

SQUARE THE CIRCLE

2024 Samyang Foods Sustainability Report

About This Report

Samyang Foods has published an annual Sustainability Report since June 2024 to share its sustainability efforts and achievements transparently with both internal and external stakeholders.

Moving forward, we will continue to use the Report as a platform for engaging with stakeholders and incorporating their valuable input into our business operations.

The 2024 Samyang Foods Sustainability Report has been designed as an interactive PDF. Users can access relevant content directly by clicking on the embedded icons or the table of contents located on the left side of the report.

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Reporting Cycle	Annual
Date of Publication	June 2025
Inquiries	ESG Team
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Reporting Standards

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021. It also includes Samyang Foods' activities for achieving the UN Sustainable Development Goals (SDGs) and follows the Processed Foods industry standard of the Sustainability Accounting Standards Board (SASB). The recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) have been incorporated for climate-related information disclosure, and financial performance data are presented in accordance with the Korean International Financial Reporting Standards (K-IFRS).

Reporting Period

This Report presents sustainability management performance data for the period of January 1 to December 31, 2024. To ensure year-over-year comparability, it includes three years of quantitative data (2022-2024), along with select qualitative updates from the first half of 2025.

Reporting Scope

The scope of this report covers Samyang Foods' headquarters and domestic sites. The reporting scope may vary by topic, and any differences are noted in the footnotes.

Third-Party Verification

This report has been verified by the independent assurance provider, Korea Management Registrar (KMR) to ensure accuracy and reliability. Detailed information on the verification process and the independent assurance statement can be found on pages 108-109. The third-party assurance statement for reported greenhouse gas emissions (Scope 1 and 2) is available on page 110.

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CEO Message

Dear Stakeholders, Thank you for your continued interest and support for Samyang Foods.

The year 2024 marked a pivotal moment, as we declared our ambition to become a 'global total food company.' Amid a challenging business landscape marked by slowing global growth and rising protectionism, we achieved the strongest results in our history—KRW 1.7 trillion in sales and KRW 340 billion in operating profit—driven by robust performance from our U.S. and China subsidiaries. With over KRW 1 trillion in exports of Buldak Ramen and the milestone of winning Korea's first-ever USD 700 Million Export Tower award in the food sector, we have elevated our global standing. Rather than settling for these achievements, we remain committed to securing differentiated customer value through continuous R&D and strengthening our competitiveness, while advancing ESG management to build a more sustainable future.



We will strengthen our core competencies to realize our vision of 'Wellness & Healthcare.'

Leveraging our long-standing commitment to public nutrition, we intend to reposition our business as a professional player in the broader wellness and healthcare domain, redefining our industry role and value proposition. We will continue to break down traditional boundaries and fixed perceptions between food and healthcare, and drive our own transformation through new, integrated business innovations that create synergy across both domains. To realize these goals, we will focus on strengthening our core capabilities by expanding our global sauce business—centered around the core sauce expertise of the Buldak brand—and by investing in R&D and talent development to lead the future of food culture.

We will respond to climate change as part of our ongoing commitment to sustainable development for future generations.

Climate change is one of the most urgent and serious global challenges, with far-reaching impacts on extreme weather, resource scarcity, and food security. We recognize that taking climate action is both a strategic imperative for corporate competitiveness and a fundamental responsibility for building a better future. Samyang Foods has set a target of achieving carbon neutrality by 2050 and is actively reducing emissions by introducing eco-friendly facilities, adopting sustainable packaging, and measuring product-level carbon footprints. In addition, our newly completed Miryang Plant 2 features smart systems and utilizes renewable energy such as solar power to further advance our path toward carbon neutrality. Samyang Foods will continue to take action on climate change to help ensure a sustainable future for the next generation.

We will solidify our ESG management practices and expand communication with our stakeholders.

Samyang Foods fully embraces the importance and goals of ESG, embedding its values across our corporate culture. All employees uphold ethical standards as a core principle in decision-making, while maintaining fair and transparent relationships with our business partners. We are also committed to consumer centered management by providing safe and healthy products. Going forward, Samyang Foods will continue to build differentiated global competitiveness through ESG management, while fostering trust through ongoing communication with customers, partners, employees, and other stakeholders as we shape a sustainable future together.

Thank you.

CEO, Samyang Foods **Jung-soo Kim** 

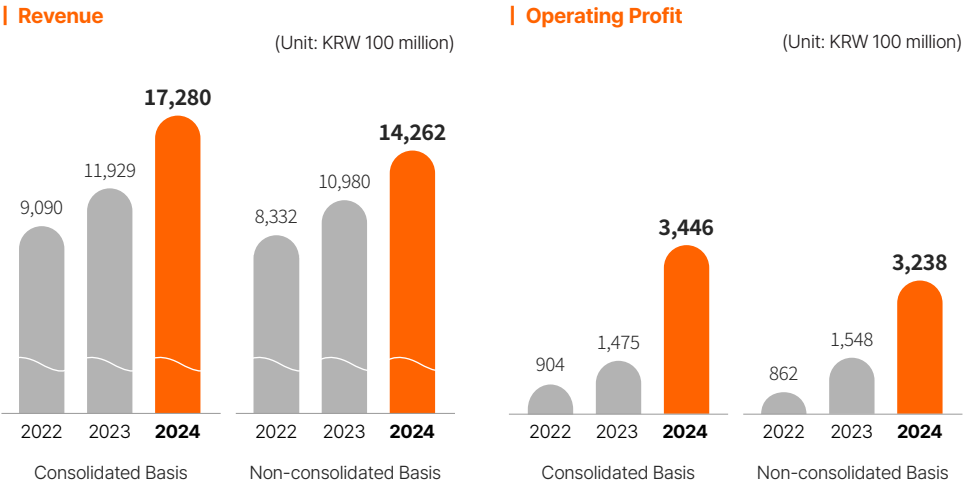
Company Profile

Since its establishment in 1961, Samyang Foods has embodied the spirit of ‘Food Sufficiency Leads to World Peace’ (食足平天, Having enough to eat ensures peace throughout the world), transforming Korea’s diet with the launch of the nation’s first ramen, Samyang Ramen. Building on the global success of brands such as Buldak Ramen, we have expanded our business into home meal replacements (HMR) and health functional foods to embrace the future of dining culture. Going forward, Samyang Foods will continue to provide honest, high-quality foods while championing environmental protection and fulfilling our social responsibilities as a sustainable company.

Company Overview

Company Name	Samyang Foods
Date of Establishment	September 15, 1961
CEOs	Jung-soo Kim, Dong-chan Kim
Founder	Late Joong-yoon Chun
Major business	Food Manufacturing
Headquarters	104 Opaesan-ro 3-gil, Seongbuk-gu, Seoul
No. of Employees	2,390
Company Website	www.samyangfoods.com

Financial Performance



Business Areas



Corporate Philosophy

Legacy

Food Sufficiency Leads to World Peace 食足平天

Having enough to eat ensures peace throughout the world

Live for a Century, Plan for a Millennium 人間百懷千歲憂

Although human beings may live for a century, they should plan for a millennium.

Slogan

Square the Circle

Breaking the Impossible Rule

Through relentless efforts to break the rules of the impossible, we will continue to unlock new possibilities.

Vision

Food for Thought

A Company That Serves Enriching Lives and the Future

We strive to become true ‘Food for Thought’ — ‘a source of inspiration’ for richer lives and a better future.

Culture

Round-Minded & Square-Headed

Round-Minded & Square-Headed

- We pursue harmony between people and nature.
- We build empathy through customer engagement and research.
- We reflect on ourselves objectively to drive greater evolution.
- We think boldly to spark innovation.

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Key Milestones

1961~1979

Pioneering new food culture with innovative ideas and concepts

1961	Founded Samyang Foods Co., Ltd.	
1963	Launched Korea's first instant ramen, Samyang Ramen	
1969	Exported ramen overseas for the first time in Korea	
1970	Established Igeon Food Culture Foundation (now Samyang Igeon Scholarship Foundation)	
1971	Completed construction of the Iksan Plant Launched Korea's first ramen snack	
1972	Established Samyang Livestock Development (now Samyang Roundhill) Launched Korea's first cup ramen	
1975	Founded Samyang Cardboard Manufacturing (now Samyang Squarepack) Established Samyang Baker Tank Terminal	

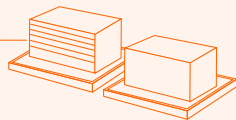
1980~2019

Establishing systems for leading into a global company

1980	Completed construction of the dairy processing plant	
1981	Launched Korea's first spoonable yogurt Formed Samyang Foods Group	
1988	Established Samyang Motors (now Samyang Logistics)	
1989	Completed construction of the Wonju Plant Launched Korea's first rice ramen	
1990	Became the first fermented milk product in Korea to obtain the KS Mark	
2009	Obtained HACCP certification	
2011	Founded Samyang THS (now Samyang Roundus)	
2012	Launched 'Buldak Ramen'	
2014	Obtained Korea's first HALAL certification in the ramen industry	
2017	Established Samyang Wondong Cultural Foundation Founded Samyang Flourmills	
2019	Established 'SAMYANG JAPAN, INC.'	

2020~2025

Preparing to develop future markets through the fusion of food and science

2020	Selected as a World-Class Product Manufacturer (ramen category) by the Ministry of Trade, Industry and Energy (certified by KOTRA)	
2021	Declared commitment to Sustainable Management and launched the ESG Committee Established 'SAMYANG AMERICA, INC.' Established 'SAMYANG FOODS SHANGHAI CO., LTD.' Acquired CCM (Consumer Centered Management) and Family-Friendly Company certifications	
2022	Obtained ISO 45001 and ISO 14001 certifications across all business sites Awarded the USD 400 Million Export Tower on the 59th Trade Day Completed construction of the Miryang Plant 1	
2023	Established 'PT. SAMYANG FOODS INDONESIA' Held the 60th Anniversary Vision Declaration Ceremony for Samyang Ramen Renewed the corporate identity (CI) of Samyang Foods Group	
2024	Began construction of Miryang Plant 2 Established 'SAMYANG FOODS EUROPE B.V.' First in the Korean food industry to receive the USD 700 Million Export Tower award	
2025	Merged with Samyang Squarepack Completed construction of Miryang Plant 2	

Our Company

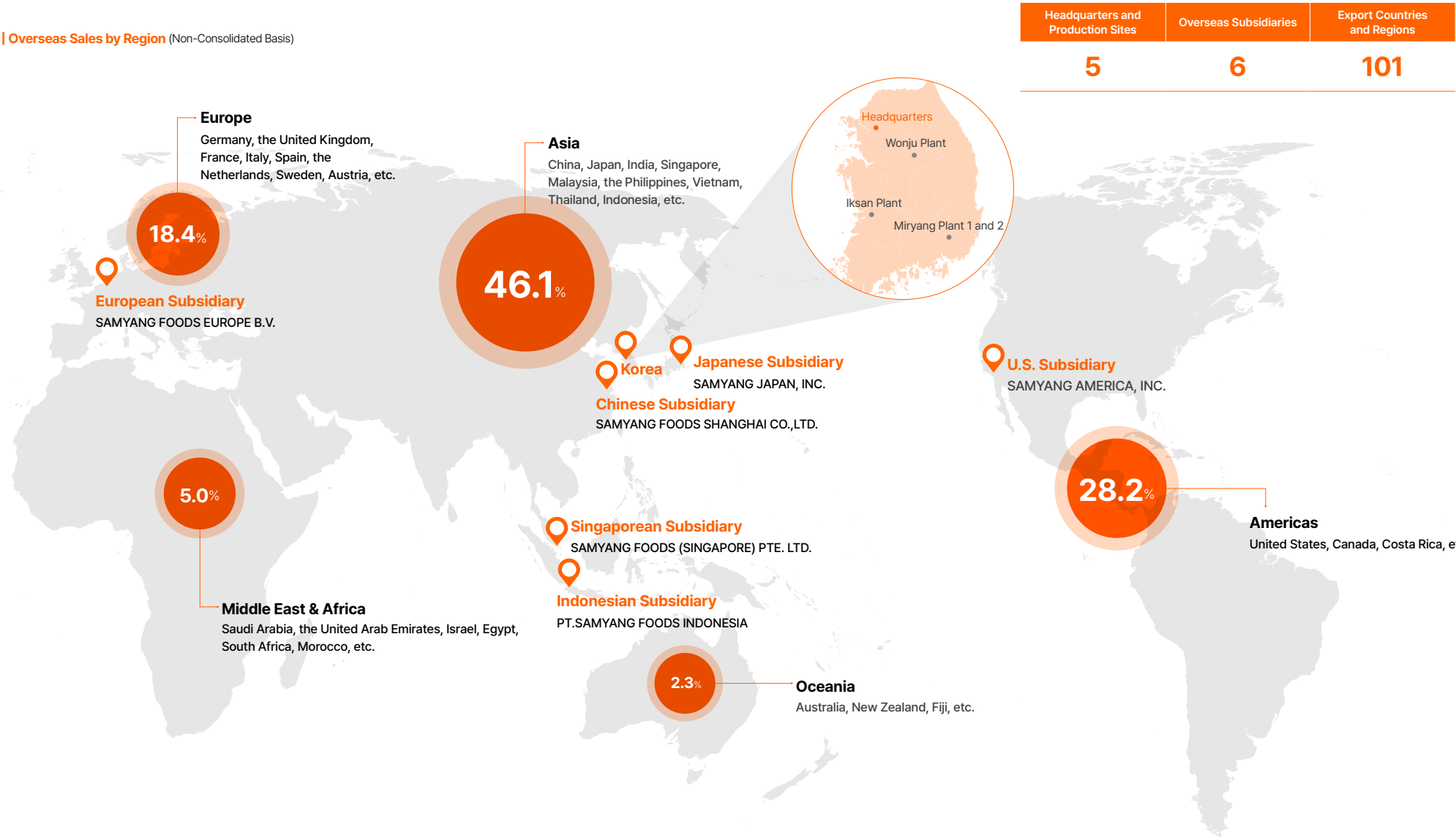
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Global Network

Samyang Foods has built a global network through its headquarters and domestic sites, as well as overseas subsidiaries in 6 countries: the United States, China, Japan, Indonesia, the Netherlands, and Singapore. As of the end of 2024, we export to 101 countries worldwide, and in June 2025 we completed the construction of our new Miryang Plant 2 to enhance our global supply capabilities. We will continue to strengthen our export capacity and lay the foundation for sustainable growth by strategically expanding production bases and advancing overseas operations.

| Overseas Sales by Region (Non-Consolidated Basis)



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Flagship Brands

Buldak Global No.1 Spicy Brand



- Buldak is Samyang Foods' mega-hit brand that has led the global K-Food trend as the icon of spicy flavor, with over 8 billion units of Buldak Ramen sold worldwide as of March 2025.
- With its unmatched heat, Buldak Ramen created a global cultural sensation through the Fire Noodle Challenge and reinforced its brand presence via immersive experiences such as the Splash Buldak Campaign, held in five cities across four countries.
- Through HALAL certification and a diverse lineup of Buldak products, the brand has grown into a truly global phenomenon—recognized as the Global No.1 Spicy Brand enjoyed by consumers around the world.
- By offering diverse product variations and engaging new campaigns, Buldak will continue to lead the spicy trend, delivering intense heat in a way that's both delicious and fun.

