicator name was changed from "hazardous chemicals" to "chemical emissions."
(*2) This indicator is disclosed starting from this Sustainability Report and was calculated for the Gwanghyewon Plant.
(*3) The 2024 hazardous chemical consumption data were recalculated because of an aggregation error.

ESG Facts & Figures

Waste Management

Category		Unit	Samyang Holdings		Samyang Corporation			Samyang Biopharm	Samyang Packaging (*2)			Samyang KCI		
			2023	2024	2023	2024 (*4)	2025	2025	2023	2024	2025	2023	2024	2025
General waste	Amount generated	Tons	213	192	29,206	30,227	30,850	152	5,176	5,809	8,638	128	116	168
	- Recycled	Tons	86	55	28,092	29,077	30,052	61	5,124	5,706	6,876	24	27	87
	- Incinerated	Tons	114	122	840	897	580	77	52	53	1,626	50	45	60
	- Landfilled	Tons	0	0	274	253	218	0	0	49	130	54	43	21
	- Others	Tons	13	15	0	0	0	14	0	0	0	0	0	0
Designated waste	Amount generated	Tons	1,028	1,169	488	480	548	1,156	124	100	193	1,550	1,735	1,847
	- Recycled	Tons	838	1,064	292	103	51	1,114	55	47	102	1,546	1,733	1,845
	- Incinerated	Tons	190	106	196	376	496	42	44	27	33	4	2	3
	- Landfilled	Tons	0	0	0	0	1	0	24	25	59	0	0	0
	- Others	Tons	0	0	0	1	0	0	0	0	126	0	0	0
Construction waste (*1)	Total	Tons	0	0	0	112	387	0	270	0	0	0	0	0
Total waste	Amount generated	Tons	1,241	1,362	29,693	30,818	31,784	1,308	5,570	5,908	8,826	1,678	1,851	2,016
	Recycled amount	Tons	924	1,119	28,383	29,292	30,490	1,175	5,179	5,754	6,978	1,570	1,760	1,932
Waste recycling rate		%	74	82	96	95	96	90	93	98	79	94	95	96
Generation intensity, based on standalone revenue (*3)		Tons/KRW 100 million	0.57	0.58	1.49	1.57	1.68	-	1.35	1.36	2.11	1.53	1.68	1.73
Target generation for 2025		Tons		-			28,344	1,184			6,952			1,840

(*1) Due to the new collection of construction waste data, three-year historical values for related metrics (construction waste and total waste generation) were revised across all companies.
(*2) Some data for 2024 were revised due to rounding and calculation errors.
(*3) Samyang Biopharm was excluded from the waste generation intensity because its revenue data only covered two months, resulting in a discrepancy between the reporting periods.
(*4) Samyang Corporation's data in 2024 were revised due to inclusion of construction waste (recycling) in 2024.

ESG Facts & Figures

Compliance with Environmental Laws and Regulations

Category	Unit	Samyang Holdings		Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
		2023	2024	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Environmental law violations	Cases	0	0	1	0	2 (*1)	0	0	0	0	2	0	0
Chemical spill incidents	Cases	-	0	-	0	0	0	-	0	0	0	0	0

※ The number of environmental law violations in 2025 includes cases involving monetary penalties exceeding KRW 1 million.
(*1) Fines were imposed due to inadequate management of pollution control facilities and the failure to install a measuring instrument on a storage tank for outsourced wastewater. All necessary corrective actions have been completed.

Environmental Management System (ISO 14001) Certifications

Category	Unit	Samyang Corporation (*1)	Samyang Biopharm	Samyang Packaging	Samyang KCI	Samyang NC Chem	Samnam Petrochemical	Samyang Kasei	Samyang Innochem
		2025	2025	2025	2025	2025	2025	2025	2025
Certified production sites	No. of sites	9	1	4	1	3	1	1	1
Total production sites	No. of sites	9	3	4	2	3	1	1	1

(*1) Including six domestic and three overseas manufacturing sites.

Eco-friendly Vehicles

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging (*1)			Samyang KCI		
		2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Eco-friendly vehicles	No. of vehicles	-	3	3	10	18	16	7	0	1	1	3	3	2
Total vehicles	No. of vehicles	-	25	14	58	77	73	16	22	35	28	7	7	7
Percentage of eco-friendly vehicles	%	-	12	21	17	23	22	44	0	3	4	43	43	29

(*1) Three-year historical data for Samyang Packaging were revised due to an aggregation error.

ESG Facts & Figures

Material Consumption

Category		Unit	Samyang Corporation			Samyang KCI		
			2023	2024	2025	2023	2024	2025
Palm oils purchase/ consumption	RSPO	Tons	1,550	1,650	1,650	753	838	1,795
	Purchase percentage	%	9.60	9.10	9.30	55.90	43.67	78.80

Recycled Materials Consumption

Category	Unit	Samyang Corporation		
		2023	2024 (*1)	2025
Amount of recycled polycarbonate (PC) materials	Tons	5,266	4,598	3,331
Consumption percentage	%	5.78	4.72	3.75

(*1) The consumption percentage was revised due to calculation errors.

Category	Unit	Samyang Packaging
		2025
Recycled PET consumption	Tons	150

PET Bottle Lightweighting

Category	Unit	Samyang Packaging
		2025
Pre-lightweighting weight	Tons	4,272
Weight reduction	Tons	539

Purchase of Eco-friendly Products

Category	Unit	Samyang Corporation			Samyang Biopharm
		2023	2024	2025	2025
Purchase of eco-friendly products	KRW thousand	15,371	17,698	17,255	1,098

ESG Facts & Figures

Samyang Group's Climate Change Response Training

Date	Course Title	Training Details	Trainees
Dec. 3, 2025	Domestic and global ESG trends and Phase 4 of the Emissions Trading Scheme (K-ETS)	• Domestic, global, and new government's ESG policies and regulatory trends • Trends in domestic ESG policies and mandatory disclosure requirements • Key changes in Phase 4 of the Emissions Trading Scheme (K-ETS)	Relevant employees at Samyang Holdings, Samyang Corporation, Samyang Packaging, Samyang KCI, and Samyang Biopharm

Detailed Environmental Specialized Training Programs of Samyang Corporation

Category	Course Title	Training Hours per Person	Training Format	Number of Trainees
Environmental training	Training for hazardous chemical managers and handlers	16	In person/online	31
	Training for technical personnel and managers of hazardous chemical substances	16	In person	22
	Training for hazardous chemical workers	2	In person/online	959
	Training for air-quality engineers	28	In person/online	1
	Training for waste dischargers	4	In person/online	1
	Training for water-quality engineers	28	In person	1

Detailed Environmental Specialized Training Programs of Samyang Biopharm

Category	Course Title	Training Hours per Person	Training Format	Number of Trainees
Environmental training	Training for hazardous chemical managers and handlers	16	In person/online	48
	Training for technical personnel and managers of hazardous chemical substances	16	In person	9
	Training for hazardous chemical workers	2	In person/online	241
	Training for waste dischargers	4	Online	2
	Specialized training for environmental engineers	3.5	In person	2

Detailed Environmental Specialized Training Programs of Samyang Packaging

Category	Course Title	Training Hours per Person	Training Format	Number of Trainees
Environmental training	Training for hazardous chemical managers and handlers	8	In person/online	356
	Training for technical personnel and managers of hazardous chemical substances	16	In person	6
	Training for hazardous chemical workers	2	Online	64
	Training for air-quality engineers	2	Online	64
	Training for waste dischargers	4	Online	2
	Training for noise and vibration control engineers	6	Online	1

Detailed Environmental Specialized Training Programs of Samyang KCI

Category	Course Title	Training Hours per Person	Training Format	Number of Trainees
Environmental training	Training for hazardous chemical managers and handlers	16	In person/online	35
	Training for technical personnel and managers of hazardous chemical substances	16	In person	3
	Training for hazardous chemical workers	2	Online	41
	Training for air-quality engineers	16	In person	2
	Training for waste dischargers	4	In person	2
	Training for water-quality engineers	16	In person	1

ESG Facts & Figures

Water Management

Category	Unit	Samyang Holdings		Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
		2023	2024	2023	2024 (*5)	2025	2025	2023	2024	2025	2023	2024	2025
Water withdrawal (groundwater)	Tons	-	-	2,300	54,649	20,865	-	150,568	140,096	153,658	120	120	120
Water withdrawal (third-party supplied water) (*1)	Tons	113,820	85,405	3,627,241	4,154,420	3,464,413	72,545	2,512,438	2,791,100	2,646,007	38,329	39,236	37,656
Total	Tons	113,820	85,405	3,629,541	4,209,069	3,485,278	72,545	2,663,006	2,931,196	2,799,665	38,449	39,356	37,776
Water consumption (*2)	Tons	97,811	70,250	542,582	1,063,710	528,685	59,932	1,301,537	1,541,580	1,291,004	19,749	16,038	28,903
Water and wastewater discharge (*3)	Tons	-	15,155	-	3,145,359	2,956,593	12,613	-	1,389,616	1,508,661	18,700	23,318	8,873
Wastewater discharge	Tons	16,009	-	3,086,959	-	-	-	1,361,469	-	-	17,595	-	-
Total amount of recycled/reused water	Tons	-	-	113,901	92,808	98,992	-	-	-	-	-	-	-
Water recycling/reutilizing rate	%	-	-	3.14	2.20	2.84	-	-	-	-	-	-	-
Water-withdrawal intensity (based on standalone revenue) (*4)	Tons/KRW 100 million	52.72	36.22	181.59	214.06	183.71	-	644.15	675.74	668.31	34.97	35.72	32.33
Target water withdrawal for 2025	Tons		-			3,921,695	97,779			2,693,442			40,250

(*1) Following the standardization and redefinition of the indicator, externally supplied municipal and industrial water were reclassified as third-party water, resulting in revisions to the data.

(*2) Water consumption = Water withdrawal – Water (wastewater) discharge

(*3) In 2024, the indicator was changed from "wastewater discharge" to "total water discharge" to include wastewater sent to third parties for treatment.

(*4) Samyang Biopharm was excluded from the emission intensity calculation because its revenue data only covered two months, resulting in a discrepancy between the reporting periods.