- ✓ Irreplaceable Spiciness
- ✓ Fire Noodle Challenge
- ✓ Splash Buldak Campaign
- ✓ Exported to Over 100 Countries
- ✓ Over 8 Billion Units Sold



Meptaeng Spice that Heals



- Meptaeng is a brand that delivers diverse and enjoyable spicy flavors derived from a wide range of ingredients, helping relieve stress and energize everyday life.
- In Korea, the brand applies the Spicy Pentagon Index, which categorizes spiciness into five distinct profiles—intense, refreshing, clean, tingling, and subtle—offering tailored flavors that suit various moods and moments. In March 2025, Meptaeng launched its first bibim-myeon (cold spicy noodles) under the brand, capturing seasonal demand in the summer market.
- For global audiences, the newly launched MEP product line reinterprets both traditional Korean and exotic flavors to express spice in uniquely creative ways. The product has already debuted in Thailand, Japan, and Malaysia, with further expansion planned.
- Meptaeng will continue introducing new and original spicy products to add excitement and vitality to consumers' everyday lives.

- ✓ Spicy-Savory Broth
- ✓ Multi-layered Spiciness
- ✓ Spicy Pentagon
- ✓ Hangover Relief & Healing
- ✓ Stress Relief



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Flagship Brands

Tangle Pasta Evolution



- Tangle is Samyang Foods' first premium non-fried noodle brand, born from the desire to make pasta tastier, healthier, and more convenient. It introduces familiar pasta formats infused with distinctive Korean flavors, catering especially to global consumers.
- The noodles are delightfully chewy and bouncy, paired with K-Food-inspired sauces such as kimchi and bulgogi. Designed with a convenient one-pot recipe, the dish allows all ingredients to be cooked together with ease.
- Delivering restaurant-quality flavor with low-calorie, nutrient-rich, and high-protein noodles, Tangle offers both taste and nutrition. As a pioneer of K-Pasta, the brand has entered the global non-fried noodle market and has been available in Korea since 2025.

- One-Pot Recipe
- Premium non-fried noodles
- Chewy and Bouncy Texture
- K-Pasta
- Low-Calorie



Jack & Pulse Next-gen Nutrition



- Jack & Pulse is Samyang Foods' first high-end, plant-based healthcare brand. At its core, 'Pulse' represents both the rhythm of healthy energy flow (Up & Down) and the essence of plant protein—the pulse crop, such as beans and legumes.
- Under the message of 'Next-gen Nutrition,' the brand introduces innovative and energizing products designed to support a healthier everyday life.
- As the only brand in Korea to feature plant-based hydrolyzed protein, Jack & Pulse enhances nutrient absorption and offers a naturally derived protein formula with a soft and moist texture—designed to deliver high-quality nutrition safely and conveniently, anytime and anywhere.

Jack & Pulse aspires to be a daily companion in creating a healthier, more balanced lifestyle for modern consumers.

- Plant-Based Ingredients
- Plant-based Protein
- High Protein
- High in Dietary Fiber
- Low-Calorie



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Business Areas



Noodles

The late Honorary Chairman Joong-yoon Chun, founder of Samyang Foods, launched Samyang Ramen in 1963 as Korea's first-ever instant noodle product, with the aim of alleviating post-war food shortages. He went on to pioneer new categories by introducing various ramen products such as Korea's first non-fried noodles, cup noodles, rice noodles, and jjajang ramen, expanding the nation's food landscape. Launched in 2012, Buldak Ramen has become both a cultural phenomenon and an iconic symbol of K-Food, enjoying widespread popularity among global consumers. Additionally, Samyang Foods introduced Tangle, a premium non-fried noodle brand developed exclusively for global markets, and Meptaeng, which captures diverse dimensions of spiciness in a savory broth format, as part of its efforts to expand its product portfolio and actively diversify markets in response to evolving consumer trends.



Snacks

Samyang Foods offers a range of long-standing snack products with strong brand recognition and a rich history. Launched in 1972, Star Popeye was Korea's first ramen snack for children and remains a handy snack enjoyed anytime, anywhere. Released in 1973, Changgu is a sweet, tube-shaped snack that offers both fun and nutrition. In response to evolving consumer trends, Samyang Foods continues to launch new variations including Chocolate Changgu, Brown Sugar Changgu, and Cream Cheese Changgu introduced in 2024. Launched in 1986, Pop Corn Snack is a Korean-style soft popcorn snack that is vegan-certified for using no animal-derived ingredients and is recognized for its quality and safety.



Nutrition

Building on the founder's commitment to promoting wholesome food, Samyang Foods provides functional foods and dairy products that align with today's health-conscious trends. Jack & Pulse, a plant-based healthcare and functional food brand, offers high-protein, high-fiber products designed to support everyday wellness. The company also supports customers' health and well-being through Samyang Farm Organic Milk, made with raw milk sourced from Samyang Roundhill in Daegwallyeong, the largest organic grassland dairy farm in Asia.



Sauces

Building on R&D capabilities accumulated since 1973, Samyang Foods officially launched the Buldak Sauce in 2018. With its incomparable spiciness, the brand continues to break boundaries across food categories and promote K-Spicy culture worldwide. The lineup includes a range of flavors such as Buldak 2x Spicy Hot Sauce, Buldak Carbonara Hot Sauce, Buldak Mayonnaise Hot Sauce, Buldak Sriracha Hot Sauce to suit diverse preferences, as well as stick and bulk formats—making Buldak's unique spicy flavor accessible anytime, anywhere.



Frozen Meals

Samyang Foods manufactures distinctive frozen ready meals, supported by Korea's largest-scale production infrastructure, proprietary manufacturing technologies, and highly efficient production lines. In 2017, the company obtained HACCP certification across all categories, including processed meat products, dumplings, and other prepared foods. In 2020, it earned HALAL certification, enabling exports to North America and Europe. Leveraging its well-established distribution networks, sales expertise, and strong brand recognition, Samyang Foods is expanding its premium frozen food brand lineup. Through a variety of offerings tailored to consumer needs, the company continues to enhance its market presence in the frozen food sector.



Food for Thought

We aim to create a new paradigm that transforms society with ‘a source of inspiration,’ enriching both life and the future.

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ESG Highlight

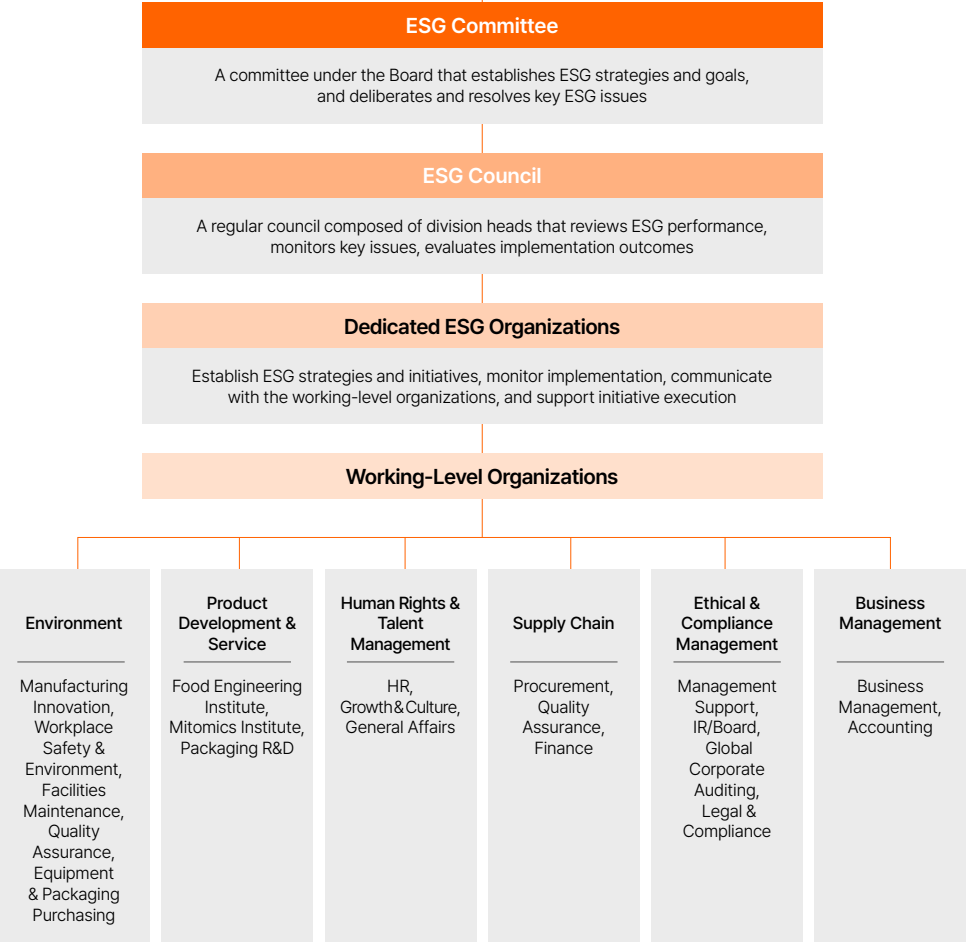
Economic Governance					
 Revenue (consolidated basis) KRW 1.728 trillion	 Operating Profit (consolidated basis) KRW 344.6 billion	 Export Sales KRW 1.336 trillion	 First in the Food Industry Received the USD 700 Million Export Tower award	 Female Director Ratio on Board 25%	
Environmental				ESG Ratings	
 GHG Emissions Intensity Reduced by 12.1%	 Energy Consumption Intensity Reduced by 19.2%	 Miryang Plant 1 & 2 Adopted solar power generation facilities	 Waste Cooking Oil and Noodle Scraps Building a Circular Resource System	 KCGS Integrated Rating: A	 Sustainvest Integrated Rating: AA
Social				ESG Disclosures	
 Established an Integrated VOC System	 Signed Fair Trade Agreements with Business Partners 23 Business Partners * Accounted for 51% of the annual subcontracting transaction amount	 Reduced PPM* in Food Safety & Quality Reduced by Approx. 46% * PPM (Parts Per Million): Defects per million units	 Customer Complaint Resolution Rate 100%	SASB Index ▶ Processed Foods	TCFD Index ▶

Sustainable Management Framework

Sustainable Management System

Samyang Foods promotes company-wide ESG management centered on the ESG Committee. The ESG Committee is granted authority and responsibility to establish ESG strategies and goals and deliberate and resolve key issues. In addition, an ESG Council composed of the CEO and heads of each division meets regularly to review the progress of ESG initiatives and implementation plans.

Governance



Sustainable Management Implementation Strategy

Samyang Foods aspires to nourish both people and the world, and to realize this vision systematically, we have established three strategic directions with corresponding key initiatives. We will continue to do our utmost to become a company that creates a positive impact on the environment and society through this strategic framework.

Strategic Framework

Vision



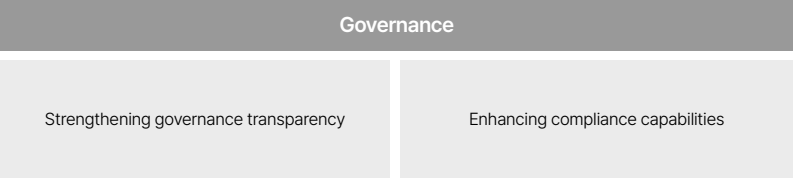
Strategic Directions



Key Initiative



ESG Capabilities & Framework



Materiality Assessment

Samyang Foods conducted a Double Materiality Assessment (DMA) that integrates both Impact Materiality—how the company's activities affect society and the environment—and Financial Materiality—how external factors influence the company's financial performance. The assessment was conducted based on the IRO (Impact, Risk, Opportunity) approach proposed by EFRAG (European Financial Reporting Advisory Group), expanding its scope across the entire value chain and ensuring precision and objectivity through surveys and in-depth interviews with stakeholders and external experts. Through this process, we systematically identify material issues and prioritize them according to their materiality.