(*5) The data in 2024 were revised due to discharge data at some Samyang Corporation business sites.

Water Pollutant Discharge

Category	Unit	Samyang Holdings		Samyang Corporation (*1)			Samyang Biopharm	Samyang Packaging			Samyang KCI		
		2023	2024	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
BOD	Tons	0.96	0.76	19.78	19.83	16.95	0.32	0.44	0.76	1.62	1.08	0.12	0.23
TOC	Tons	0.85	0.59	60.45	71.26	60.11	0.2	5.82	6.91	6.52	1.78	2.44	0.47
SS	Tons	0.54	0.57	25.76	21.97	24.09	0.05	1.02	3.16	0.9	0.53	0.81	0.43
T-N	Tons	0.09	0.01	22.88	24.24	19.12	0.06	5.81	13.19	11.67	0.27	0.68	0.15
T-P	Tons	0.01	0.05	2.67	7.53	6.94	0	0.34	0.2	0.24	0	0.01	0.01
Total	Tons	2.45	1.97	131.54	144.84	127.23	0.63	13.43	24.22	20.95	3.66	4.06	1.29
Target water pollutant emissions for 2025	Tons		-			152	2			18			4

(*1) For consistency, values in this Sustainability Report are presented to two decimal places.

ESG Facts & Figures

Business Site-specific Water Metrics of Samyang Corporation

Business Site	Category	Supplier (*1)	Unit	2023	2024 (*3)	2025
Ulsan Plant 1	Water withdrawal	Municipal and industrial water	Tons	817,128	712,237	745,416
	Water consumption		Tons	227,366	101,512	101,032
	Water and wastewater discharge	Third-party treatment	Tons	589,762	610,725	644,384
Ulsan Plant 2	Water withdrawal	Municipal and industrial water	Tons	1,152,791	1,762,924	1,201,280
	Water consumption		Tons	42,718	617,040	129,920
	Water and wastewater discharge	Third-party treatment	Tons	1,110,073	1,145,884	1,071,360
Incheon Plant 1	Water withdrawal	Municipal and industrial water	Tons	1,471,019	1,471,644	1,326,009
	Water consumption		Tons	225,280	253,967	221,884
	Water and wastewater discharge	Third-party treatment	Tons	1,245,739	1,217,677	1,104,125
Incheon Plant 2	Water withdrawal	Municipal and industrial water	Tons	101,251	109,045	101,441
	Water consumption		Tons	16,121	20,810	23,696
	Water and wastewater discharge	Third-party treatment	Tons	85,130	88,235	77,745
Asan Plant	Water withdrawal	Municipal water	Tons	26,992	25,144	26,868
	Water consumption		Tons	26,886	25,018	26,743
	Water and wastewater discharge	Third-party treatment	Tons	106	126	125
Jeonju EP Plant	Water withdrawal	Municipal and industrial water	Tons	58,060	69,520	59,284
	Water consumption		Tons	1,980	2,175	10,339
	Water and wastewater discharge	Third-party treatment	Tons	56,080	67,327	48,945
Chemical R&D Center (*2)	Water withdrawal	Municipal and industrial water	Tons	-	3,924	4,115
		Groundwater	Tons		54,649	20,865
	Water consumption	Municipal, industrial, and groundwater	Tons		37,743	15,071
	Water and wastewater discharge	Third-party treatment	Tons		20,830	9,909

(*1) Following the standardization and redefinition of the indicator, externally supplied municipal and industrial water were reclassified as third-party water, resulting in revisions to the data.
(*2) The data for the Chemical R&D Center have been aggregated from 2024.
(*3) The values were revised due to a data aggregation error.

Business Site-specific Water Metrics of Samyang Packaging

Business Site	Category	Supplier/Discharge Destination	Unit	2023	2024	2025
Gwanghyewon Plant	Water withdrawal	Municipal water	Tons	2,328,757	2,576,894	2,451,234
		Groundwater	Tons	56,303	49,373	73,993
		Subtotal	Tons	**2,385,060**	**2,626,267**	**2,525,227**
Daejeon Plant 1	Water withdrawal	Municipal water	Tons	93,912	106,975	123,765
Daejeon Plant 2	Water withdrawal	Municipal water	Tons	87,175	105,472	69,584
Jincheon Plant	Water withdrawal	Municipal water	Tons	2,594	1,759	1,424
		Groundwater	Tons	94,265	90,723	79,665
		Subtotal	Tons	**96,859**	**92,482**	**81,089**

Business Site-specific Water Metrics of Samyang Biopharm

Business Site	Supplier	Category	Unit	2023	2024	2025
MD Plant	Municipal water	Water withdrawal	Tons	25,777	26,416	31,172
		Water consumption	Tons	21,796	22,796	26,459
		Water and wastewater discharge	Tons	3,981	3,350	4,713
Gongju Plant	Municipal water	Water withdrawal	Tons	34,178	17,539	5,180
		Water consumption	Tons	33,946	17,244	4,852
		Water and wastewater discharge	Tons	232	295	328
Pharmaceutical Plant	Municipal water	Water withdrawal	Tons	53,865	41,720	36,193
		Water consumption	Tons	42,069	30,505	28,621
		Water and wastewater discharge	Tons	11,796	11,215	7,572

Business Site-specific Water Metrics of Samyang KCI

Business Site	Supplier	Category	Unit	2023	2024	2025
Seoul Office	Municipal water	Water withdrawal	Tons	996	839	875
	Municipal water	Water consumption	Tons	922	756	783
	Municipal water	Water and wastewater discharge	Tons	74	83	92
Daesan Plant	Municipal and industrial water	Water withdrawal	Tons	35,320	35,908	34,163
	Municipal and industrial water	Water consumption	Tons	17,404	13,540	26,323
	Municipal and industrial water	Water and wastewater discharge	Tons	17,916	22,368	7,840
Daesan Plant	Groundwater	Water withdrawal	Tons	120	120	120
	Groundwater	Water consumption	Tons	-	-	0
	Groundwater	Water and wastewater discharge	Tons	120	120	120
Shihwa Plant	Municipal and industrial water	Water withdrawal	Tons	2,013	2,489	2,618
	Municipal and industrial water	Water consumption	Tons	1,423	1,742	1,797
	Municipal and industrial water	Water and wastewater discharge	Tons	590	747	821

ESG Facts & Figures

On November 1, 2025, Samyang Group spun off Samyang Biopharm, previously a business division of Samyang Holdings, as an independent entity. Accordingly, site-level operational and ESG metrics attributable to Samyang Biopharm are reflected exclusively in Samyang Biopharm's 2025 performance and excluded from the data of Samyang Holdings.

Social

Employee Accident Statistics

Category	Unit	Samyang Holdings		Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
		2023	2024	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Injuries	Cases	0	0	4	3	1	1	5	4	5	0	2	0
Fatalities due to work-related injuries	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Illnesses	Cases	0	0	0	1	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
Injury rate (IR) (*1)	%	0.00	0.00	0.30	0.28	0.08	0.24	1.00	0.78	0.97	0.00	1.06	0.00
Frequency rate (FR) (*2)	-	0.00	0.00	1.23	1.17	0.33	1.00	4.17	3.26	4.04	0.00	4.41	0.00
Severity rate (SR) (*3)	-	0.00	0.00	0.09	0.11	0.01	0.10	0.30	0.35	0.35	0.00	0.19	0.00
Lost-time injury frequency rate (LTIFR) (*4)	-	0.00	0.00	0.25	0.23	0.07	0.20	0.83	0.65	0.81	0.00	0.88	0.00
Transportation accidents	Cases	0	0	0	1	0	0	0	0	0	0	0	0
Process accidents	Cases	0	0	7	7	4	0	0	0	0	2	0	0
Safety-related law violations (*5)	Cases	0	0	1	1	2	0	0	0	1	0	0	0

(*1) Injury Rate (IR): Ratio of injured workers to total regular employees.
(*2) Frequency Rate (FR): Number of occupational injuries per 1,000,000 work hours.
(*3) Severity Rate (SR): Number of workdays lost per 1,000 work hours.
(*4) Lost Time Injury Frequency Rate (LTIFR): Number of lost-time injuries per 200,000 work hours.
(*5) Reflects administrative fines imposed in 2025 on Samyang Corporation (noise emission limit exceedance and Process Safety Management (PSM) evaluation findings) and Samyang Packaging (absence of chemical warning labels on secondary dispensers). All corrective actions have been fully completed.

Supplier Accident Statistics

Category	Unit	Samyang Holdings		Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
		2023	2024	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Injuries	Cases	0	0	8	2	5	0	2	0	0	0	0	0
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	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
Injury rate (IR) (*1)	%	0.00	0.00	1.03	0.22	0.66	0.00	0.63	0.00	0.00	0.00	0.00	0.00

(*1) Injury Rate (IR): Ratio of injured workers to total regular employees.

ESG Facts & Figures

Occupational Safety and Health Risk Assessments

Category	Unit	Samyang Holdings		Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
		2023	2024	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Items requiring improvement based on risk assessment results	Cases	294	357	572	913	603	327	627	416	394	119	29	123
Items improved based on risk assessment results	Cases	260	355	539	851	584	315	627	405	394	114	29	114
Improvement completion rate for identified items	%	88.44	99.44	94.23	93.21	96.85	96.33	100.00	97.36	100.00	95.80	100.00	92.68
Hazards and risk factors identified outside risk assessments	Cases	49	824	3,237	5,960	5,613	917	-	215	341	138	305	588
Hazards and risk factors improved outside risk assessments	Cases	49	821	3,173	5,913	5,566	911	-	215	341	138	257	497
Improvement completion rate for hazards and risk factors identified outside risk assessments	%	100.00	99.64	98.02	99.21	99.16	99.35	-	100.00	100.00	100.00	84.26	84.52

Occupational Safety and Health Activities

Category	Unit	Samyang Holdings		Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI (*1)		
		2023	2024	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Occupational safety and health awards	Cases	0	0	0	2	3	0	0	4	1	0	0	0
Occupational safety and health investments	KRW million	494	441	11,311	14,020	11,799	1,016	4,005	4,558	4,807	-	2,999	4,112
Total occupational safety and health training hours	Hours	10,171	10,447	33,319	31,881	31,824	15,540	11,196	11,213	11,006	3,783	6,871	3,535
Occupational safety and health training hours per person	Hours	38.97	25.61	25.51	25.24	25.32	37.18	21.29	20.84	21.29	21.25	36.35	17.33

(*1) Some data for 2024 have been recalculated due to revisions of the calculation criteria.