Double Materiality Assessment Process



1) ESRS: European Sustainability Reporting Standards
2) PEST: Political, Economical, Social, Technical

Materiality Assessment

Materiality Assessment Results

Samyang Foods conducted a double materiality assessment that considered both social/environmental and financial impacts. As a result, four Tier 1 material issues were identified: Food Safety and Quality Management, Customer Health and Nutrition, Sustainable Supply Chain, and Climate Action. Additionally, certain issues with high strategic relevance or stakeholder interest were classified as Tier 2 (Focus Issues) and are subject to ongoing monitoring.

Category	Issue	Rank	Social & Env. Impact	Financial Impact	Source of Impact			Relevant Stakeholders					Page
					Own Operations	Supply Chain	Products & Services	Customer	Employees	Partners	Environment	Local Communities	
Tier 1 Material Issues	Food Safety and Quality Management	1											p.43
	Customer Health and Nutrition	2										p.39	
	Sustainable Supply Chain	3											p.68
	Climate Action	4											p.31
Tier 2 Focus Issues	Strengthening Future Growth Drivers	5											p.39
	Consumer Centered Management	6										p.48	
	Eco-Friendly Products	7											p.35
	Health and Safety	8											p.62
	Waste Management	9											p.29
	Responsible Business Conduct	10											p.80
	Ethical Management and Compliance	11											p.83

IRO Analysis of Material Issues

IRO (Impact, Risk & Opportunity) of Material Issues

Samyang Foods conducts integrated analysis of how the company impacts society and the environment (Impact), and how external environmental and societal factors affect the company's financial performance (Risk & Opportunity) in accordance with the double materiality principle. For each issue, we assess the direction, status, and timing of its impact, and analyze the corresponding level.

Material Issues	Impact				Risk & Opportunity			
	Samyang Foods → Society & Environment	Impact Characteristics			Society & Environment → Samyang Foods	Impact Characteristics		
		Positive / Negative ¹⁾	Actual / Potential ²⁾	Timeframe ³⁾		Risk / Opportunity	Revenue / Cost	Timeframe
Food Safety and Quality Management	Consumer health risks arising from physical contamination or product spoilage during manufacturing, logistics, and distribution processes	Negative	Potential	Short Term	Enhanced consumer trust and corporate value through the acquisition and maintenance of relevant certifications for food safety	Opportunity	Revenue Increase	Mid Term
	Environmental impact such as soil and water pollution from product waste due to recalls, and increased greenhouse gas emissions from transportation	Negative	Potential	Mid Term	Administrative penalties and legal action in the event of regulatory non-compliance or harm caused by products	Risk	Cost Increase	Short Term
Customer Health and Nutrition	Promotion of consumer health through the development and launch of products with enhanced nutritional functions (e.g., low sodium, low sugar, high protein, high dietary fiber)	Positive	Actual	Mid Term	Expansion into new markets and customer segments by developing and launching health-oriented products aligned with consumer trends	Opportunity	Revenue Increase	Mid Term
	Contribution to public health enhancement and reduction in national healthcare costs through the development of healthier food options	Positive	Potential	Long Term	Increased R&D expenditures for the improvement of existing products and the development of new ones	Risk	Cost Increase	Short Term
Sustainable Supply Chain	Strengthening of supplier capabilities and enhancement of industry competitiveness by fostering shared growth through technology transfer and education	Positive	Potential	Long Term	Stable supply chain infrastructure achieved through supplier support, minimizing disruptions in production	Opportunity	Cost Decrease	Mid Term
	Compromised sustainability across the value chain due to ESG risk management failures in the supply chain, including safety accidents and human rights violations	Negative	Potential	Short Term	Financial losses from halted transactions or export restrictions due to non-compliance with legal requirements in overseas supply chains	Risk	Revenue Decrease	Short Term
Climate Action	Mitigation of environmental impact through the introduction of eco-friendly products such as plant-based protein items and environmentally conscious packaging	Positive	Potential	Long Term	Reduced operational costs through improved energy efficiency and adoption of renewable energy	Opportunity	Cost Decrease	Mid Term
	Acceleration of global warming due to greenhouse gas emissions across the company's value chain, including sourcing, production, distribution, and disposal	Negative	Actual	Long Term	Operational disruptions such as factory shutdowns and logistics delays due to extreme weather events including heatwaves, floods, and typhoons	Risk	Cost Increase	Short Term

1) Positive: When corporate activities bring about structurally beneficial changes to society or the environment, or create social value / Negative: When corporate activities directly or indirectly cause harm to society or the environment, adversely affecting human health, safety, rights, or ecosystems
2) Actual: Impacts that have already occurred or are currently occurring / Potential: Impacts that have the potential to occur in the future
3) Short Term: Impacts become apparent immediately or within 1 year after the factor occurs / Mid Term: Impacts become apparent within 1-5 years after the factor occurs / Long Term: Impacts become apparent more than 5 years after the factor occurs

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Overview of Material Issues

Material Issue 1ESRS S4

Material Issue 2ESRS S4

Material Issue 3ESRS S2

Material Issue 4ESRS E1

Food Safety and Quality Management

Social & Env. Impact

Financial Impact

With the expansion of exports and diversification of markets, Samyang Foods' responsibility to ensure food safety and quality across countries has grown. In an environment where diverse country-specific regulations and consumer preferences intertwine, food safety and product quality are now essential for corporate sustainability and survival. The Global Food Safety Initiative (GFSI) has further raised global standards by fostering a food safety culture within organizations and strengthening allergen management. The recent revision of the Food Safety System Certification (FSSC) 22000 has also integrated more sustainability elements. These developments reflect growing customer expectations that go beyond basic safety assurance, demanding transparent, responsible quality control and ethical supply chain practices.

Stakeholder Interview

"The key to the recent success of global expansion lies in product competitiveness and the strong food safety management system."

DS Investment & Securities

Ji-hye Jang, Senior Analyst

With Samyang Foods' overseas sales surpassing KRW 1 trillion in 2025, strict compliance with global food safety regulations has become more critical than ever. It is impressive that the company obtained FSSC 22000 and HACCP certifications to establish a food safety management system that meets global standards. As Samyang Foods prepares overseas production bases and advances its global expansion strategy, I expect the company to give greater consideration to each country's regulatory requirements and local production conditions, further advancing its regionally tailored quality management system.

Governance

Major food safety and quality claims and issues are reported to the CEO every month, and prompt decision-making is facilitated through the Food Safety Committee. Operated by the Food Safety Division, the committee identifies improvement tasks based on plant-specific data and shares them across the organization. The Food Safety Division consists of the following teams: Quality Policy, Additives/Labeling Compliance, Manufacturing Safety, Quality Innovation, Food Safety Analysis, and Customer Satisfaction, each of which plays a specialized role, including food safety monitoring, developing quality and safety standards, managing claims, analysis-based safety control, VOC improvement, and labeling compliance. At each manufacturing plant, the Quality Assurance Team is responsible for quality certification and process management.

Strategy

Category	Risk & Opportunity Factors	Response Strategies
Risk	- Financial losses due to product quality defects or export restrictions resulting from the absence of mandatory certifications - Administrative sanctions and legal costs incurred from non-compliance with food safety regulations or harm caused by products	- Implement a supplier rating system based on claim criteria and apply focused management to high-risk suppliers - Enhance regulatory compliance capabilities through global food safety regulation monitoring and operation of the Quality & Food Safety Academy
Opportunity	- Reduced operational costs through enhanced and streamlined food safety and quality management - Increased revenue through improved consumer trust and positive corporate reputation by obtaining and maintaining certifications	- Establish and advance a QMS-based data-driven quality management system - Acquire and maintain domestic and international certifications such as FSSC 22000, HACCP, and KFS

Risk Management

Samyang Foods operates a comprehensive quality management system based on the 'Farm to Table' approach to systematically manage food safety and quality risks. Major claims are reviewed by the Food Safety Committee, which identifies improvement tasks to prevent recurrence. Regulatory issues in overseas markets are continuously monitored to preemptively mitigate legal risks related to exports. In addition, Samyang Foods conducts supplier audits using the Samyang Global Checklist and is developing the AMS (Audit Management System) to minimize external quality risks and strengthen overall control.

Metrics & Targets

Short Term	Mid-to-Long Term
- Expand QMS implementation across factories - Develop and apply AMS - Enhance analysis of potential risks	- Integrate QMS operation by factory - Establish global quality and food safety management systems - Introduce AI-based issue prediction models

Claim PPM Reduction

Achieved 46% reduction

Food Quality Training Participants

556 employees completed training

Total Monitored Issues

Increased by 98.6%

Samyang Foods

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Overview of Material Issues

Material Issue 1ESRS S4

Material Issue 2ESRS S4

Material Issue 3ESRS S2

Material Issue 4ESRS E1

Customer Health and Nutrition

Social & Env. Impact

Financial Impact

Global food health standards are being strengthened, from the U.S. FDA's voluntary sodium reduction goals to trans fat and sugar regulation policies adopted in over 50 countries, including the U.K., Germany, Denmark, and Thailand. In Korea, the need to improve dietary habits continues to grow, and nutritional labeling, along with management standards for high-sodium, high-calorie foods, is becoming stricter. At the same time, aging populations, rising chronic diseases, and the spread of wellness values are driving consumer demand for balanced nutrition, such as plant-based proteins and low-sugar, low-fat options. As consumer health and nutrition emerge as critical societal issues, offering healthy foods has become both a core competitiveness factor and a new social responsibility for food companies.

Stakeholder Interview

"Developing healthy foods is a key opportunity to drive sustainability and consumer trust."

UNGC

Eun-kyung Lee, Director

Diversifying the portfolio toward healthy products in response to the well-being and health trend presents Samyang Foods with a vital opportunity to achieve both sustainability and social value. This approach will allow the company to move beyond a product-dependent business model and secure next-generation growth engines by expanding its well-being-focused offerings. Addressing consumer needs for sodium reduction, plant-based proteins, and health functional foods may also provide Samyang Foods with solutions to the food industry's health challenges. In doing so, I believe that the company can offer better choices for global consumers, strengthen its reputation as a sustainable brand, and continue to grow.

Governance

To promote consumer health, Samyang Foods conducts research and development to enhance the nutritional profile of its products. The Food Engineering Institute focuses on healthy raw materials, product-portfolio diversification, nutritional value improvement, and the commercialization through research on plant protein and various texturized-protein technologies. Meanwhile, the Mitomics Institute conducts research across various fields—including healthcare solutions centered on mitochondria and multi-omics, and future materials—to secure new growth engines for the future.

Strategy

Category	Risk & Opportunity Factors	Response Strategies
Risk	- Increased R&D costs for improving existing products and developing new functional health foods - Potential administrative penalties and legal expenses due to non-compliance with nutrition labeling standards or false/misleading advertising	- Build foundational capabilities to strengthen in-house R&D capacity and management - Monitor labeling and advertising regulations
Opportunity	- Increased sales by attracting new customer segments through the launch of premium health products - Sales growth through expanded market share overseas by developing health-oriented products tailored to global needs	- Lay the groundwork for personalized health products through exploration of new ingredients and collection of foundational data - Develop new products featuring health-oriented ingredients such as high-protein and high-dietary fiber

Risk Management

Samyang Foods addresses health and nutrition-related risks by adopting low-sugar guidelines for snacks, in line with growing consumer trends toward wellness. We are conducting research on fundamental technologies in the health food sector through industry-academia partnerships with domestic and international universities and are enhancing our competitiveness by signing MOUs with companies that possess advanced technological capabilities. We are also expanding our networks with various associations, academic societies, and stakeholders to stay up to date with research trends and facilitate academic exchange.

Metrics & Targets

Short Term	Mid-to-Long Term
- Develop and expand nutrition-enhanced convenience products, such as those with low-sodium, high-dietary-fiber, and high-protein options, using plant-based texturized protein technology to target both domestic and international markets - Conduct mitochondrial research, build a life-science big data infrastructure, and secure analytical technologies - Develop health functional foods using ingredients with scientifically proven efficacy	- Expand into categories that include specialized nutrition products and develop globally tailored formulations of functional plant-based proteins - Expand research on plant-based protein food culture and nutrition-enhanced products in line with wellness programs - Discover new ingredients that improve mitochondrial health through modulation of biological mechanisms - Develop high-efficacy functional foods based on personalized biomarker-driven research

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Overview of Material Issues

Material Issue 1ESRS S4

Material Issue 2ESRS S4

Material Issue 3ESRS S2

Material Issue 4ESRS E1

Sustainable Supply Chain

Social & Env. Impact

Financial Impact

Supply risks for food raw materials are intensifying due to climate change, geopolitical conflicts, pandemics, and other global disruptions. Regulations on human rights and environmental risks in global supply chains are also tightening, expanding corporate accountability across the entire value chain. In particular, the EU's Corporate Sustainability Due Diligence Directive (CSDDD) requires companies to identify and remediate risks within their supply chains as a legal obligation, with similar legislation under discussion in Korea. With stricter fair trade regulations, such as the Subcontracting Act and the Fair Trade Act, the importance of fair, transparent, and responsible transactions with partners has become more critical than ever. In addition, rising ethical consumption standards among consumers and investors have heightened social expectations for supply chain integrity, transparency, and sustainable sourcing.

Stakeholder Interview

"Effectively managing ESG risks across the supply chain is a core responsibility of global enterprises."



The Korea Chamber of Commerce & Industry

Chul-min Yoon, Head of Division

As a global company with a significant proportion of its sales derived from exports, Samyang Foods is placing stronger emphasis on supply chain transparency and resilience. With tightening global regulations and rising ESG expectations, the ability to proactively identify and manage risks among partners is essential. As issues in multi-tiered supply chains can affect the entire business, it is vital to continuously strengthen risk detection and response systems. I hope to see Samyang Foods strengthen strategic partnerships with key partners and build a sustainable supply chain through responsible sourcing.

Governance

The ESG Committee under the Board reviews and approves major supply chain-related ESG risks and strategic priorities. The Procurement Division, the responsible unit, consists of four teams: Procurement Planning, Material Purchasing, Equipment & Packaging Purchasing, and Product Sourcing. The Procurement Planning Team establishes a sustainable supply chain framework and procurement policies based on market and environmental analysis, enhancing competitiveness and risk response. The Material Purchasing Team stabilizes supply and diversifies sourcing to reduce risks. The Product Procurement Team improves efficiency and manages risks through sourcing for new businesses and OEM/ODM. The Equipment & Packaging Purchasing Team maintains a stable supply base for capital investment and production by consolidating the procurement of equipment, packaging materials, and indirect materials. Related units, including the Food Safety Division, Management Support Office, and ESG Team, share roles and jointly operate an integrated supply chain management system.

Strategy

Category	Risk & Opportunity Factors	Response Strategies
Risk	- Financial losses from trade restrictions or export bans caused by noncompliance with overseas regulations - Revenue decline from production delays due to unstable raw material sourcing - Rising procurement costs for certified sustainable materials	- Strengthen ESG risk management of partners - Reinforce long-term partnerships with suppliers - Co-invest with partners to improve R&D and production processes
Opportunity	- Cost savings through minimized production disruptions enabled by partner support and a stable supply chain - Increased sales and enhanced brand value through responsible sourcing and improved consumer trust	- Develop win-win programs for small and medium-sized enterprises (SMEs) - Establish sustainable sourcing policies for raw materials

Risk Management

Samyang Foods regularly assesses non-financial risk factors of its partners, including environmental impact, labor rights, and workplace safety, and reports identified risks to the ESG Committee. The company operates a digital partner portal that integrates the end-to-end management process, from supplier selection and engagement to contract execution and procurement data-driven strategies—allowing for joint and prompt responses when issues arise. In addition, all employees of the Procurement Division receive mandatory training on subcontracting and fair trade regulations to proactively prevent compliance risks and reinforce legal risk management capabilities.

Metrics & Targets

Signed Partner Code of Conduct

106 Partners

Disclosure Rate of Partner ESG Information of eligible partners

86.2%

Fair Trade Agreements Signed

23 Partners

 **SAMYANG**
Foods

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Overview of Material Issues

Material Issue 1ESRS S4

Material Issue 2ESRS S4

Material Issue 3ESRS S2

Material Issue 4ESRS E1

Climate Action

Social & Env. Impact

Financial Impact

The IPCC 6th report warned that climate change is already having visible adverse effects on food production and that major industries are falling far short of their GHG reduction targets. The international community is calling for more ambitious Nationally Determined Contributions (NDCs) to achieve carbon neutrality by 2050, and the Korean government is tightening regulations, centered on the emissions-trading scheme and the Framework Act on Carbon Neutrality. Meanwhile, consumer expectations for climate action and demand for green products continue to rise. Because climate change is a direct threat to business continuity, taking proactive measures to address it has become a top priority for ensuring corporate competitiveness.

Stakeholder Interview

“Proactive sourcing strategy needed to address climate risks in key raw materials.”



Korea Sustainability Investing Forum
Tae-han Kim, Principal Researcher

Climate change is emerging as a pressing management challenge across the food industry. Samyang Foods, in particular, relies on climate-sensitive materials such as flour, palm oil, and red pepper powder, making it essential to establish a systematic risk response system at the sourcing stage. The company is currently working to reduce GHG emissions through investments in green facilities and the expansion of renewable energy use. Beyond these efforts, it is now time to analyze climate risks for key materials and anticipate potential supply chain disruptions in advance—developing proactive strategies such as supplier diversification. I hope Samyang Foods will build on its current efforts, respond more actively to climate change, and further solidify the foundation for sustainable growth.

Governance

Samyang Foods reviews and approves climate risks and related items through its ESG Committee, which operates under the company's highest decision-making body—the Board. The company also operates an ESG Council, composed of heads of major departments, to pre-review agenda items and evaluate environmental performance. Departments such as manufacturing, research, new business, and marketing are actively involved in generating and managing climate-related outcomes. In addition, environmental indicators are incorporated into the KPIs of the CEO, executives, and relevant teams to reinforce accountability and execution.

Strategy

Category	Risk & Opportunity Factors	Response Strategies
Risk	- Sales loss due to production disruption caused by extreme weather - Increased costs from investments in GHG reduction equipment and carbon credit purchases	- Conduct regular safety inspections at facilities and emergency evacuation drills for employees - Install eco-friendly and energy-efficient equipment
Opportunity	- Reduced operating costs through improved energy efficiency and renewable energy adoption - Increased revenue by attracting new customers through low-carbon, green product expansion - Reduced costs from subsidies through participation in government programs	- Improve processes and expand solar power facilities - Apply low-carbon packaging and develop sustainable packaging technologies - Participate in government GHG reduction programs

Risk Management

Samyang Foods has declared 2050 carbon neutrality and is conducting various reduction initiatives at each site, including fuel switching, high-efficiency equipment adoption, and renewable energy expansion, to reduce GHG emissions from its operations. The company also follows a climate risk and opportunity management process to assess and respond to transition and physical risks, along with their related financial impacts. The results of climate risk assessments are reported annually to the ESG Committee.

Metrics & Targets

Short Term	Mid-to-Long Term	Reduction in GHG emissions intensity	Reduction in energy consumption intensity	Number of products assessed by Life Cycle Assessment (cumulative)
- Reduce GHG emissions intensity by 10% - Reduce energy consumption intensity by 15%	Reduce total GHG emissions by approximately 20% by 2030 from the 2023 baseline	12.1%	19.2%	4

Samyang Foods

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Stakeholder Communication

Samyang Foods' Stakeholders

Samyang Foods defines customers, shareholders and investors, employees, partners, local communities, and government as its key stakeholders who have a significant impact on its business operations. The company operates a range of communication channels tailored to each stakeholder group to actively gather their input and uses this feedback to drive its commitment to sustainable management.

	Main Issues	Common Channels	Stakeholder-Specific Channels
 Customers	• Food Safety and Quality Management • Consumer Centered Management • Eco-Friendly Products • Future Growth Engines	 Corporate Website	• Customer Satisfaction Survey • Customer Satisfaction Center • Customer ESG surveys
 Shareholders and Investors	• Responsible Management • Future Growth Engines • Eco-Friendly Products	 Youtube	• IR Page • Shareholders' Meeting • Corporate Governance Report • Business Report • Quarterly Report
 Employees	• Human Rights Management • Health and Safety Management • Climate Action	 Instagram	• Labor-Management Council • Employee Engagement Survey • CEO Letter • Grievance procedure
 Partners	• Sustainable Supply Chain • Ethics and Compliance • Health and Safety Management	 Blog	• Partner Portal • Partner VOC (Voice of Customer) • Partner Ethics Survey
 Local Communities	• Waste Management • Water Resource Management • Environmental Pollutant Management • Climate Action	 Sustainability Report	• Local Community Council • Samyang Igeon Scholarship Foundation • Samyang Wondong Cultural Foundation
 Government	• Sustainable Supply Chain • Future Growth Engines		• Business Report • Policy briefings and Seminars



PLANET

Environmental Responsible Management	25
Climate Action	31
Eco-friendly Products	35

PLANET

UN SDGs



WHY IT MATTERS

The climate crisis and environmental challenges are key risks that have direct impacts on production stability and business continuity. In its Sixth Assessment Report, the IPCC warned that climate change is already having visible adverse effects on agriculture and food production, and that greenhouse-gas reduction in key industries is falling far short of targets. The international community is calling for more ambitious Nationally Determined Contributions (NDCs) to achieve carbon neutrality by 2050 and urging the food industry to transition to a circular economy to address resource consumption, packaging waste, and food loss and waste. The food industry is particularly exposed to environmental risk due to its reliance on climate-sensitive raw materials, energy-intensive processes, and distribution structures with high packaging use. These risks affect supply-chain management, cost structures, market access, and consumer trust, making environmental stewardship essential for corporate sustainability.

HOW WE RESPONSE

Samyang Foods considers minimizing its environmental footprint not only a management task but also a core component of its mid-to long-term strategy toward a sustainable future. The ESG Committee plays a central role in deliberating on climate risks and emissions reduction strategies, while the company strengthens implementation by integrating environmental KPIs into executive performance assessments. With a clear goal of achieving carbon neutrality by 2050, the company's sites are carrying out environmental management practices aligned with both international regulations and domestic laws, particularly in the areas of water and waste management. At the product level, Samyang Foods applies Life Cycle Assessment (LCA) to quantify and monitor environmental impacts, while driving continuous improvements in eco-packaging technologies and establishing circular resource systems.

KEY PERFORMANCES

GHG Emissions Intensity	Energy Usage Intensity	Water Usage Intensity	Average Carbon Emissions Resulting from Packaging Renewal
Reduced by	Reduced by	Reduced by	Reduced by
12.1%	19.2%	17.2%	45%

ESG Issues of Samyang Foods	ESRS Topics
Environmentally Responsible Management	E2 Pollution E3 Water and marine resources E4 Biodiversity and ecosystems
Climate Action Material Issue 4	E1 Climate change
Eco-Friendly Products	E5 Resource use and circular economy

Environmentally Responsible Management

Responsible management that considers the environment is not an option but a must. Samyang Foods has established environmental governance structures that involve the highest decision-making body and has developed systematic strategies, including a carbon neutral roadmap, the expansion of eco-friendly products, and the implementation of resource circulation systems. Through these efforts, we respond effectively to regulations and stakeholder demands while striving to use natural capital efficiently across our business. Going forward, we will continue to minimize environmental impact across all products and services and pursue low-carbon, eco-friendly management.

Environmental Management System

Environmental Management Strategies

Samyang Foods has strategically focused on establishing a low-carbon and eco-friendly system, prioritizing three key tasks: reducing greenhouse gas (GHG) emissions, expanding eco-friendly product offerings, and managing natural capital. In line with this strategy, the company upgraded its facilities in 2024 by converting boiler fuel at its production sites to wood pellets in an effort to reduce GHG emissions. It also applied eco-friendly packaging designed to reduce ink usage and improve recyclability. In addition, Samyang Foods continues to carry out a wide range of initiatives based on this strategy, including the development of a domestic water use roadmap at the Wonju Plant to enhance resource efficiency.

Strategic Direction	Establishing a low-carbon and eco-friendly system		
Strategic Priorities	Reduction of GHG emissions	Expansion of eco-friendly product offerings	Management of natural capital
Key Project-Level Initiatives	Introduction of low-carbon energy sources	Application of sustainable packaging materials	Development of water reuse systems
	Expansion of renewable energy usage	Improvement of product recyclability	Identification and expansion of recyclable resources
	Enhancement of energy efficiency and operational systems	R&D in eco-friendly packaging	Promotion of biodiversity

Environmental Management Policy

Environmental management policy is a critical element of sustainable business operations. In this context, Samyang Foods has established an environmental management policy to minimize environmental impacts throughout the entire life cycle of its business activities and products. This policy applies to all employees and business sites and is actively upheld by partner companies and stakeholders as well.

 [Environmental Management Policy](#)

| Key Environmental Management Policies



Reduction of GHG Emissions and Energy Usage



Reduction of Water Usage



Reduction of Carbon Emissions from Products and Services

Environmental Management Organizations

To ensure effective environmental management, Samyang Foods has established the ESG Committee, which operates under the company's highest decision-making body—the Board of Directors. The committee deliberates and makes final decisions on major environmental risks and key agenda items. The ESG Council, operating under the committee, works closely with major departments and working-level teams to monitor environmental performance across the organization. It also conducts preliminary reviews of items to be reported or approved by the ESG Committee. The Environmental Management Division, which spans manufacturing, research, new business, and marketing, is responsible for generating ESG outcomes in each area and managing them in a structured and systematic manner.

| Organizational Structure



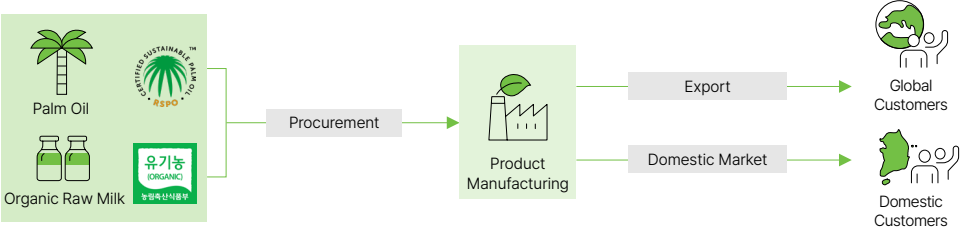
| ESG Committee Agenda on Environmental Topics

Date	Agenda Items	
2024.03.28	• Establishment of the Sustainability Management Framework	
2024.05.07	• Carbon Neutrality Plan	• Key Risks and Opportunities for Each Material Topic
2024.08.12	• Publication of the 2023 Sustainability Report	• Progress of ESG Initiatives
2024.12.16	• Report on 2024 Sustainability Performance	

Environmental Management Activities

Sustainable Sourcing of Raw Materials

Environmental issues such as tropical deforestation and biodiversity loss associated with palm oil production have prompted the international community to call for more sustainable palm oil sourcing. In addition, growing consumer interest in health and environmental concerns has led to an increase in demand for organic products. To meet these expectations, Samyang Foods sources RSPO¹⁾ -certified palm oil and organic raw milk, thereby advancing its sustainable sourcing practices. The company offers ‘Samyang Farm Organic Milk,’ made from 100% organic raw milk, and since 2024, has been using RSPO-certified palm oil in noodles exported to Europe. In 2024, sustainably sourced raw materials accounted for approximately 0.82% of the company’s total raw material procurement. Samyang Foods plans to expand the use of RSPO-certified palm oil and organic raw milk going forward, thereby strengthening its capabilities in sourcing eco-friendly raw materials.