ESG Facts & Figures

Employees

Category		Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI (*1)		
			2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Total employees	Total	Persons	566	578	145	1,306	1,263	1,257	407	526	538	517	173	189	204
	Male	Persons	366	365	85	995	952	952	268	492	501	480	145	150	156
	Female	Persons	200	213	60	311	311	305	139	34	37	37	28	39	48
	Female employee percentage	%	35.34	36.85	41.38	23.81	24.62	24.26	34.15	6.46	6.88	7.16	16.18	20.63	23.53
Age	<30	Persons	138	120	28	219	200	176	82	75	72	64	29	30	42
	30–50	Persons	359	376	91	817	815	827	270	265	287	295	119	137	142
	>50	Persons	69	82	26	270	248	254	55	186	179	158	25	22	20
Region	Domestic	Persons	566	578	145	1,306	1,263	1,257	407	526	538	517	173	189	204
	Overseas	Persons	0	0	0	0	0	0	0	0	0	0	0	0	0
Full-time employees	Total	Persons	521	527	136	1,228	1,187	1,179	371	517	530	508	170	177	189
	Domestic	Persons	521	527	136	1,228	1,187	1,179	371	517	530	508	170	177	189
	Overseas	Persons	0	0	0	0	0	0	0	0	0	0	0	0	0
	Male	Persons	353	351	80	962	918	909	258	490	498	476	142	144	150
	Female	Persons	168	176	56	266	269	270	113	27	32	32	28	33	39
Contract-based employees	Total	Persons	45	51	9	78	76	78	36	9	8	9	3	12	15
	Domestic	Persons	45	51	9	78	76	78	36	9	8	9	3	12	15
	Overseas	Persons	0	0	0	0	0	0	0	0	0	0	0	0	0
	Male	Persons	13	14	5	33	34	43	10	2	3	4	3	6	6
	Female	Persons	32	37	4	45	42	35	26	7	5	5	0	6	9
Temporary employees	Male	Persons	4	4	3	4	4	4	3	1	1	1	1	1	1
	Female	Persons	0	0	1	1	1	1	0	0	0	0	0	0	0
Average years of service	Total	Years	9	9.3	11.3	13.3	13.3	13.3	9.1	14.4	14	14.4	7.7	7.6	7.6
	Male	Years	10.1	10.2	13.2	14.1	13.9	13.68	9.7	14.9	14.4	14.8	8.1	8.4	8.7
	Female	Years	6.7	7.6	8.6	12.2	11.1	12.02	7.9	8.4	8.3	9.1	5.9	4.3	4.1
Non-employee Workers	Total	Persons	64	64	61	718	737	708	72	268	265	266	28	27	29
	Male	Persons	37	38	37	528	565	537	27	209	206	207	21	21	22
	Female	Persons	27	26	24	190	172	171	45	59	59	59	7	6	7

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

ESG Facts & Figures

Employee Diversity

Category		Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI (*2)		
			2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Executives	Total	Persons	19	18	13	32	32	33	12	9	9	9	8	8	7
	Male	Persons	16	16	11	30	30	31	10	9	9	9	8	8	7
	Female	Persons	3	3	2	2	2	2	2	0	0	0	0	0	0
	Female executive percentage	%	15.8	16.7	15.4	6.3	6.3	6.1	16.7	0.0	0.0	0.0	0.0	0.0	0.0
Team Managers	Total	Persons	37	40	18	79	81	75	24	18	18	18	9	11	11
	Male	Persons	27	31	15	72	77	69	16	17	18	18	9	11	10
	Female	Persons	10	9	3	7	4	6	8	1	0	0	0	0	1
	Female manager percentage	%	27.0	22.5	16.7	8.9	4.9	8.0	33.3	5.6	0.0	0.0	0.0	0.0	9.1
Managerial employees	Total	Persons	280	283	97	608	592	589	160	110	121	115	80	91	105
	Male	Persons	181	175	58	467	444	440	99	95	101	91	53	53	59
	Female	Persons	99	108	39	141	148	149	61	15	20	24	27	38	46
	Female employee percentage	%	35.4	38.2	40.2	23.2	25.0	25.3	38.1	13.6	16.5	20.9	33.8	41.8	43.8
Non-managerial employees	Total	Persons	188	243	23	510	565	567	181	393	393	378	81	84	86
	Male	Persons	132	150	6	394	408	418	140	381	380	365	80	83	85
	Female	Persons	56	93	17	116	157	149	41	12	13	13	1	1	1
	Female employee percentage	%	29.8	38.3	73.9	22.7	27.8	26.3	22.7	3.1	3.3	3.4	1.2	1.2	1.2
Socially disadvantaged individuals	Total	Persons	13.3	8	3	25.1	25	27	11	3	6	7	1	1	4
	Veterans (*1)	Persons	9.3	2	1	19	19	20	1	0	0	0	0	0	0
	Foreign nationals	Persons	0	0	0	0	0	0	5	0	0	0	0	0	0
	Individuals with disabilities (*1)	Persons	4	6	2	6.1	6	7	5	3	6	7	1	1	4
	Percentage	%	2.35	1.38	2.07	1.92	1.98	2.15	2.70	0.57	1.12	1.35	0.56	0.53	1.96

(*1) Based on data reported to the Korea Employment Agency for Persons with Disabilities.
(*2) The 2024 data have been recalculated because of revised calculation criteria.

ESG Facts & Figures

Recruitment and Turnover

Category		Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI (*2)		
			2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Recruitment	Total	Persons	121	102	66	118	136	117	35	70	60	29	27	48	31
Recruitment type	Entry-level recruitment	Persons	45	35	14	61	67	52	12	66	52	19	6	6	6
	Experienced professional recruitment	Persons	22	9	4	10	11	18	4	0	2	0	21	31	10
	Contract-based employees (internal hires)	Persons	54	58	48	47	58	47	19	4	6	10	0	11	15
Job position	Executives	Persons	0	1	0	1	0	0	2	0	0	0	0	1	0
	General staff	Persons	121	101	66	117	136	117	33	66	60	19	27	47	31
Age	<30	Persons	63	48	35	74	81	59	12	40	35	15	11	21	21
	30-50	Persons	57	46	27	39	39	40	17	28	25	12	13	26	9
	>50	Persons	1	8	4	5	16	18	6	2	0	2	3	1	1
Gender	Male	Persons	72	48	31	68	82	84	17	65	50	23	22	32	19
	Female	Persons	49	54	35	50	54	33	18	5	10	6	5	16	12
Turnover	Total	Persons	48	27	10	67	68	72	25	47	49	40	21	27	19
Turnover type	Mandatory retirement	Persons	3	3	1	13	4	24	2	11	15	11	0	1	1
	Dismissals	Persons	0	0	0	0	0	0	0	0	1	0	0	0	0
	Voluntary turnovers	Persons	45	24	9	54	64	48	23	36	33	28	21	26	18
	Voluntary turnover rate (*1)	%	7.95	4.15	6.21	4.13	5.07	3.82	5.65	6.84	6.13	5.42	11.80	13.76	8.82
Job position	Managerial positions	Persons	31	14	10	42	44	46	16	12	10	9	15	18	12
	Non-managerial positions	Persons	17	13	0	25	24	26	9	35	39	31	6	9	7
Age	<30	Persons	15	13	1	27	16	17	6	24	17	12	4	9	5
	30-50	Persons	27	13	8	25	48	20	12	12	16	11	16	14	10
	>50	Persons	6	1	1	15	4	35	7	11	16	17	1	4	4
Gender	Male	Persons	33	19	8	48	51	63	18	46	47	40	18	24	16
	Percentage of male turnover	%	9.02	5.21	9.41	4.82	5.36	6.62	6.72	9.35	9.38	8.33	12.00	16.00	10.26
	Female	Persons	15	8	2	19	17	9	7	1	2	0	3	3	3
	Percentage of female turnover	%	7.50	3.76	3.33	6.11	5.47	2.95	5.04	2.94	5.41	0.00	10.71	7.69	6.25

(*1) Number of voluntary turnover cases divided by the total number of employees.
(*2) The 2023 and 2024 data have been recalculated because of revised calculation criteria.

ESG Facts & Figures

Competency Development for Full-time Employees

Category		Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
			2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Training hours	Total training hours	Hours	23,753	21,300	6,856	54,839	49,395	43,436	10,607	9,017	10,489	6,355	5,986	6,534	6,050
	Training hours per employee	Hours/ Persons	67.70	59.50	62.90	59.10	61.13	58.23	53.04	73.90	74.92	52.52	34.21	36.92	29.30
	Training hours per male employee	Hours/ Persons	68.20	57.90	61.74	62.50	64.78	61.42	52	77.50	77.21	53.30	-	-	27.50
	Training hours per female employee	Hours/ Persons	66.70	62.67	64.67	50.10	52.12	50.64	54.76	55.90	62.64	49.52	-	-	36.40
Training expenses	Total training expenses	KRW million	954	830	522	1,239	1,362	1,547	519	300	424	290	58	105	114
	Training expenses per employee	KRW million/ Persons	1.83	1.57	3.84	1.01	1.15	1.31	1.40	0.58	0.80	0.57	0.33	0.59	0.60