1) RSPO (Roundtable on Sustainable Palm Oil): A global standard that promotes the sustainable production of palm oil based on environmental protection and social responsibility.

Establishment of Environmental Regulatory Compliance System

As global concerns over pollutant emissions and resource circulation continue to grow, legal requirements related to corporate environmental responsibility are also becoming more stringent. This includes regulations such as the Packaging and Packaging Waste Regulation (PPWR)¹⁾ and the Extended Producer Responsibility (EPR) system. In response, working-level organizations on environmental management at Samyang Foods continuously monitor relevant regulations to ensure compliance. They also share regulatory updates and response measures with business divisions and frontline staff to support coordinated action. Through the establishment of an integrated regulatory compliance system across its business sites, the company has developed detailed response plans for each regulation, thereby minimizing legal risks and reinforcing the foundation of its environmental management practices.

Key Environmental Regulations	Response Strategies
Clean Air Conservation Act	Management of air pollutant emissions, development of training plans for responsible personnel, etc.
Water Environment Conservation Act	Management of wastewater discharge, development of training plans for responsible personnel, etc.
Waste Control Act	Management of general and designated waste, training for waste generators, etc.
Act on Promotion of Transition to Circular Economy and Society	Promotion of recyclable resource recognition, planning to minimize incineration, landfill, and waste, etc.

Act on Liability for Environmental Damage and Relief Thereof	Investigation of environmental damage, enrollment in environmental liability insurance, etc.
Chemical Substances Control Act	Management of protective equipment, preparation of accident prevention plans, facility inspection, staff training, etc.
Framework Act on Carbon Neutrality and Green Growth	Establishment and implementation of greenhouse gas reduction targets
Act on the Allocation and Trading of Greenhouse-Gas Emissions Permits	Calculation and management of GHG emissions and energy usage, introduction of reduction technologies and equipment aligned with the 4th Basic Plan for ETS, etc.

1) PPWR (Packaging and Packaging Waste Regulation): An EU regulation governing packaging and packaging waste management

Emissions Trading Scheme

Samyang Foods is faithfully fulfilling its responsibility to reduce greenhouse gas (GHG) emissions through participation in the Emissions Trading Scheme (ETS). The ETS, one of the GHG reduction mechanisms established under the Kyoto Protocol, is a system in which the government allocates annual emission permits to companies with high GHG emissions, and permits the trading of excess or unused allowances between companies in the market. In 2024, Samyang Foods purchased 8,434tCO₂ in emissions permits and plans to gradually reduce this volume by continuing its efforts to cut GHG emissions each year.

Establishment of Environmental Management KPIs

To strengthen environmental accountability among the CEO, executives, and relevant department personnel, Samyang Foods incorporates environmental management indicators into their key performance indicators (KPIs). Based on the level of achievement against environmental targets and results, a performance rating is assigned, which directly influences monetary compensation.

Subject	KPIs	Incentives
CEO	Strengthening the ESG management framework	Monetary compensation
Executives other than the CEO	Reduction of carbon emissions, reduction of fuel and electricity intensity, promotion of waste-to-resource recognition, etc.	
Relevant department personnel		

Environmental Management System Certifications

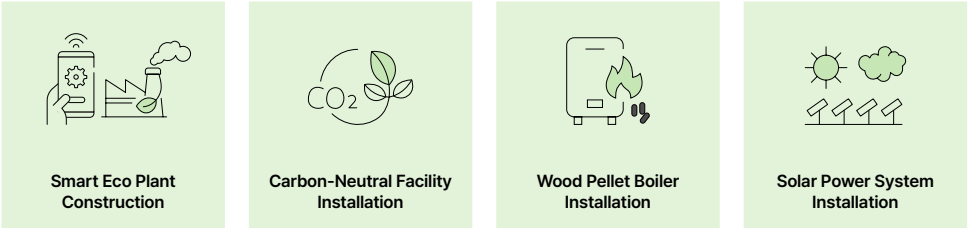
All domestic sites of Samyang Foods have obtained ISO 14001 certification, the global standard for environmental management systems. The company continues to practice sustainable environmental management by complying with international standards and undergoing regular internal and external audits by certification bodies. Furthermore, to enhance energy management efficiency, Samyang Foods is planning to obtain ISO 50001 certification in the near future.

Environmental Management Activities

Environmental Investment

In 2023, Samyang Foods made strategic environmental investments to reduce carbon emissions at its production sites. With support from the Korea Environment Corporation, the company successfully implemented the ‘Smart Eco Plant Construction Project’ and introduced ‘carbon-neutral facilities.’ In 2024, wood pellet boilers were installed through a facility support program by the Ministry of Trade, Industry and Energy, helping to establish a low-carbon and eco-friendly manufacturing environment. To expand its use of renewable energy, Samyang Foods installed solar power generation systems at its Miryang Plant 1 in 2022, followed by the installation of additional systems at both Plant 1 and Plant 2 in 2025. Moving forward, the company will continue to identify opportunities to utilize renewable energy and further strengthen the foundation for eco-friendly investments.

Environmental Investment Project



Environmental Education

Samyang Foods provides structured environmental education programs each year to enhance employees’ awareness and capabilities related to environmental management. In 2024, the company conducted training sessions for working-level staff in environment-related departments to support the creation of a safe workplace. These included courses on the safe handling of hazardous chemicals, waste management, and air and water treatment technologies. The company also offered training on the ISO 14001 environmental management system to improve overall understanding of environmental management practices.

Program Title	Training Hours	Number of Participants	Total Training Hours
Practical Training on ISO 14001 Implementation and Operation	8	1	8
Safety Training on Hazardous Chemicals (for Managers and Handlers)	16	22	352
Training for Waste Generators	4	2	8
Specialized Training on Air Environment Technology	28	3	84
Specialized Training on Water Environment Technology	28	1	28

Management of Environmental Pollutants

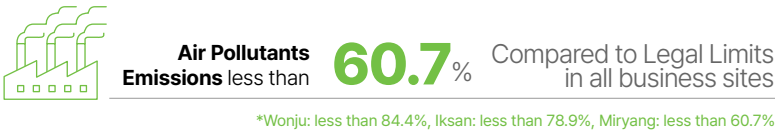
Management of Water Pollutants

To prevent water pollution and ensure legal compliance, all business sites operate systematic water quality management systems. The company has optimized its treatment processes to minimize pollutant discharge. Wastewater is treated through physical, chemical, and biological processes until it meets standards, then discharged. Regular water quality testing and pipeline inspections are conducted to prevent leaks or accidental discharges. At the Wonju Plant, the adoption of a cooling water recycling system reduced wastewater discharge by about 23,000 tons of water used in production in 2024, achieving 115% of the target. Employees at the Wonju Plant also signed an MOU with the Korea Rural Community Corporation and have engaged in activities such as cleaning nearby reservoirs to help secure safe water.



Management of Air Pollutants

To protect air quality, all business sites manage emission sources systematically, regularly measuring pollutant concentrations to ensure key air pollutants such nitrogen oxides (NOx), sulfur oxides (SOx), and particulate matter remain within legal limits. The company also reduces emissions using bag filters and once-through boilers, and performs regular inspections and maintenance to ensure optimal facility performance. At the Wonju Plant, replacing a conventional water-tube boiler with a high-efficiency once-through boiler improved energy efficiency and cut NOx emissions by about 52% year-on-year. To reduce odors from the wastewater treatment facility, the plant also installed an aluminum dome cover and continues implementing measures to minimize its impact on the workplace and surrounding communities.



Management of Hazardous Chemicals

Samyang Foods operates a systematic chemical management process covering procurement, storage, use, and disposal to enhance the safety of hazardous chemical use. The company complies with MSDS¹⁾ requirements and provides user training to prepare for emergencies, aiming to prevent risks in advance. Chemicals used in wastewater treatment are under stricter control. Since 2021, the company has reduced chemical usage by introducing water-based ink in the packaging of key products such as Samyang Ramen and Buldak Ramen.

1) MSDS (Material Safety Data Sheet): A document that provides essential information for the safe use and management of chemical substances

Water Management

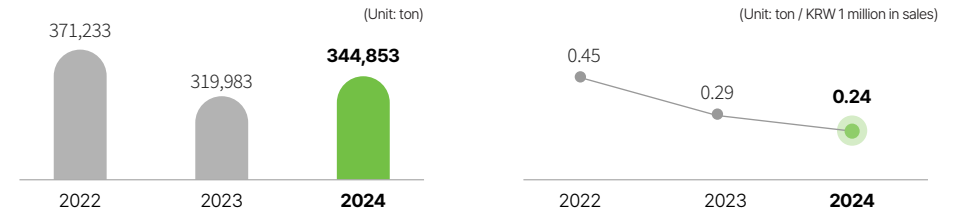
Water Management Strategy

As water use and management are essential in the food industry, Samyang Foods manages water consumption through systematic recycling and reuse initiatives, targeting a 5% annual reduction. In 2024, total usage increased by about 7.8% due to higher production volumes, but water use intensity improved by about 17.2% year-on-year, reflecting operational efficiency gains To reduce overall water usage, Samyang Foods has upgraded facilities and process infrastructure, as well as municipal water recycling systems. The company also contributes to water conservation through various initiatives, including environmental cleanup activities. Further plans include the oil-water separator installation to reuse more water.

Key Management Measures

Enhancing Water Efficiency	Water Conservation Activities
- Facility and process infrastructure improvements - Municipal water recycling system adoption (reusing water from noodle production) - Industrial water recycling system adoption (reusing RO water)	- Environmental cleanup activities near water sources - Minimizing river and soil pollution through wastewater management

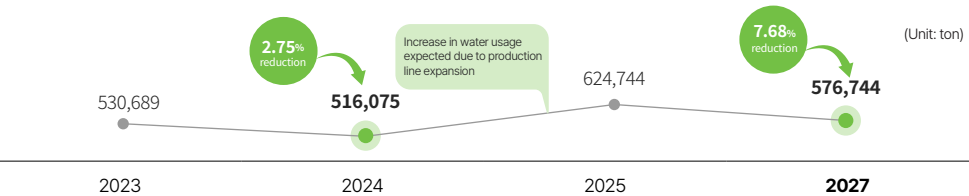
Water Use and Intensity



Roadmap for General Water Usage Management

The Wonju Plant, which accounts for the largest share of water usage, has developed a roadmap for efficient water use. In 2024, general water usage at the Plant reached approximately 516,000 tons, a 2.75% decrease from the previous year. Although usage is expected to rise temporarily in 2025 due to production line expansion and higher boiler operation rates, the plant will continue to reduce consumption by improving equipment and infrastructure and strengthening usage management. To this end, the Wonju Plant has set a target to reduce general water usage by about 7.68% by 2027, compared to 2025 levels.

General Water Usage Reduction Roadmap for Wonju Plant



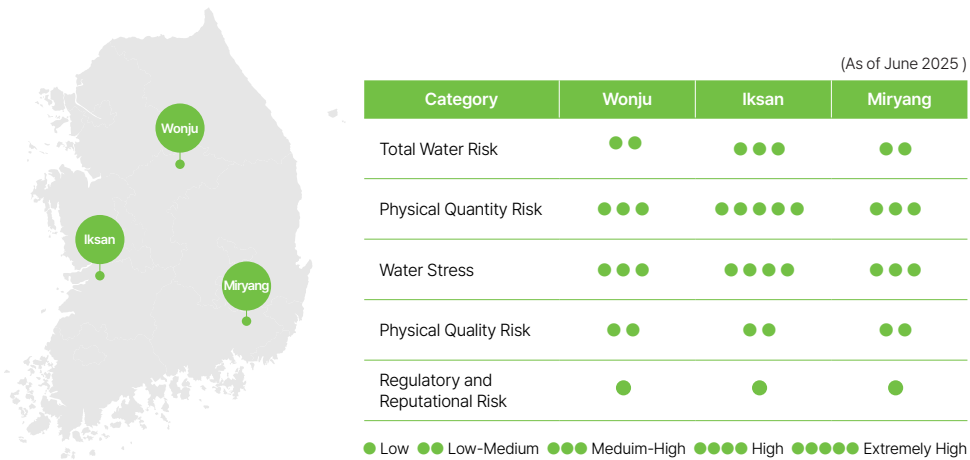
Water Risk Assessment

Samyang Foods uses data from the Aqueduct Water Risk Atlas provided by the World Resources Institute (WRI) to assess water stress and related risks, managing water-related risks at each business site. Beginning in 2024, the company has enhanced the precision of its assessments by including water stress as an additional risk factor alongside existing indicators. In particular, the company continuously monitors the status of water use and availability at the Iksan plants, where water-related risks are relatively higher than other sites. When the second Miryang Plant begins operations, Samyang Foods also plans to conduct a thorough assessment of water risks and comprehensively review strategies for ensuring stable water supply and maintaining water quality.

Water Risk Assessment Framework

Risk Assessment Tool	Analysis Scenario
WRI Aqueduct Water Risk Atlas	- Time Frame: Baseline - Geographical Scope: Three domestic business sites (Wonju, Iksan, Miryang) - Indicators: physical quantity risk, physical quality risk, regulatory and reputational risk

Water Risk Assessment Results



Waste Management

Management Strategies

To reduce waste, Samyang Foods has established a recycling-oriented management system and is working toward a transition to a circular industrial structure. In accordance with the Act on Promotion of Transition to Circular Economy and Society, the company is reviewing various recycling measures for organic waste generated at its business sites and continues to pursue initiatives to realize a circular economy. In 2024, Samyang Foods set a target to reduce the integrated waste emissions intensity of its three plants —Wonju, Iksan, and Miryang—by more than 5%. The company significantly exceeded this target, achieving an actual reduction of approximately 18%. Going forward, Samyang Foods plans to further advance its waste management practices, even as the business continues to expand.