Employee Benefits and Parental Leave

Category		Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm(*1)	Samyang Packaging			Samyang KCI		
			2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Employee benefits expenses		KRW million	7,932	8,615	3,057	22,364	22,608	27,171	1,833	1.669	2,428	3,248	2,013	2,585	2,675
Employee benefits expenses relative to revenue		%	0.25	0.24	6.51	0.84	0.85	1.43	6.41	0.40	0.54	0.78	1.83	2.35	2.29
Employees who used parental leave	Male	Persons	1	0	3	7	14	20	3	3	3	17	3	6	6
	Female	Persons	5	6	18	12	8	20	5	0	2	2	5	1	6
Employees who returned to work after parental leave	Male	Persons	6	1	0	5	13	13	2	5	0	11	1	4	3
	Female	Persons	2	0	2	15	11	11	1	0	0	2	1	2	1
Rate of return to work after parental leave	Male	%	100	100	100	100	100	100	67	100	100	100	100	100	100
	Female	%	100	100	100	100	100	100	100	100	-	100	100	100	100
Employees who worked for at least 12 months after returning from parental leave	Male	Persons	4	6	0	2	5	13	0	5	5	0	0	3	4
	Female	Persons	0	2	2	15	15	11	1	0	0	0	2	3	2

(*1) Including data from November to December 2025 (2 months)

ESG Facts & Figures

Fair Performance Evaluation and Compensation for General and Research Positions

Category		Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI (*1)		
			2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Wages and salaries	Total salary amount	KRW million	40,756	46,180	14,470	97,716	112,629	106,847	31,771	38,513	43,315	42,321	12,282	12,856	14,177
	Average salary per employee	KRW million/ Persons	75	81	97	76	89	86	79	76	85	80	71	68	69
Gender pay ratio	Percentage	%	92.94	94.55	77.99	89.63	91.39	92.28	102.47	126.55	122.32	125.56	89.00	95.40	92.20
	Managerial positions	%	84.30	86.25	77.99	79.60	80.07	80.73	91.76	76.08	76.09	79.52	77.70	82.70	80.40
	Non-managerial positions	%	105.42	105.54	-	93.39	97.07	99.28	107.60	119.88	85.43	89.07	105.90	107.30	108.80
Percentage of employees who received regular performance evaluations	Number of employees	Persons	343	292	123	799	669	750	185	517	530	508	89	102	92
	Percentage	%	100	100	100	100	100	100	100	100	100	100	100	100	100

(*1) The 2023 and 2024 data have been recalculated because of revised calculation criteria.

Category		Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
			2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
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	116	158	154	159
	P3	%	172	168	172	172	168	172	172	172	168	172			
	R	%	191	186	191	191	186	191	191	191	186	191			
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	116	158	154	159
	P3	%	172	168	172	172	168	172	172	172	168	172			
	R	%	191	186	191	191	186	191	191	191	186	191			

* Operated under a job-grade salary system aligned with the job rank hierarchy detailed below.

General Positions

Rank	Title
M	Team manager
P1	Manager
P2	
P3	
P4	

Research Positions

Rank	Title
Fellow	Expert
P/C	Team manager
PR	Manager
SR	
R	

Win-win Growth in the Supply Chain

Category	Unit	Samyang Corporation		
		2023	2024	2025
Win-win growth fund (average annual balance)	KRW 100 million	122	149	152
Number of companies subject to win-win growth	No. of companies	101	102	105
Number of companies supported for win-win growth	No. of companies	28	33	32
Limit of win-win growth fund	KRW 100 million	163	163	163

ESG Facts & Figures

Retirement Pension Operation

Category		Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
			2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Defined benefit (DB)	Number of holders	Persons	460	500	126	1,086	1,033	1,019	367	394	387	374	-	-	-
	Reserve	KRW 100 million	454.62	487.11	293.79	847.55	831.73	845.71	216.41	272.55	258.4	241.73	-	-	-
	Reserve ratio	%	105.5	102.6	102.4	109.9	105.7	104.8	106.3	104.8	106.7	105.9	-	-	-
Defined contribution (DC)	Number of holders	Persons	26	37	18	147	167	182	18	96	121	133	161	154	175
	Guarantee rate	%	100	100	100	100	100	100	100	100	100	100	90	100	99.97

Labor Union and Collective Bargaining

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging (*1)			Samyang KCI		
		2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Union members	Persons	-	-	-	388	369	362	-	351	376	374	72	77	76
Union membership rate	%	-	-	-	29.7	29.2	29.2	-	96.4	98.4	99.7	67.0	66.0	67.9
Labor-Management Council meetings held	Sessions	4	4	4	4	4	4	4	4	4	4	4	4	4
Collective bargaining agreement coverage rate	%	100	100	100	100	100	100	100	100	100	100	100	100	100

(*1) The 2024 data have been recalculated because of revised calculation criteria.

Number of Grievances Received by Category

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
		2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Sexual harassment	Cases	0	0	0	0	3	0	1	0	0	0	0	0	0
Workplace bullying	Cases	1	0	0	1	3	1	0	0	1	0	0	0	0
Other	Cases	0	0	0	0	0	1	0	0	0	1	0	0	0
Total	Cases	1	0	0	1	6	2	1	0	1	1	0	0	0
Grievance handling rate	%	100	-	-	100	100	100	100	-	100	100	-	-	-
Personnel Committee meetings	Cases	0	0	0	1	4	2	1	0	1	1	0	0	0

ESG Facts & Figures

Information Security

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
		2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Cybersecurity awareness-raising activities	Cases	37	15	29	37	15	29	29	37	15	29	37	15	29
Cybersecurity training per person	Minutes/ Persons	30	108	134	30	108	134	134	30	108	134	30	108	134
Information security investment	KRW million	165.50	271.05	79.36	587.00	646.55	487.49	155.84	185.00	186.46	155.84	22.25	68.59	58.19
Substantiated complaints concerning customer privacy violations	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0
Confirmed cases of customer information leakage or theft (*1)	Cases	0	1	0	0	1	0	0	0	1	0	0	0	0

(*1) The Personal Information Protection Commission conducted an investigation in 2025 into a customer data breach that occurred in 2024, and the results are expected to be publicly announced in 2026.

Customer Complaints Received and Handled

Category	Unit	Samyang Holdings		Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
		2023	2024	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Product use inquiries and customer complaints received	Cases	39	13	336	438	250	56	-	-	212	29	25	16
Cases completed	Cases	39	13	336	438	250	56	-	-	212	29	25	16
Handling rate	%	100	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 Biopharm	Samyang Packaging			Samyang KCI		
		2023	2024	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Incidents of non-compliance resulting in fines or penalties	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Incidents of non-compliance resulting in warnings	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Incidents of voluntary code violations	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Marketing compliance rate	%	100	100	100	100	100	100	100	100	100	100	100	100
Number of product recalls	Cases	0	0	0	0	0	0	0	0	0	0	0	0
Total volume of recalled products	Tons	0	0	0	0	0	0	0	0	0	0	0	0

Social Contribution Performance

Category		Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
			2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Social contribution expenditures	Talent development	KRW thousand	55,000	58,000	212,000	1,209,800	1,166,213	2,029,984	26,145	2,600	600	716,717	0	2,342	300,000
	Environmental preservation	KRW thousand	28,460	8,000	8,000	122,000	14,750	169,000	18,667	100,000	0	100,000	1,000	3,650	54,295
	Health promotion	KRW thousand	116,416	111,300	23,000	131,382	127,327	1,159,000	0	66,831	131,701	0	0	0	0
	Other	KRW thousand	29,000	106,680	0	50,000	1,831	6,050	0	11,560	5,268	15,420	0	0	2,442
	Total	KRW thousand	228,876	283,980	243,000	1,513,182	1,310,121	3,364,034	44,812	180,991	137,569	832,137	1,000	5,992	356,737
Employee volunteer hours		Hours	40	24	0	978	1,084	1,009	40	3	0	7	120	297	394
Employee volunteers		Persons	10	4	0	241	502	417	20	10	0	13	120	167	68

ESG Facts & Figures

Governance

Composition and Operation of the Board of Directors

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
		2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Executive directors	Persons	3	3	2	4	4	3	2	2	2	2	1	1	1
Independent directors	Persons	4	4	4	5	5	5	3	1	1	1	1	1	1
Other non-executive directors	Persons	0	0	0	0	0	0	0	1	1	1	2	2	2
Total	Persons	7	7	6	9	9	8	5	4	4	4	4	4	4
Directors with industry experience	Persons	1	1	1	3	3	3	3	1	1	1	4	4	4
Financial experts	Persons	2	2	2	1	1	2	1	0	0	0	0	0	0
Female directors on the Board	Persons	0	0	1	1	1	1	0	0	0	0	0	0	0
Male directors on the Board	Persons	7	7	5	8	8	7	5	4	4	4	4	4	4
Board meetings held	Sessions	8	8	9	8	6	6	3	7	7	6	6	7	6
Agenda items discussed	Cases	27	24	37	24	19	27	11	15	17	14	8	14	12
Attendance rate of executive directors	%	100	100	100	100	100	100	100	89	100	95.8	100	100	100
Attendance rate of independent directors	%	100	100	100	100	100	100	100	100	100	100	83.3	100	100

Total Remuneration for Directors and Auditors

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm(*1)	Samyang Packaging (*2)			Samyang KCI (*2)		
		2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Total remuneration for registered directors	KRW million	4,079	4,925	5,067	5,725	7,330	8,253	97	2,690	3,451	3,602	473	338	379
Total remuneration for independent directors (excluding Audit Committee members)	KRW million	0	0	0	122	117	108	0	43	46	42	18	23	18
Total remuneration for directors and auditors	KRW million	4,295	5,159	5,284	5,997	7,623	8,523	123	2,857	3,653	3,786	574	497	529
Total number of directors and auditors	Persons	7	7	6	9	9	8	5	5	5	5	5	5	5
Average remuneration per director and auditor	KRW million	614	737	881	666	847	1,065	25	571	731	757	115	99	105
Total remuneration for Audit Committee members (auditors)	KRW million	216	234	217	150	176	162	26	124	156	142	83	136	131
Number of Audit Committee members (auditors)	Persons	4	4	4	3	3	3	3	1	1	1	1	1	1
Average remuneration per Audit Committee member (auditor)	KRW million	54	59	54	50	59	54	9	124	156	142	83	136	131

(*1) Figures for Samyang Biopharm cover November to December 2025 (two-month period). (*2) Samyang Packaging and Samyang KCI operate a statutory auditor systems.

ESG Facts & Figures

Creation and Distribution of Economic Values

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm(*1)	Samyang Packaging (*2)			Samyang KCI		
		2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Sales-related expenses (cost of sales, selling, and administrative expenses) (*3)	KRW million	3,004,005	3,306,983	3,239,521	2,538,240	2,538,298	2,450,775	25,904	389,201	414,354	395,571	99,674	95,163	105,946
Interest expenses for creditors and lenders	KRW million	47,398	61,808	58,001	33,485	32,394	29,846	357	5,430	6,421	6,564	108	63	45
Income tax expense after adjustments	KRW million	48,042	28,761	32,281	27,376	28,255	29,126	681	2,408	1,803	2,159	2,270	3,164	1,658
Income tax paid	KRW million	13,490	61,251	32,253	13,727	35,920	31,340	10	186	2,233	1,685	4,658	1,930	3,713
Donations	KRW million	1,137	977	4,232	646	593	3,567	15	253	207	804	0	0	350
Dividends	KRW million	27,104	27,104	24,467	17,582	17,582	17,582	0	7,894	7,665	7,534	2,690	2,690	2,690
Employee wages and employee benefit expenses (*3)	KRW million	48,688	54,795	17,527	120,080	135,237	134,018	33,604	40,182	45,743	45,569	14,295	15,441	16,852

(*1) Figures for Samyang Biopharm cover November to December 2025 (two-month period).
(*2) Some data for 2024 have been recalculated due to revisions of the calculation criteria.
(*3) Some data for 2023 and 2024 have been recalculated due to revisions of the calculation criteria.

Transparent Disclosure of Information

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm(*1)	Samyang Packaging			Samyang KCI		
		2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Compensation of the highest-paid employee	KRW million	2,776	3,530	3,683	2,433	3,117	3,229	72	2,431	3,123	3,237	473	338	379
Ratio of the highest-paid employee's compensation to average employee compensation	Times	37	43	38	32	35	37	5	32	37	40	7	5	5
Annual investor relations (IR) events	Cases	0	0	0	0	0	0	0	10	13	5	0	0	0
Stocks owned by the CEO, based on common stocks	Shares	0	345,392	382,441	0	0	0	0	0	0	0	0	0	0
Stocks owned by executive directors, based on common stocks	Shares	345,392	345,392	382,441	5,553	5,553	5,553	0	0	0	0	0	0	0

(*1) Figures for Samyang Biopharm cover November to December 2025 (two-month period).

ESG Facts & Figures

Board Meeting History

Samyang Holdings

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Feb. 13, 2025	Approval of financial statements, consolidated financial statements, and sales report for the 74th term	Approved	100%
		Entrustment of authority to approve financial statements and consolidated financial statements for the 74th term at the general stockholders' meeting	Approved	100%
		Approval of the grant of conversion rights to class B stocks	Approved	100%
		Resolution to convene the 74th annual meeting of stockholders	Approved	100%
		Approval to convene the general meeting of class B stockholders	Approved	100%
		Establishment of the record date for the general meeting of class B stockholders	Approved	100%
		Participation in the paid-in capital increase of Samyang Holdings USA, LLC.	Approved	100%
		Approval of the Treasury Stock Report	Approved	100%
		Approval of the safety and health plans	Approved	100%
		(Report) Sales report for the 74th term	Reported	-
		(Report) Matters reported by the Audit Committee	Reported	-
		(Report) Matters reported by the Independent Director Candidate Recommendation Committee	Reported	-
Second session	Mar. 20, 2025	(Report) Audit Committee's evaluation report on the separate and consolidated ICOFR operation	Reported	-
		(Report) Matters reported by the Audit Committee	Reported	-
Third session	Mar. 28, 2025	Appointment of CEO	Approved	100%
		Appointment of Independent Director Candidate Recommendation Committee members	Approved	100%
		Appointment of ESG Committee members	Approved	100%
		Approval of the grant of conversion rights to class B stocks	Approved	100%
		Revision of the Board regulations	Approved	100%
Fourth session	May 30, 2025	Approval of the spin-off plan	Approved	100%
		(Report) 75th term Q1 sales report	Reported	-
		(Report) Matters reported by the Audit Committee	Reported	-
		(Report) Matters reported by the ESG Committee	Reported	-
Fifth session	Jul. 10, 2025	Participation in the paid-in capital increase of Samyang Holdings USA, LLC.	Approved	100%
Sixth session	Aug. 11, 2025	Resolution to convene the interim meeting of stockholders	Approved	100%
		Establishment of the record date for interim meetings of stockholders	Approved	100%
		Retirement of treasury stocks	Approved	100%
		Revision of the spin-off plan	Approved	100%
		Approval of the public notice of the conversion record date for class B stocks	Approved	100%
		Provision of the payment guarantee for the borrowings of Samyang Biopharm Hungary	Approved	100%
		(Report) 75th term semi-annual sales report	Reported	-
		(Report) Matters reported by the Audit Committee	Reported	-
Seventh session	Nov. 3, 2025	Approval of the report on the spin-off progress and public notice in lieu of the spin-off reporting meeting	Approved	100%
Eighth session	Nov. 17, 2025	(Report) 75th term Q3 sales report	Reported	-
		(Report) Matters reported by the Audit Committee	Reported	-
		(Report) Matters reported by the ESG Committee	Reported	-
Ninth session	Dec. 19, 2025	Participation in the paid-in capital increase of Samyang Holdings USA, LLC.	Approved	100%

Samyang Corporation

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Feb. 12, 2025	Approval of financial statements, consolidated financial statements, and sales report for the 14th term	Approved	100%
		Entrustment of authority to approve financial statements and consolidated financial statements for the 14th term at the general stockholders' meeting	Approved	100%
		Resolution to convene the 14th annual meeting of stockholders	Approved	100%
		Extension of credit limit contracts at financial institutions	Approved	100%
		Approval of the safety and health plans	Approved	100%
		Issuance of the 6th non-guaranteed public bonds	Approved	100%
		Approval of large-scale internal transactions	Approved	100%
		Approval of the Treasury Stock Report	Approved	100%
Second session	Mar. 19, 2025	(Report) ICOFR operation and adequacy evaluation by the Audit Committee	Reported	-
Third session	Mar. 27, 2025	Appointment of CEO	Approved	100%
		Appointment of Independent Director Candidate Recommendation Committee members	Approved	100%
		Appointment of ESG Committee members	Approved	100%
		Approval of transactions between directors and the company	Approved	100%
		Revision of the Board regulations	Approved	100%

ESG Facts & Figures

Board Meeting History

Samyang Corporation

Session	Date	Agenda Item	Resolution	Approval Rate
Fourth session	May 16, 2025	Payment guarantee for borrowings of Samyang EP Hungary	Approved	100%
		Approval of large-scale internal transactions	Approved	100%
Fifth session	Aug. 29, 2025	Establishment of Compliance Control Standards and appointment of a Compliance Officer	Approved	100%
		Partial disposal of stocks in another corporation	Approved	100%
		Acquisition of stocks in another corporation	Approved	100%
		Extension of payment guarantee for borrowings of Samyang EP Hungary	Approved	100%
		Extension of credit limit contracts of financial agencies	Approved	100%
		Approval of large-scale internal transactions	Approved	100%
Sixth session	Nov. 26, 2025	Partial disposal of stocks in another corporation	Approved	100%
		Issuance of the 7th non-guaranteed public bonds	Approved	100%
		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%

Samyang KCI

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Jan. 20, 2025	Approval of the financial statements for the 34th fiscal year, including a report on ICOFR operation and evaluation	Approved	100%
Second session	Feb. 10, 2025	Approval of cash dividend	Approved	100%
		Resolution to convene the 34th annual general meeting of stockholders	Approved	100%
Third session	Mar. 13, 2025	(Report) Evaluation report on adequacy of Internal Accounting Control System (ICOFR) operation	Reported	-
Fourth session	May 9, 2025	Approval of Q1 financial statements for the 35th term	Approved	100%
		Appointment of ESG Committee members	Approved	100%
Fifth session	Aug. 1, 2025	Approval of half-year financial statements for the 35th term	Approved	100%
		(Report) Amendment of Internal Accounting Control System (ICOFR) regulations	Reported	-
Sixth session	Nov. 13, 2025	Approval of Q3 financial statements for the 35th term	Approved	100%
		Approval of transactions between directors and the company	Approved	100%
		Approval of the 2026 internal audit plan	Approved	100%
		(Report) Operation status of fund-fraud controls under Internal Accounting Control System (ICOFR)	Reported	-

Samyang Biopharm

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Nov. 3, 2025	Election of the Chair of the Board of Directors	Approved	100%
		Approval of the public notice in lieu of the inaugural general meeting of stockholders	Approved	100%
		Establishment of the Audit Committee	Approved	100%
		Appointment of a transfer agent	Approved	100%
Second session	Nov. 3, 2025	Establishment of the Independent Director Candidate Recommendation Committee and Appointment of Independent Director Candidate Recommendation Committee members	Approved	100%
		Establishment of the ESG Committee and appointment of its Chair and members	Approved	100%
		Approval of enactment of internal regulations	Approved	100%
		Approval of remuneration for directors	Approved	100%
		(Report) Matters reported by the Audit Committee	Reported	-
		(Report) Matters reported by the Independent Director Candidate Recommendation Committee	Reported	-
Third session	Dec. 30, 2025	Borrowing of facility funds from financial agencies	Approved	100%

Samyang Packaging

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Feb. 11, 2025	Approval of financial statements, consolidated financial statements, and sales report for the 11th term	Approved	100%
		Entrustment of authority to approve financial statements and consolidated financial statements for the 11th term at the general stockholders' meeting	Approved	100%
		Resolution to convene the 11th annual meeting of stockholders	Approved	100%
		Retirement of treasury stocks	Approved	100%
		Approval of the safety and health plans	Approved	100%
Second session	Mar. 18, 2025	Resetting credit limit contracts at financial institutions	Approved	100%
		(Report) ICOFR operation and adequacy evaluation	Reported	-
Third session	May 16, 2025	Trust agreement of treasury stock acquisition	Approved	100%
Fourth session	Aug. 5, 2025	Approval of warehouse investment	Approved	100%
		Revision of ICOFR regulations	Approved	100%
Fifth session	Sep. 29, 2025	Acquisition of stocks in another corporation (Kwangdong Pharmaceutical Co. Ltd.)	Approved	100%
Sixth session	Nov. 13, 2025	Approval of transactions between directors and the company	Approved	100%
		Retirement of treasury stocks	Approved	100%
		Approval of internal audit plans in 2026	Approved	100%