Expanding Waste Recycling Efforts

Samyang Foods continues to explore ways to recycle waste and is steadily increasing its recycling rate. The company's overall waste recycling rate reached approximately 94%, representing an increase of about 2%p compared to the previous year. At the same time, the volume of waste incinerated decreased by approximately 18.75%. Samyang Foods monitors its waste discharge status and identifies additional items that can be reused or recycled, aiming to achieve a 100% recycling rate by 2030. To support this goal, the company plans to recycle wastewater sludge, filter cake, liquid and powder residues, and food waste into solid fuel products starting in 2025. In addition, Samyang Foods will continue reviewing and implementing various measures to reduce incineration and increase the proportion of recycled waste.



Total Waste Recycling Rate
Approximately **94%**

Recycling Status by Waste Type

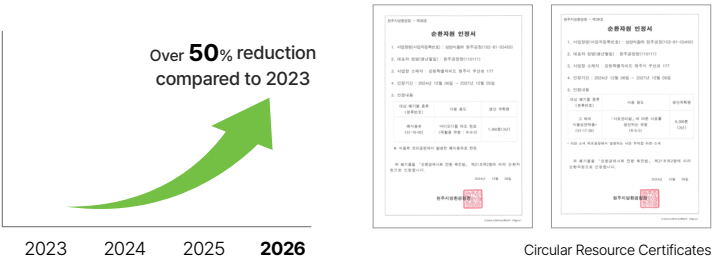
Waste Type	Recycled Output
Waste synthetic resin	Cement kiln feedstock, plastic pallets, plastic pipes
Waste water sludge	Organic fertilizers, solid fuel products ¹⁾
Plant-based residues (filter cake)	Organic fertilizers, animal feed, solid fuel products ¹⁾
Waste plastics	Recycled plastic chips (pipe materials)
Waste metal cans	Steelmaking raw materials
Liquids and powders	Solid fuel products ¹⁾
Intermediate processed food waste	Solid fuel products ¹⁾
Waste paper	Recycled paper

1) Newly added circular resources in 2025 (for production of solid fuel products)

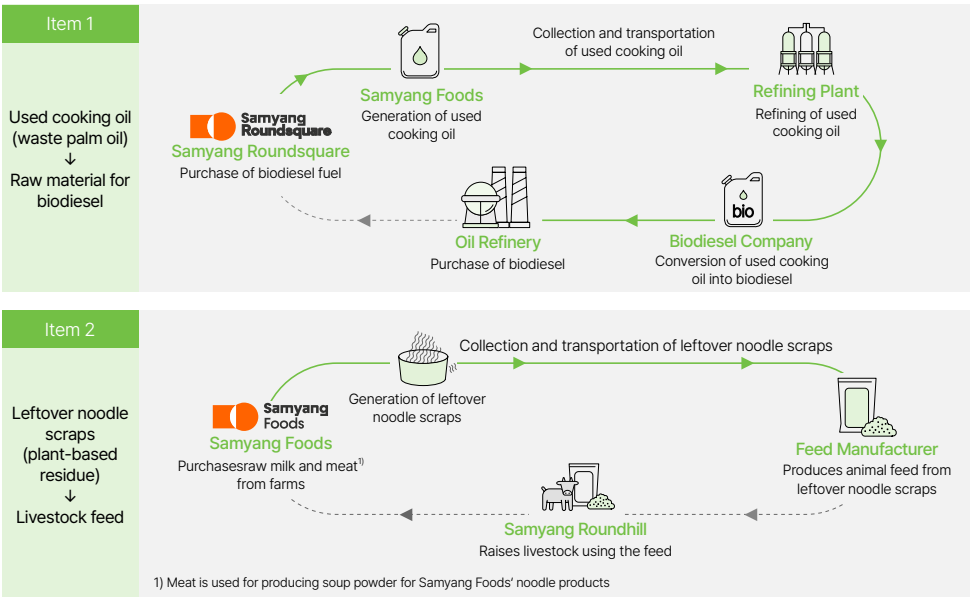
Recognition of Circular Resources

Samyang Foods has introduced a circular resource program to reduce waste by engaging external processors to treat production byproducts and repurpose them as resources. By the end of 2024, waste cooking oil and discarded noodle scraps generated during the production of noodles and snacks were recognized as circular resources, being repurposed as raw materials for biodiesel and livestock feed, respectively. In 2025, Samyang Foods plans to obtain additional recognition for jangyu cake, a plant-based residue, as a circular resource. Moving forward, the company will aim to achieve a recycling rate of over 50% by 2026 while steadily reducing overall waste.

Target for Waste Reduction through Circular Resources



Circular Resource Process



Biodiversity Conservation

Management of Biodiversity Impacts

Samyang Foods recognizes that human activities that utilize natural resources may threaten biodiversity by destroying habitats and forests, contributing to climate change, and causing environmental pollution. Accordingly, we continuously monitor the presence of protected species near our business sites and systematically manage pollutants generated from operations to minimize ecological disruption and risks.

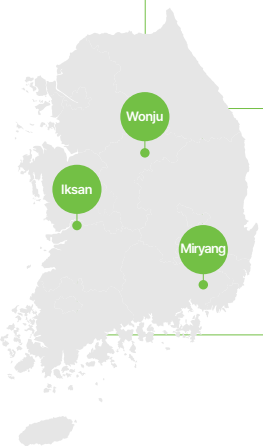
| Status of Protected Species Near Business Sites

Category	Category	National Protection Designation
Plants	Siberian Ginseng	• Endangered Wildlife Class II • Korean Red List: Vulnerable (VU)
	Golden Spider Lily	• Endangered Wildlife Class II • Korean Red List: Vulnerable (VU)
Mammals	Red Bat	• Natural Monument • Endangered Wildlife Class I • Korean Red List: Vulnerable (VU)
	Brown long-eared Bat	• Endangered Wildlife Class II • Korean Red List: Vulnerable (VU)
Insects	Jewel Beetle	• Natural Monument • Endangered Wildlife Class I • Korean Red List: Vulnerable (VU)

Biodiversity Conservation Initiatives

To preserve the biodiversity of ecosystems around its production sites, Samyang Foods has partnered with Chiaksan and Naejangsan National Parks to carry out a range of conservation activities. In 2024, the company conducted environmental assessments and protection initiatives in endangered wildlife habitats, including tree planting and ecological clean-up efforts. A notable effort was the bat conservation program at the Wonju Plant, held 9 times during the year. Through these efforts, the population of the endangered brown long-eared bat in Chiaksan National Park increased from 1 to 9. Samyang Foods was also awarded by the Korea National Park Service for its contribution to biodiversity preservation. Looking ahead, Samyang Foods will continue to actively pursue biodiversity protection efforts to reduce environmental impact on local ecosystems and contribute to building a sustainable environment for surrounding communities.

| Biodiversity Conservation Initiatives

	Details	Species Involved	Location	Duration
	Conservation activities for endangered wild bats	Golden bat, Brown long-eared Bat, Ussurian tube-nosed bat	Chiaksan National Park	44 hours
	Environmental clean-up activities	-	Chiaksan National Park, Heungeop Reservoir	
	Details	Species Involved	Location	Duration
	Environmental clean-up activities	-	Deokgok Reservoir, Jeonsapo-ri	6 hours
	Details	Species Involved	Location	Duration
	Fertilizer spreading in national park	-	Naejangsan National Park	10 hours
	Removal of invasive alien species (Bluegill)	-		
	Tree planting	Maple tree		



Conservation activities for endangered wild bats



Tree Planting in National Parks

Climate Action

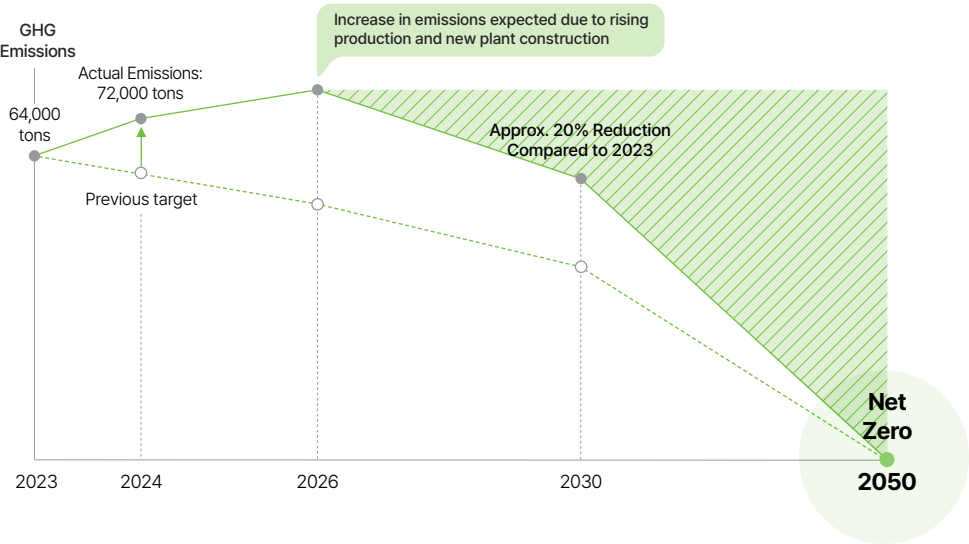
Climate change is an existential challenge for humanity, and companies must actively respond and take measures to reduce greenhouse-gas emissions and adapt to its impacts. Samyang Foods has established a mid- to long-term roadmap to achieve Carbon Neutrality (Net-Zero) emissions by 2050, focusing on emissions reduction and renewable-energy expansion. We also participate in climate action by complying with relevant regulations, including the emissions-trading scheme.

Carbon Neutrality Roadmap

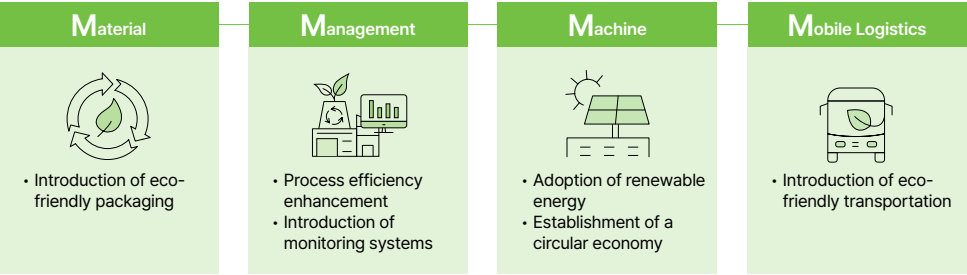
Strategies and Targets

In 2023, Samyang Foods established its '2050 Net-Zero Strategy' in alignment with the global community's efforts to combat climate change. However, with the completion of the second factory in Miryang and the anticipated production expansion at the upcoming plant in China, greenhouse gas emissions are expected to rise. Accordingly, the company revised its 2050 Net-Zero Roadmap and formulated the 4M-based strategic plan, setting a target to reduce greenhouse gas emissions by 20% from 2023 levels by 2030, and to achieve carbon neutrality by 2050. To meet these targets, Samyang Foods is actively implementing emission reduction initiatives, such as the installation of eco-friendly equipment and systems and the expansion of renewable energy usage, including solar power. The company also plans to reduce and manage greenhouse gas emissions and energy consumption across all business operations to establish a more sustainable manufacturing environment.

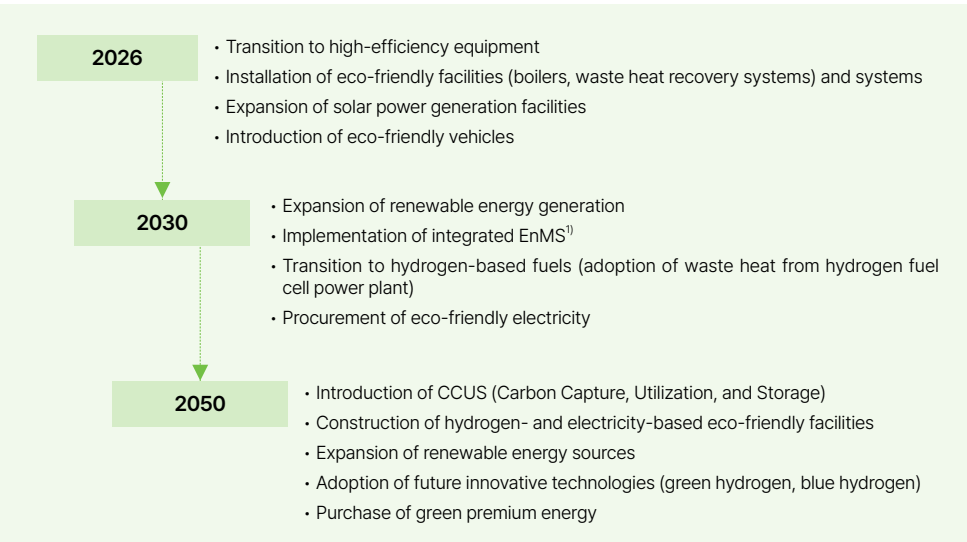
| 2050 Carbon Neutrality Roadmap



| Specific Strategies for 2050 Carbon Neutrality (4M)



| Detailed Action Plans for 2050 Carbon Neutrality



1) EnMS: Energy Management System

Climate Change Risk and Opportunity Management

Climate Change Risk and Opportunity Management

Samyang Foods identifies climate risks and opportunities through an analysis of internal and external environments, including global policies and regulations, industry trends, societal and technological shifts, and stakeholder expectations. In consultation with relevant departments, we selected the most material issues likely to impact the business and reported them to the ESG Committee for final approval.