ESG Facts & Figures

Audit Committee Meeting History

Samyang Holdings

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Feb. 13, 2025	Deliberation on the agenda of the 74th general stockholders' meeting	Approved	100%
		Deliberation on the agenda of the general meeting of class B stockholders	Approved	100%
		(Report) Review of the appropriateness of the 74th term closing financial report	Reported	-
		(Report) Audit on resolutions of the Board of Directors	Reported	-
		(Report) Report on the ICOFR operation plans in 2025	Reported	-
		(Report) Report on the ICOFR operation	Reported	-
Second session	Mar. 20, 2025	Evaluation of the operational status of the internal monitoring system in 2024	Approved	100%
		Evaluation on and deliberation of the separate and consolidated ICOFR operation	Approved	100%
		Finalization of the Audit Committee's audit report	Approved	100%
Third session	Mar. 28, 2025	Appointment of the Chair of the Audit Committee	Approved	100%
Fourth session	May 30, 2025	(Report) Review of the adequacy of the 75th term Q1 review report	Reported	-
		(Report) Audit on resolutions of the Board of Directors	Reported	-
Fifth session	Aug. 11, 2025	Deliberation on the agenda of the interim stockholder meeting	Approved	100%
		(Report) Review of the adequacy of the 75th term semi-annual review report	Reported	-
		(Report) Audit on resolutions of the Board of Directors	Reported	-
Sixth session	Nov. 17, 2025	Approval of the 2026 internal audit plan	Approved	100%
		(Report) Review of the adequacy of the 75th term Q3 review report	Reported	-
		(Report) Audit on resolutions of the Board of Directors	Reported	-
		(Report) ICOFR operation report on fund-related fraud control	Reported	-
		(Report) 2025 internal audit results	Reported	-
Seventh session	Dec. 19, 2025	Appointment of an external auditor	Approved	100%

Samyang Corporation

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Feb. 12, 2025	(Report) Review of the appropriateness of the closing financial report	Reported	-
		(Report) Report on the ICOFR operation	Reported	-
		(Report) Report on the ICOFR operation plans in 2025	Reported	-
		(Report) Audit on resolutions of the Board of Directors	Reported	-
		Deliberation on agenda of the 14th annual general meeting of stockholders	Approved	100%
Second session	Mar. 19, 2025	Evaluation of the operational status of the internal monitoring system in 2024	Approved	100%
		ICOFR operation and adequacy evaluation	Approved	100%
		Finalization of the Audit Committee's audit report	Approved	100%
Third session	May 16, 2025	(Report) Review of the appropriateness of the quarterly review report	Reported	-
		(Report) Audit on resolutions of the Board of Directors	Reported	-
Fourth session	Aug. 29, 2025	(Report) Review of the adequacy of the semi-annual review report	Reported	-
		(Report) Audit on resolutions of the Board of Directors	Reported	-
		Approval of the contract for non-audit services with the external auditor in 2025	Approved	100%
Fifth session	Nov. 26, 2025	(Report) Review of the adequacy of the Q3 review report	Reported	-
		(Report) Audit on resolutions of the Board of Directors	Reported	-
		(Report) ICOFR operation report on fund-related fraud control	Reported	-
		(Report) 2025 internal audit results	Reported	-
		Appointment of an external auditor	Approved	100%
		Resolution of the 2026 internal audit plan	Approved	100%

Samyang Biopharm

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Nov. 3, 2025	Appointment of the Chair of the Audit Committee	Approved	100%
		Approval of the ICOFR regulations	Approved	100%
		Approval of evaluation criteria for external auditor candidates	Approved	100%
		Appointment of an external auditor	Approved	100%
		(Report) Audit on resolutions of the Board of Directors	Reported	-

Meeting History of the Independent Director Candidate Recommendation Committee

Samyang Holdings

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Feb. 13, 2025	Recommendation of Independent director candidates	Approved	100%

Samyang Corporation

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Feb. 12, 2025	Recommendation of Independent director candidates	Approved	100%

Samyang Biopharm

Session	Date	Agenda Item	Resolution	Approval Rate
First session	Nov. 3, 2025	Appointment of the Chair of the Independent Director Candidate Recommendation Committee	Approved	100%

ESG Facts & Figures

ESG Committee Meeting History

Samyang Holdings

Session	Date	Agenda Item	Resolution	Approval Rate
First session	May 30, 2025	(Report) Global ESG regulatory landscape	Reported	-
		(Report) Progress on the 2050 Net-Zero Roadmap	Reported	-
		(Report) Key ESG initiatives for 2025	Reported	-
		Approval of the ESG materiality assessment results	Approved	100%
		Revision of the Human Rights Management Policy	Approved	100%
Second session	Nov. 17, 2025	(Report) Domestic and global ESG trends	Reported	-
		(Report) New government's ESG policy direction	Reported	-
		(Report) Changes to Emissions Trading Scheme for Phase 4 planning period	Reported	-
		(Report) ESG management environment and progress on ESG initiatives	Reported	-

Samyang Corporation

Session	Date	Agenda Item	Resolution	Approval Rate
First session	May 16, 2025	(Report) Global ESG regulatory landscape	Reported	-
		(Report) Progress on the 2050 Net-Zero Roadmap	Reported	-
		(Report) Key ESG initiatives for 2025	Reported	-
		Approval of the ESG materiality assessment results	Approved	100%
		Revision of the Human Rights Management Policy	Approved	100%
Second session	Nov. 26, 2025	(Report) Report on the detention of CEO Nak-Hyun Choi in connection with alleged collusion	Reported	-
		(Report) ESG management environment and progress on ESG initiatives	Reported	-

Samyang KCI

Session	Date	Agenda Item	Resolution	Approval Rate
First session	May 9, 2025	Approval of ESG materiality assessment results	Approved	100%
		Revision of the Human Rights Management Policy	Approved	100%
		(Report) Global ESG regulatory landscape	Reported	-
		(Report) Progress on the 2050 Net-Zero Roadmap	Reported	-
		(Report) Key ESG initiatives for 2025	Reported	-
Second session	Nov. 13, 2025	Revision of the ESG Management Policy	Approved	100%
		(Report) Domestic and global ESG trends	Reported	-
		(Report) New government's ESG policy direction	Reported	-
		(Report) ESG business environment and progress on ESG initiatives	Reported	-

Samyang Packaging

Session	Date	Agenda Item	Resolution	Approval Rate
First session	May 16, 2025	Approval of the ESG materiality assessment results	Approved	100%
		Revision of the Human Rights Management Policy	Approved	100%
Second session	Nov. 13, 2025	(Report) Domestic and global ESG trends	Reported	-

Trainees and Completion Rate of Samyang Ethics School Programs

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
		2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Total programs	No. of courses	5	6	6	5	6	6	6	5	6	6	-	6	6
Training hours per capita	Hours	5	5	5	5	5	5	5	5	5	5	-	5	5
Trainees	Persons	559	565	148	1,287	1,250	1,266	401	517	532	531	-	183	199
Trainees who completed the training	Persons	537	563	134	1,270	1,244	1,193	376	517	532	496	-	183	194
Completion rate	%	96.06	99.65	90.54	98.68	99.52	94.23	93.77	100.00	100.00	93.41	-	100.00	97.49

ESG Facts & Figures

Violations of the Code of Ethics

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
		2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
Ethical management violations	Cases	0	0	0	2	3	0	0	3	1	1	0	0	0
Embezzlement	Cases	0	0	0	1	0	0	0	0	0	0	0	0	0
Sexual harassment	Cases	0	0	0	1	1	0	0	0	0	0	0	0	0
Workplace bullying	Cases	0	0	0	0	3	1	0	0	0	0	0	0	0
Supplier-related cases	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	Cases	2	1	0	7	3	3	0	1	2	2	0	0	1
Total	Cases	2	1	0	11	10	4	0	4	3	3	0	0	1
Corruption incidents resulting in employee dismissal or disciplinary action	Cases	0	0	0	5	7	3	0	4	1	1	0	0	0
Corruption incidents resulting in contract termination or non-renewal with business partners	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0
Handling rate	%	100	100	100	100	100	100	100	100	100	100	-	-	100
Violations of unfair trade practices, including anti-competitive conduct and monopolistic practices	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0
Monetary losses related to unfair trade practices, including anti-competitive conduct and monopolistic practices	KRW	0	0	0	0	0	0	0	0	0	0	0	0	0

R&D Investment

Category	Unit	Samyang Holdings			Samyang Corporation			Samyang Biopharm	Samyang Packaging			Samyang KCI		
		2023	2024	2025	2023	2024	2025	2025	2023	2024	2025	2023	2024	2025
R&D Expenses	KRW million	24,899	23,320	18,788	21,019	22,269	26,181	4,987	2,299	2,496	1,854	2,197	3,191	3,280
R&D Expenses/Sales Ratio	%	11.53	9.89	11.19	1.05	1.15	1.38	17.44	0.46	0.58	0.44	2.00	2.90	2.81
Number of R&D Personnel (*1)	Persons	76	75	0	169	165	160	73	5	5	4	16	19	26

(*1) Following the spin-off of Samyang Biopharm, which was formerly a business division of Samyang Holdings, all R&D personnel were transferred to Samyang Biopharm.

APPENDIX

6

GRI Index

Samyang Group published this Sustainability Report in accordance with the GRI Standards 2021, covering its sustainability management activities and performance from January 1 to December 31, 2025. Samyang Group has also complied with the requirements of GRI 1: Foundation 2021. Because no GRI Chemicals, Food and beverages, Pharmaceuticals, and Medical Equipment and Services Sector Standards have been issued, no separate sector standard has been applied. For Samyang Group's material issues during the 2025 reporting period, please refer to the "Double Materiality Assessment" section of this report.

General Disclosures

Index		Page(s)	Remarks
The organization and its reporting practices			
2-1	Organizational details	8, 13–16	
2-2	Entities included in the organization's sustainability reporting	2	
2-3	Reporting period, frequency and contact point	2	
2-4	Restatements of information		Reported in footnotes
2-5	External assurance	2, 149–151	
Activities and workers			
2-6	Activities, value chain and other business relationships	8, 15–16	
2-7	Employees	125–126	
2-8	Workers who are not employees	125–126	
Governance			
2-9	Governance structure and composition	59–60	
2-10	Nomination and selection of the highest governance body	58–60, 62	
2-11	Chair of the highest governance body	59–60	
2-12	Role of the highest governance body in overseeing the management of impacts	58	
2-13	Delegation of responsibility for managing impacts	58, 62–63	
2-14	Role of the highest governance body in sustainability reporting	18, 62–63	
2-15	Conflicts of interest	58–60, 63–67	
2-16	Communication of critical concerns	63, 67, 135–136	
2-17	Collective knowledge of the highest governance body	61	
2-18	Evaluation of the performance of the highest governance body	N/A	Performance evaluation has not been conducted
2-19	Remuneration policies	58, 133	
2-20	Process to determine remuneration	58	
2-21	Annual total compensation ratio	132, 133	
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	5–7	
2-23	Policy commitments	18, first page of each topic	
2-24	Embedding policy commitments	18, first page of each topic	
2-25	Processes to remediate negative impacts	67, 91–94	
2-26	Mechanisms for seeking advice and raising concerns	67	
2-27	Compliance with laws and regulations	118, 132, 139	
2-28	Membership associations	148	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	147, Stakeholder engagement for each topic is separately explained	
2-30	Collective bargaining agreements	94, 130	

Material Topics

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GRI 3: Disclosures on material topics			
3-1	Process to determine material topics	19	
3-2	List of material topics	20–21	

GRI Index

Material Issues

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Response to Climate Change			
3-3	Management of material topics	21–22	
GRI 201: Economic Performance			
201-2	Financial implications and other risks and opportunities due to climate change	24–25	
GRI 302: Energy			
302-1	Energy consumption within the organization	27, 114	
302-3	Energy intensity	114	
302-4	Reduction of energy consumption	28–29, 114	
GRI 305: Emissions			
305-1	Direct (Scope 1) GHG emissions	33–34, 113	
305-2	Energy indirect (Scope 2) GHG emissions	33–34, 113	
305-3	Other indirect (Scope 3) GHG emissions	33–34, 115	
305-4	GHG emissions intensity	33–34, 113	
305-5	Reduction of GHG emissions	28–29, 33–34	
305-6	Emissions of ozone-depleting substances (ODS)	-	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	70, 116	
Occupational Safety and Health			
3-3	Management of material topics	21, 36	
GRI 403: Occupational Health and Safety			
403-1	Occupational health and safety management system	36, 38	
403-2	Hazard identification, risk assessment, and incident investigation	41–42, 124	
403-3	Occupational health services	36, 38–39, 42	
403-4	Worker participation, consultation, and communication on occupational health and safety	36, 38–42	
403-5	Worker training on occupational health and safety	39	
403-6	Promotion of worker health	55, 101	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	36, 38–42	
403-8	Workers covered by an occupational health and safety management system	36, 42	
403-9	Work-related injuries	43, 123	
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Index		Page(s)	Remarks
Product Safety and Quality			
3-3	Management of material topics	21, 44	
GRI 416: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	46–48	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	49, 132	No incidents of non-compliance
GRI 417: Marketing and Labeling			
417-1	Requirements for product and service information and labeling	99	
417-2	Incidents of non-compliance concerning product and service information and labeling	132	
417-3	Incidents of non-compliance concerning marketing communications	132	
Human Resource Management			
3-3	Management of material topics	21, 50	
GRI 401: Employment			
401-1	New employee hires and employee turnover	127	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	55, 128	
401-3	Parental leave	55, 128	
GRI 404: Training and Education			
404-1	Average hours of training per year per employee	128	
404-2	Programs for upgrading employee skills and transition assistance programs	52, 53	
404-3	Percentage of employees receiving regular performance and career development reviews	54, 129	
GRI 405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	58–60, 126	
405-2	Ratio of basic salary and remuneration of women to men	129	
Corporate Governance			
3-3	Management of material topics	21, 58	
Ethics and Compliance Management			
3-3	Management of material topics	21, 64	
GRI 205: Anti-corruption			
205-1	Operations assessed for risks related to corruption	67, 139	
205-2	Communication and training about anti-corruption policies and procedures	65–66	
205-3	Confirmed incidents of corruption and actions taken	139	
GRI 206: Anti-competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	139	

GRI Index

Non-Material Issues

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GRI 101: Biodiversity			
101-1	Policies to halt and reverse biodiversity loss	78–81	
101-2	Management of biodiversity impacts	78–81	
GRI 201: Economic Performance			
201-1	Direct economic value generated and distributed (EVG&D)	108, 134	
201-3	Defined benefit plan obligations and other retirement plans	130	
GRI 202: Market Presence			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	129	
GRI 203: Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	87–89, 132	
GRI 301: Materials			
301-2	Recycled input materials used	76–77, 119	
301-3	Reclaimed products and their packaging materials	76–77	
GRI 303: Water and Effluents			
303-1	Interactions with water as a shared resource	82	
303-2	Management of water discharge-related impacts	82	
303-3	Water withdrawal	82, 121	
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GRI 306: Waste			
306-1	Waste generation and significant waste-related impacts	69	
306-2	Management of significant waste-related impacts	71	
306-3	Waste generated	71, 117	
306-4	Waste diverted from disposal	71	
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GRI 308: Supplier Environmental Assessment			
308-2	Negative environmental impacts in the supply chain and actions	95–96	

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GRI 402: Labor/Management Relations			
402-1	Minimum notice periods regarding operational changes	94	
GRI 406: Non-Discrimination			
406-1	Incidents of discrimination and corrective actions taken	130	
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	91–93, 95–96	
GRI 408: Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	91–93, 95–96	
GRI 409: Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	91–93, 95–96	
GRI 413: Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	87–89	
GRI 414: Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	95–96	
414-2	Negative social impacts in the supply chain and actions taken	95–96	
GRI 418: Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	131	

SASB Index

The Sustainability Accounting Standards Board (SASB) Standards were introduced in 2011 by the US-based Sustainability Accounting Standards Board as industry-specific sustainability accounting standards. The SASB Standards identify sustainability-related risk topics that are highly relevant to each industry and recommend that companies report on those topics consistently to support communication with investors and other stakeholders. Samyang Group's SASB Index has been prepared in accordance with the Processed Foods, Containers & Packaging, Chemicals, and Biotechnology & Pharmaceuticals industry standards, which are closely related to the Group's main business.

Sustainability Metrics

Topic	Accounting Metric	Code	Page(s) and Responses
Safety of clinical trial participants	Discussion, of management processes in world regions for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	46
	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	
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	
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 an internal management indicator
	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	
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 an internal management indicator
	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	
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	Not applicable
	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	HC-BP-250a.2	
	Number of recalls issued, total units recalled	HC-BP-250a.3, RT-CP-250a.1 FB-PF-250a.4	132
	Total amount of products accepted for take-back, reuse, or disposal	HC-BP-250a.4	
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-BP-250a.5	Not applicable
Counterfeit drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	46
	Discussion of procedures to alert consumers and business partners about potential or known risks related to counterfeit products	HC-BP-260a.2	
	Number of actions taken that resulted in raids, seizures, arrests, and/or criminal prosecutions related to counterfeit products	HC-BP-260a.3	132
Ethical marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	132
	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	46
Employee recruitment, development and retention	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	51
	(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	126
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	
	Total aluminum purchased and percentage from certified sources	RT-CP-430a.2	

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	139
	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	62
Safety and environmental stewardship of chemicals	(1) Strategy to manage chemicals of concern (2) Development of alternatives with reduced human and environmental impact	FB-PF-410b.2	72–74
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	39, 72, 82
Operational safety, emergency preparedness and response	(1) Process Safety Incidents Count (PSIC) (2) Process Safety Total Incident Rate (PSTIR) (3) Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	123
	Number of transport incidents	RT-CH-540a.2	
Energy management	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	FB-PF-130a.1, RT-CP-130a.1, RT-CH-130.a.1	28, 115
Water management	(1) Total water withdrawn (2) Total water consumed Percentage of each in regions with High or Extremely High Baseline Water Stress	FB-PF-140a.1, RT-CP-140a.1, RT-CH-140a.1	82–83, 121
	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	118
	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	83
Food safety	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 an internal management indicator
	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	Not an internal management indicator
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns	FB-PF-260a.2	47
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 an internal management indicator
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) labeled as non-GMO	FB-PF-270a.2	
	Number of labeling and marketing violations	FB-PF-270a.3	132
	Total monetary losses from legal proceedings associated with labeling and marketing activities	FB-PF-270a.4	
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	75, 119
	Revenue generated from products that are reusable or recyclable	RT-CP-420a.2	76–77
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF-410a.2, RT-CP-410a.3	