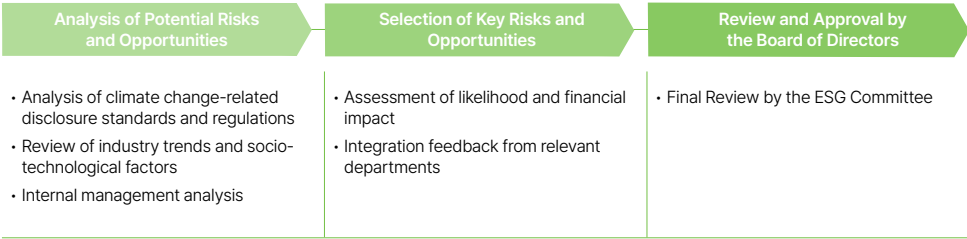
Climate Change Response Measures

Samyang Foods identifies climate risks and opportunities, evaluates their potential financial impacts, and establishes corresponding response measures. Moving forward, we plan to conduct a quantitative financial impact assessment and use the results to develop mid- to long-term climate action strategies, integrating them into our overall business strategy.

| Scenario Analysis of Climate Risks and Opportunities

Category		Factors	Likelihood	Financial Impact	Time Frame	Financial Impact	Current Response Measures
Transition Risks	Policy/ Regulation	Tightened regulations on GHG emissions	Very High	Very High	Short Term	- Increased carbon credit costs - Higher investment costs for renewable energy and low-carbon facilities - Higher carbon taxes due to export barriers	- Establishment of the 2050 Carbon Neutrality Roadmap and detailed - Participation in government-supported programs - Participation in K-RE100 and adoption/expansion of solar power generation facilities
	Technology	Growing demand for low-carbon technology development	Very High	High	Mid-to-Long Term	- Increased R&D costs for low-carbon technologies - Additional costs incurred when building facilities for process improvements	- Development of low-carbon products - Energy savings through process optimization
	Market	Rising demand from consumers and clients for carbon emissions reduction	Very High	Very High	Short Term	Decline in sales if consumer/client standards for low-carbon products are not met	- Development of low-carbon products - Acquisition of Environmental Product Declaration (EPD) and Green Technology Certification - Procurement of eco-friendly materials
	Reputation	Growing demand for climate action and disclosure	Moderate	Low	Mid-to-Long Term	Revenue decline due to reputational damage caused by failure to meet stakeholder expectations	- Publication of sustainability reports - Expansion of stakeholder communication channels and engagement
Physical Risks	Acute	Torrential rains and river flooding	Low	Moderate	Mid term	- Revenue loss due to production halts and shipping delays caused by factory flooding - Recovery and replacement costs for damaged equipment and facilities	- Workplace safety inspections - Replacement of outdated equipment - Emergency evacuation drills for employees
		Coastal flooding	Moderate	Moderate	Mid term	Penalties and revenue loss due to delayed delivery caused by port and logistics system disruptions	
		Wildfires	Moderate	Moderate	Mid term	Revenue loss due to production halts and recovery costs for damaged facilities	
	Chronic	Heatwaves	High	Very High	Mid term	- Sharp increase in cooling costs for offices and factories - Higher purchase and storage costs for agricultural and food raw materials - Medical expenses for employees	- Inspections of occupational Health and Safety measures - Monitoring of electricity usage and efficient workplace temperature management - Operation of health clinics at headquarters and workplaces
		Cold waves	Low	Moderate	Mid term	- Surge in heating costs for offices and factories - Higher purchase and storage costs for agricultural and food raw materials	
Opportunities	Energy Sources	Reduction of carbon emissions through low-carbon technologies and energy sources	High	High	Mid term	- Reduction in production costs through incentives for eco-friendly and low-carbon policies - Reduced carbon credit purchase costs	- Installation of eco-friendly and energy-efficient facilities - Expansion of renewable energy usage
	Market	Growing demand for eco-friendly products from consumers and global clients	Moderate	Moderate	Short Term	Increased revenue through securing green consumers who prefer eco-friendly products	- Use of low-carbon packaging materials - R&D on sustainable packaging - Product carbon footprint assessments
	Resource Efficiency	Establishing a resource circulation systems	Moderate	Moderate	Mid term	Reduction in operating costs through water reuse and waste recycling	- Activities to reduce water usage and expand water reuse - Upcycling and resource recovery initiatives

| Climate Change Risk and Opportunity Management Process

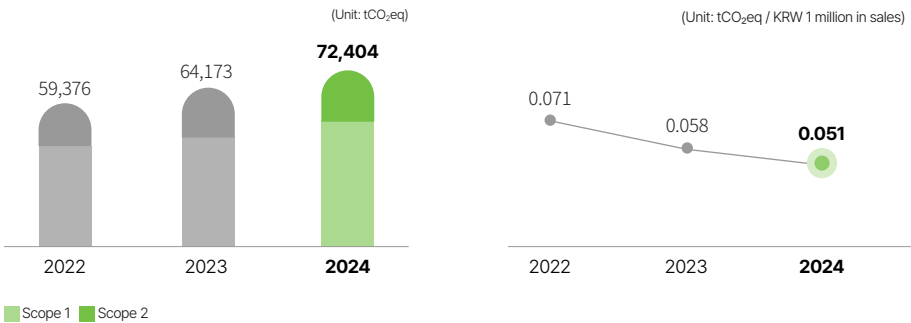


GHG and Energy Management

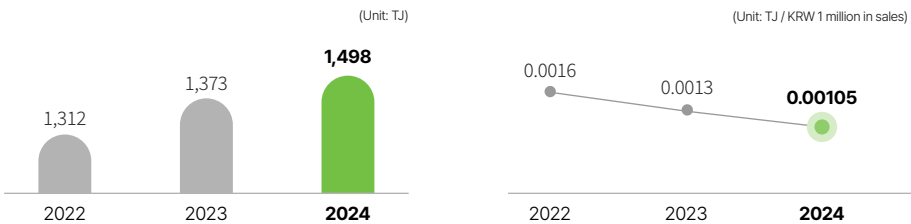
Management Strategies

In 2024, Samyang Foods set a target to reduce the greenhouse gas emissions intensity at its Wonju, Iksan, and Miryang plants by 10% compared to the previous year. The company pursued this goal through a range of initiatives, including the installation of emissions reduction equipment, recovery of condensate and waste heat, and the adoption of renewable energy sources. As a result, the company exceeded its target, achieving a 12.1% reduction in greenhouse gas emissions intensity in 2024. For energy consumption, Samyang Foods aimed to reduce energy intensity by 15% in 2024, and again surpassed the goal with a 19.2% reduction.

GHG Emissions and Intensity



Energy Consumption and Intensity



Adoption of Renewable Energy

In 2022, Samyang Foods introduced a building-integrated photovoltaic system at its newly established Miryang plant. As of 2024, the plant's annual power generation reached 331,521kWh. In 2025, a second Miryang plant was completed, and a rooftop solar power system with a capacity of 750 kW—featuring higher generation efficiency than the previously installed system—was additionally introduced across both plants. Once operational, this system is expected to contribute to an additional annual reduction of approximately 428tCO₂eq in greenhouse gas emissions. In parallel, Samyang Foods is participating in the K-RE100 initiative led by the Ministry of Trade, Industry and Energy, and is actively reviewing further adoption and expansion of solar power installations.

Greenhouse Gas Emissions and Energy Use Reduction Initiatives

Samyang Foods systematically promotes the reduction of greenhouse gas emissions and energy use at each of its production sites. As of 2023, approximately 63% of the company's total energy consumption came from LNG. In response, the Wonju plant installed 3 wood pellet boilers in 2024 to replace LNG with low-carbon fuel, thereby reducing both energy consumption and greenhouse gas emissions. At the Miryang plant, the company is expanding its use of renewable energy, primarily through solar power generation. All three plants—Wonju, Iksan, and Miryang—are enhancing energy efficiency while recovering and utilizing waste steam. Samyang Foods will continue to explore and expand practical solutions to respond to climate change.

(Unit: tCO₂eq)

Site	Activity Type	Details	Annual Greenhouse Gas Reduction
Wonju	Emissions Reduction Equipment	Installation of wood pellet boilers	(Expected) 19,900
		Steam Compressor operation optimization	162.55
	Facility Efficiency Improvement	Once-through boiler operation optimization	1,427
		Replacement of leaking steam traps	319.90
	Waste Heat Recovery	Capturing and reusing of waste steam	1,165.60
	Condensate Recovery	Installation of Ogden pumps	11.04
Iksan	Facility Efficiency Improvement	Replacement of aged steam traps in heat exchangers	116.61
	Waste Heat Recovery	Recovery and utilization of waste steam	0.44
		Recovery and utilization of waste heat from boiler room steam header	0.87
	Fuel Saving	Reduction in heating fuel consumption through insulation	11.14
	Miryang	Facility Efficiency Improvement	Improvement and optimization of compressed air systems
Improvement of HVAC systems and operational efficiency			29.58
Installation of dedicated small compressors for boilers			24.96
Optimization of boiler management and operations			138.34
Supply of appropriate boiler pressure			221.36
Piping Management		Steam piping maintenance on site	107.44
Renewable Energy Generation		Solar power generation(for self-consumption)	139.24

GHG and Energy Management

Life Cycle Assessment

In response to increasing demands for reducing the environmental impact of products, Samyang Foods conducts life cycle assessment activities for its products. LCA is a methodology that quantitatively evaluates environmental impact across the entire product life cycle—from raw material extraction to production, distribution, and disposal. Since 2021, Samyang Foods has obtained and renewed Environmental Product Declarations for 4 flagship products with high sales volume: Buldak Ramen, Samyang Ramen, Buldak Sauce, and Pop Corn Snack. Among these, Pop Corn Snack has additionally acquired a Low Carbon Product Certification. Furthermore, the Buldak Ramen Original (single pack) has been certified by the Carbon Trust in the United Kingdom. Samyang Foods plans to continue renewing certifications for these products while gradually expanding the scope of LCA evaluations.

Environmental Product Declarations

Category	Carbon Footprint	Resource Footprint	Ozone Depletion	Acidification	Eutrophication	Photochemical Smog	Water Footprint
	g CO ₂	g Sb	g CFC-11	g SO ₂	g PO ₄ ³	g C ₂ H ₄	L H ₂ O
Samyang Ramen Original	173	0.92	0.0139	1.3	1.87	0.184	32.8
Buldak Ramen Original	196	1.09	0.0284	1.61	1.01	0.0205	35.1
Buldak Sauce	332	5.77	0.0236	3.58	2.41	1.56	196

Environmental Product Declarations & Low Carbon Certifications

Category	Carbon Footprint	Resource Footprint	Ozone Depletion	Acidification	Eutrophication	Photochemical Smog	Water Footprint
	g CO ₂	g Sb	g CFC-11	g SO ₂	g PO ₄ ³	g C ₂ H ₄	L H ₂ O
Pop Corn Snack	161	1.04	0.00954	0.531	0.241	0.172	5.22

R&D CHECK

Joint Research on Carbon Storage Capacity of Pastureland and Soil

In 2024, Samyang Foods conducted a joint study on the carbon sequestration capacity of pasture and soil at Samyang Roundhill, recognizing the critical role of pastures as carbon sinks.

Located at an altitude of 850 to 1,470 meters, Samyang Roundhill is the largest highland pasture in Asia and is known for its pristine, pollution-free natural environment. A total of 6 plant species, including grasses (Poaceae) and legumes (Fabaceae), grow within the pasture at Samyang Roundhill. These plants serve as feed for sheep and cattle managed on-site. In addition, 24 plant species were identified across 12 forest sites within the study area, demonstrating that both the pasture and surrounding forest maintain high levels of biodiversity.

The study revealed that the soil at Samyang Roundhill stores approximately 2.1 times more carbon than the average of 6 major ranches in Gangwon Special Self-Governing Province. Notably, the pasture soil was found to have even greater carbon storage capacity than forest soil, reaffirming Samyang Roundhill's exceptional value as a carbon sink. Samyang Foods plans to maintain and enhance the carbon storage and absorption capacity of its existing pastures and forests through continued management and conservation efforts.



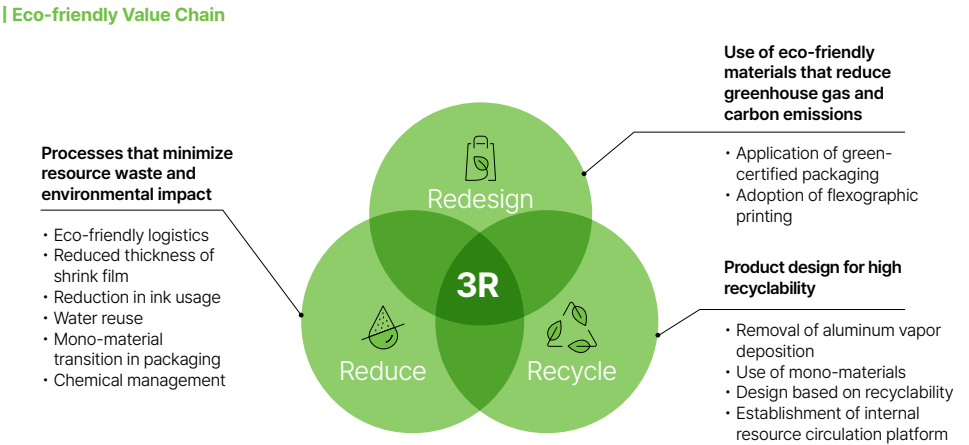
Eco-Friendly Products

Global regulations on carbon emissions reduction and waste recycling are tightening, while consumer and client demand for eco-friendly products continues to grow. In response, Samyang Foods is actively researching and developing sustainable packaging to enhance the environmental friendliness of its products. We also strive to minimize resource use across our production processes by applying the 3R principles (Redesign, Reduce, Recycle) from product design to manufacturing and disposal. We will continue to develop and expand our eco-friendly products to help build a sustainable future.