SASB Index

<table>
<tr><th>Topic</th><th>Accounting Metric</th><th>Code</th><th>Page(s) and Responses</th></tr>
<tr><td rowspan="2">Environmental and social impacts of ingredient supply chain</td><td>Percentage of food ingredients sourced that are certified to third-party environmental and social standards, and percentage by standard</td><td>FB-PF-430a.1</td><td>75, 119</td></tr>
<tr><td>Suppliers' social and environmental responsibility audit (1) Non-conformance rate (2) Associated corrective action rate for major and minor non-conformances</td><td>FB-PF-430a.2</td><td>Not applicable</td></tr>
<tr><td rowspan="2">Ingredient sourcing</td><td>Percentage of food ingredients sourced from regions with high or extremely high baseline water stress</td><td>FB-PF-440a.1</td><td>Not an internal management indicator</td></tr>
<tr><td>List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations</td><td>FB-PF-440a.2</td><td>76–77</td></tr>
<tr><td rowspan="2">Greenhouse gas emissions</td><td>Gross global Scope 1 emissions and percentage covered under emissions-limiting regulations</td><td>RT-CP-110a.1, RT-CH-110a.1</td><td>Not an internal management indicator</td></tr>
<tr><td>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</td><td>RT-CP-110a.2, RT-CH-110a.2</td><td>23–33</td></tr>
<tr><td>Air pollutant emissions</td><td>(1) NOx emissions (excluding N_2O), (2) SOx emissions, (3) Volatile organic compounds (VOCs) emissions, (4) Particulate matter (PM) emissions, and (5) Hazardous air pollutants (HAPs) emissions</td><td>RT-CP-120a.1, RT-CH-120a.1</td><td>70, 116</td></tr>
<tr><td>Hazardous waste management</td><td>Amount of hazardous waste generated, and percentage recycled</td><td>RT-CP-150a.1, RT-CH-150a.1</td><td>117</td></tr>
<tr><td>Product safety</td><td>Discussion of processes for the identification and management of risks associated with new materials and hazardous chemicals related to product safety</td><td>RT-CP-250a.2</td><td>72–74</td></tr>
<tr><td>Community relations</td><td>Discussion of engagement processes to manage risks and opportunities associated with community interests</td><td>RT-CH-210a.1</td><td>87</td></tr>
<tr><td rowspan="2">Workforce safety and health</td><td>(1) Total Recordable Incident Rate (TRIR) of direct employees, (2) Total Recordable Incident Rate (TRIR) of contract employees, (3) Fatality rate of direct employees, (4) Fatality rate of contract employees</td><td>RT-CH-320a.1</td><td>123</td></tr>
<tr><td>Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks</td><td>RT-CH-320a.2</td><td>38</td></tr>
<tr><td>Product design for use-phase efficiency</td><td>Revenue from products designed for use-phase resource efficiency</td><td>RT-CH-410a.1</td><td>76–77</td></tr>
<tr><td rowspan="3">Safety and environmental stewardship of chemicals</td><td>Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances</td><td rowspan="2">RT-CH-410b.1</td><td>9.9%
(294 codes applicable to Category 1 and 2 out of 2,972 registered codes)</td></tr>
<tr><td>Percentage of such products that have undergone a hazard assessment</td><td>100%
(Calculated by targeting substances in accordance with the domestic Occupational Safety and Health Act)</td></tr>
<tr><td>Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact</td><td>RT-CH-410b.2</td><td>72–74</td></tr>
</table>

<table>
<tr><th>Topic</th><th>Accounting Metric</th><th>Code</th><th>Page(s) and Responses</th></tr>
<tr><td rowspan="8">Activity Metric</td><td>Number of treated patients</td><td>HC-BP-000.A</td><td>Not an internal management indicator</td></tr>
<tr><td>Number of (1) drugs in the portfolio and (2) drugs in R&D (Phases 1–3)</td><td>HC-BP-000.B</td><td rowspan="4">Not disclosed because the information is commercially sensitive</td></tr>
<tr><td>Weight of products sold</td><td>FB-PF-000.A</td></tr>
<tr><td>Number of production facilities</td><td>FB-PF-000.B</td></tr>
<tr><td>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)</td><td>RT-CH-000.A</td></tr>
<tr><td>Production volume by substrate (Relevant substrates include paper and/or wood fiber, glass, metal, and petroleum-based substrates (i.e., polymers).)</td><td>RT-CP-000.A</td><td rowspan="2">Not applicable</td></tr>
<tr><td>Percentage of production by substrate: (1) paper/wood fiber, (2) glass, (3) metal, and (4) plastic</td><td>RT-CP-000.B</td></tr>
<tr><td>Number of employees</td><td>RT-CP-000.C</td><td>125</td></tr>
</table>

Stakeholder Engagement

Definition of Stakeholders and Communication

Samyang Group defines its key stakeholders based on its legal, financial, and operational responsibilities and influence. These stakeholders include stockholders, investors, suppliers, employees, customers, local communities and NGOs, government agencies, media organizations, and associations across the value chain. The Group recognizes the importance of stakeholder expectations and needs, and it has established communication channels tailored to each group to collect feedback and encourage participation. Through communication with diverse stakeholder groups, Samyang Group reflects ESG and sustainability management activities in corporate decision-making and strategic planning, and it discloses these processes transparently to build mutual trust. Samyang Group will continue to communicate and collaborate with stakeholders to create sustainable value and fulfill 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	• Maximizing stockholder value • Expanding the business portfolio • Managing ESG risks • Ensuring governance transparency • Achieving stable financial performance	• Sustainable transactions • Supplier selection criteria • Fair transaction compliance • Win-win growth • Supplier ESG Management	• Fair performance evaluation and compensation • Workplace safety management • Employee benefits • Supporting employee capability enhancement • Handling labor relations and grievances	• Product quality • Product safety management • Handling customer complaints • Protecting customer privacy	• Social contribution activities • Local development • Environmental protection in local communities • Job creation	• Regulatory compliance • Compliance with tax obligations • Transparent disclosure of information • ESG disclosures and certifications
Communication Channels	• Business report disclosure • IR meetings • IR presentations • Website	• Win-win Growth Portal/TOPS • Visiting suppliers • OMS • Activities to support win-win growth	• Labor-Management Council • In-house grievance channels • Online Communication Platform in the intranet • Town hall meetings	• Customer service center • Website • Social media platform • Exhibitions/seminars	• Employee volunteer group • Yangyoung-Sudang Foundation • Community Chest of Korea • University student volunteer program "Samyang Seeds"	• Media press releases • Business report disclosure • Corporate governance report disclosure • Policy roundtable
Communication Activities	• Reporting business performance through regular disclosures • Enhancing mid- to long-term business strategies • Holding general meetings of stockholders	• Providing technical and management support to suppliers • Conducting education and training for suppliers • Operating a VOC system • Supplier ESG self-assessment	• Operating in-house educational programs • Conducting activities to improve organizational culture • Conducting employee engagement surveys	• Collecting customer feedback and providing responses • Conducting sales and marketing activities • Conducting customer satisfaction surveys	• Future Science Camp • Love Nature with Blue Mind: Drawing Festival • Other community volunteering activities • Biodiversity conservation campaigns	• Preventing unfair practices and corruption • Ensuring compliance with relevant regulations • Participating in ESG initiatives • Collaborating to improve disclosure systems

Awards and Associations

Company	Major Awards Details
Samyang Corporation	Commendation on the 30th Environment Day (Incheon Plant 2)
Samyang Packaging	Industrial Commendation at the 51st National Quality Innovation Competition

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)	

Samyang Packaging

Korea Enterprises Federation	Korea Standards Association	Korea International Trade Association	Seoul Chamber of Commerce and Industry
Korea Food Industry Association	Korea PET Bottle 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

Independent Assurance Statement

To readers of Samyang Group 2025 Sustainability Report

Introduction

Korea Management Registrar (KMR) was engaged to conduct an independent assurance of Samyang Group 2025 Sustainability Report for the year ending December 31, 2025. The preparation, information and internal control of the report are the sole responsibility of Samyang Group's 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 Group 2025 Sustainability Report

Reference Standard

- GRI Standards 2021

Assurance criteria

KMR applied the quality management system in accordance with ISO 17029 and KMR EDV 01, and carried out the verification in accordance with the assurance criteria of AA1000AS v3 and KMR's proprietary SRV1000. 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 these criteria. 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

Scope of assurance

The information subject to verification in the sustainability report is as follows.

- GRI Standards 2021 reporting principles
- Universal Standards
  - GRI 2 General Disclosures 2021
  - GRI 3 Material Topics 2021
- Topic Specific Standards
  - GRI 101: Biodiversity(101-1, 101-2),
  - GRI 201: Economic Performance(201-1, 201-2, 201-3), GRI 202: Market Presence(202-1), GRI 203: Indirect Economic Impacts(203-1), GRI 205: Anti-corruption, GRI 206: Anti-competitive Behavior,
  - GRI 301: Materials(301-2, 301-3), GRI 302: Energy(302-1, 302-3, 302-4), GRI 303: Water and Effluents, GRI 305: Emissions(305-1, 305-2, 305-3, 305-4, 305-5, 305-7), GRI 306: Waste, GRI 308: Supplier Environmental Assessment(308-2),
  - GRI 401: Employment, GRI 402: Labor/Management Relations, GRI 403: Occupational Health and Safety, GRI 404: Training and Education, GRI 405: Diversity and Equal Opportunity, GRI 406: Non-discrimination, GRI 407: Freedom of Association and Collective Bargaining, GRI 408: Child Labor, GRI 409: Forced or Compulsory Labor, GRI 413: Local Communities(413-1), GRI 414: Supplier Social Assessment, GRI 416: Customer Health and Safety, GRI 417: Marketing and Labeling, GRI 418: Customer Privacy

As for the reporting boundary, information external to the organization was excluded from the scope of assurance.

Independent Assurance Statement

KMR's Approach

Our Assurance Team undertook the following activities for the agreed scope of assurance using the standard outlined above:

- 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);
- sVisiting 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. In a limited assurance engagement, the scope of the risk assessment procedures and the subsequent procedures performed in response to the assessed risks are more limited than in a reasonable assurance engagement. 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. We found that the report was prepared in accordance with the criteria presented by Samyang Group, and nothing comes to our attention to suggest that the evidence obtained regarding its content is insufficient to provide a basis for our opinion. Our opinion on the principles is as follows:

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.

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.

Independent Assurance Statement

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 sustainability performance data, including economic, environmental, and social performance data. 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 Republic of Korea Emissions Trading Scheme (K-ETS), accredited to ISO/IEC 17029:2019 (Conformity Assessment - General principles and requirements for validation and verification bodies), ISO 14067, the additional accreditation criteria ISO 14065, and ISO/IEC 17021:2015 (Requirements for bodies providing audit and certification of management systems). 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. As this assurance statement may be subject to revision after the assurance date below, we recommend verifying whether this is the latest version.

June 5, 2026
CEO
E. J Hwang

KMR
SRV1000
Sustainability Committee Assurance
AA1000
Licensed Report
000-129/V3-2TEMN

#1204, Acehightechcity 1-dong, 775 Kyunginro, Yeongdeungpo-gu, Seoul, 07299, Korea
Homepage : www.ikmr.co.kr

SAMYANG

SINCE 1924