Establishment of a Resource Circulation System

3R Principle

Samyang Foods has built an ‘Eco-friendly Value Chain’ based on the 3R principles—Redesign, Reduce, and Recycle—across the entire production process. This approach supports the shift to sustainable packaging, reduces resource waste and environmental impact, and promotes recyclable product designs.



Sustainable Packaging Roadmap

Samyang Foods establishes a packaging roadmap each year, pursuing eco-friendly materials, packaging R&D, and commercialization. In 2024, the company enhanced the ecofriendliness of ramen multi-pack packaging and applied flexographic printing to snack packaging. In 2025, Samyang Foods plans to expand green packaging technologies to more products and make packaging lighter and unify its materials.

2025	2026	2027
• Expand use of eco-friendly multi-pack packaging • Expand application of flexographic printing for snack packaging • Reduce weight and unify materials of soup packaging	• Develop packaging that extends shelf life • Continue developing recyclable packaging (e.g., for soups, frozen foods) • Reduce and manage hazardous substances in packaging • Establish response measures for PPWR regulations	• Apply packaging that extends shelf life • Research on eco-friendly barrier materials • Develop a carbon indicator database for packaging • Research on the application of recycled plastics

Eco-Friendly Product Solutions

Adoption of Green Technology-Certified Packaging

Samyang Foods is transitioning to packaging materials certified under Green Technology Certification. This certification, issued by the Korea Institute for Advancement of Technology (KIAT), is granted to technologies that minimize greenhouse gas emissions and pollutants. Starting with ‘Pop Corn Snack’ in 2021, Samyang Foods has expanded the application of green-certified packaging, which as of 2024, is now used in 31 domestic products.



Application of Flexographic Printing

Flexographic printing uses eco-friendly water-based ink and emits approximately 70% less carbon than traditional oil-based gravure printing. It also does not require separate management for residual solvents, making it an environmentally friendly solution. In 2024, Samyang Foods applied flexographic printing to the packaging of ‘Cream Cheese Changgu,’ marking the first use of this technology in its snack product line. The company plans to expand the application of this printing method to more products in the future.

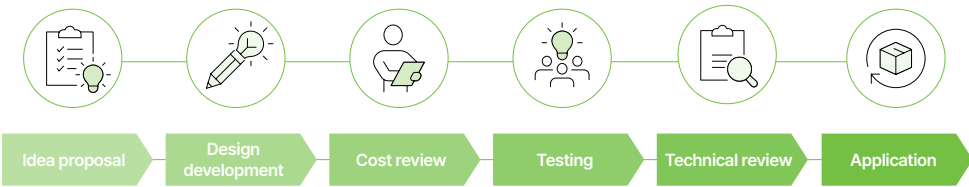


Eco-Friendly Product Solutions

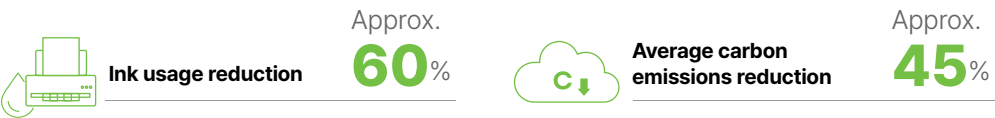
Sustainable Packaging Renewal

Samyang Foods selected the 'Reduction of printed area and removal of aluminum in ramen multi-pack packaging' as a key task for its packaging task force, and advanced development through cross-departmental collaboration. As a result, the top and bottom printed areas of the packaging for 4 multi-pack products—Samyang Ramen and Buldak Ramen—were reduced to lower ink usage, and aluminum was removed from the metallized film to achieve mono-material packaging. These changes contributed to reducing carbon emissions compared to previous packaging and improved recyclability. Samyang Foods plans to expand the application of this technology to export products in 2025.

| Sustainable Packaging Process



| Packaging Renewal Outcomes



R&D CHECK

Reducing waste and minimizing customer claims through improved packaging quality

Samyang Foods previously used NY/PE films with low external barrier properties for liquid soup packaging, which caused moisture loss during distribution, leading to crystallization and solidification issues. To address this, the company replaced the film with a moisture-barrier material to improve preservation. As a result, moisture loss was prevented, customer claims were reduced, and waste volume was also decreased. The improved soup packaging has already been applied to select products and will continue to be expanded.

Samyang Foods also carried out a national R&D project titled 'Anti-fungal packaging research for hydrated noodle products' in collaboration with Korea University and the Korea Food Industry Cluster Promotion Agency. Conventional plastic packaging had weak microbial control, resulting in mold contamination risks and recurring crystallization caused by moisture loss during distribution. To solve this, Samyang Foods applied ethanol immersion and modified atmosphere packaging technologies to block oxygen required for microbial respiration. This effectively inhibited aerobic microbial growth at the source, and the technology is now being gradually applied to hydrated noodle products such as Buldak Wide Glass noodle.



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FOODCARE



ESG Issues of Samyang Foods		ESRS Topics
Customer Health and Nutrition	Material Issue 2	S4 Consumers and end-user
Food Safety and Quality Management	Material Issue 1	
Consumer Centered Management		

UN SDGs



WHY IT MATTERS

International expectations and regulations surrounding food safety and consumer health are becoming increasingly stringent, serving as key criteria for assessing a food company's sustainability. The WHO warns of the public health impacts of harmful food ingredients and nutritional imbalances and urges stronger national regulations. Major markets, such as the EU and the U.S., are tightening management standards on allergen labeling, reducing trans fats, sodium, and added sugars, and expanding guidelines for plant-based and functional ingredients. Today's consumers seek products that support healthy eating while also considering climate and environmental impacts. They prefer companies that provide trustworthy, verifiable information on nutritional value and food safety, beyond just taste and price. These evolving global regulations and shifting consumer expectations bring new responsibilities and call for responsive capabilities across the entire value chain from product planning through production, quality control, disclosure, and communication.

HOW WE RESPONSE

Samyang Foods places consumer health and safety as its top priority and embeds them as core elements of sustainable management. We develop new products featuring healthy ingredients, such as high-protein, low-fat, and plant-based proteins, and continuously expand our health-focused portfolio. In terms of food safety, we have established a farm-to-table quality management system covering every stage of production, and our Quality Management Committee drives rapid decision-making to proactively address safety risks. Furthermore, our dedicated consumer centered management team systematically manages VOC analysis, customer engagement, and product enhancements to reinforce customer trust.

KEY PERFORMANCES

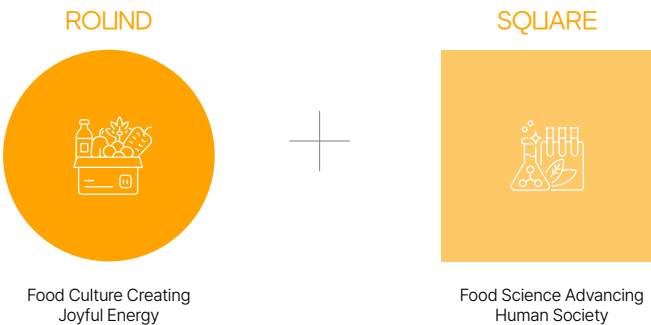
R&D investment amount	Number of food quality-related issue monitoring	Claims PPM
Increased by	Increased by	Reduced by
35%	98.6%	46%

Customer Health and Nutrition

With the growing emphasis on wellness, an aging population, and the rise of chronic diseases, societal interest in healthy living is increasing, and companies are expected to play a vital role in supporting consumer health. Samyang Foods is responding by developing and launching products that prioritize health and nutrition, such as high-protein, high-fiber, and zero-sugar options, and conducting various research for a healthier future. Going forward, we will expand our value into wellness and healthcare to lead a healthy, sustainable future of food culture.

R&D Direction for Health and Nutrition

Samyang Foods aspires to become a wellness and healthcare-focused company that breaks down the boundaries between food and healthcare, contributing to healthier and more enjoyable lives for consumers. To achieve this, the company is conducting a wide range of research activities based on the philosophy of Samyang Roundsquare, aiming to create greater value through the convergence of food and science. From improving existing products and launching new ones to conducting foundational research for personalized healthcare solutions, Samyang Foods will continue advancing consumer health and nutrition.



Brand-New Foods	Alternative Proteins	Biosciences	Environmental Movements
- Product development using Samyang Foods' proprietary high-moisture plant-based tissue protein and internal nutritional guidelines - Development of convenient, healthy products based on plant-derived proteins	- Advancement of plant protein texturization technology and development of plant-based protein ingredients and B2C products - Continuous research into soy alternatives and plant-based proteins for enhanced nutrition	- Securing functional ingredients and developing products for health improvement - Research on mitochondria to support anti-aging, metabolic health, disease prevention, and energy metabolism regulation - Development and optimization of personalized solutions based on human-derived metadata collection and analysis	Contribution to carbon reduction through eco-friendly, sustainable packaging R&D

R&D Framework

Food Engineering Institute

The Samyang Foods' Food Engineering Institute is dedicated to maximizing consumer satisfaction at the heart of food technology. Building on Samyang Ramen, with its 60-year history, and Buldak Ramen, a leading global K-food, the institute has developed products that reflect diverse global tastes and cultures. Driven by a spirit of challenge and innovation, we aim to bring healthy and delicious change to tables around the world.

Category	Key Roles
NS R&D Center	Develop products such as fried and non-fried noodles and conduct ingredient research using plant-based proteins to offer healthier options
FS R&D Center	Develop a diverse portfolio of products including sauces, frozen foods, and HMR (Home Meal Replacement) items, while enhancing their nutritional value through innovation
Tech Starter Team	Conduct research on the fundamental materials used in plant-based proteins and advances technologies based on plant tissue proteins to develop both high-and low-moisture variants, with a focus on sustainable and health-oriented food innovation
Packaging R&D Team	Enhance product value through sustainable packaging technologies and develop eco-friendly packaging solutions

HC)Mitomics institute

The HC) Mitomics institute goes beyond food R&D to explore future healthcare solutions. We pursue sustainable well-being through comprehensive R&D across the entire spectrum of food and biotechnology. This includes developing digital healthcare platform technology based on multi-omics metadata, preventing aging-related diseases through mitochondrial function regulation, promoting health via optimized metabolism, discovering proprietary functional ingredients, and cultivating microbiomes.

Category	Key Roles
Research Strategy Division	Plan R&D projects and develop strategies, drive open innovation, scout trends
Research Center	Conduct fundamental research on metabolic health improvement based on mitochondrial mechanisms and discover bioactive ingredients
Development Center	Discover food-applicable ingredients and develop personalized health functional food and portfolios
OMICS Team	Analyze large-scale human-derived OMICS data using AI/ML-powered solutions



R&D investment increased compared to the previous year by **35%**

- Our Company
- Approach to Sustainability
 - Planet
 - Foodcare**
 - Customer Health and Nutrition
 - Food Safety and Quality Management
 - Consumer Centered Management
- People & Community
- Governance
- Appendix

Key R&D Activities

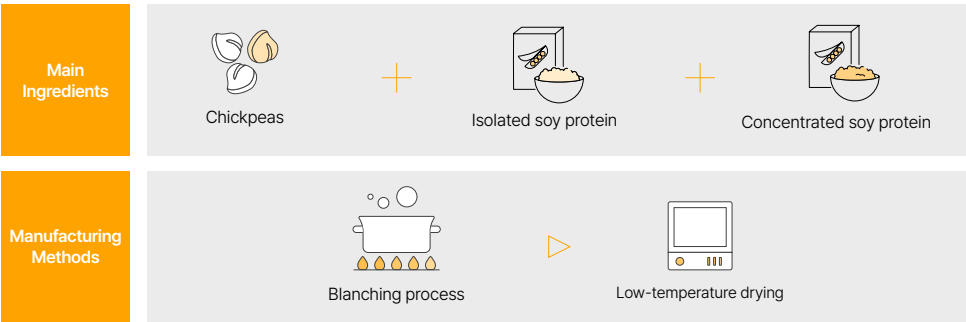
Brand-New Foods

Development of Plant-Based Dried Noodles

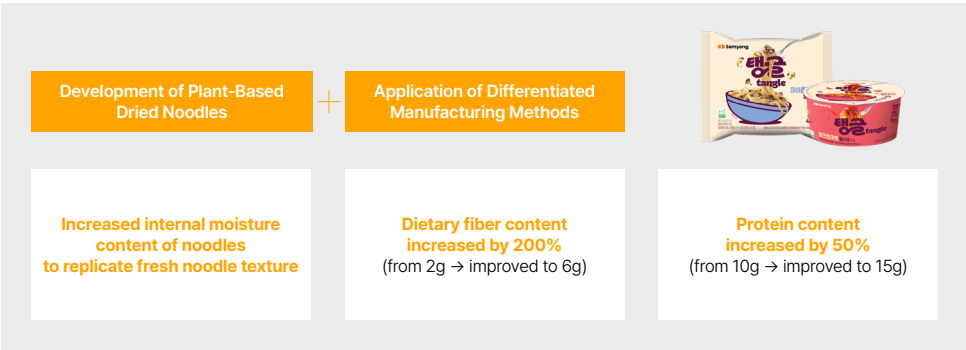
The Samyang Foods' Food Engineering Institute is developing technologies to create healthier versions of delicious products, in line with growing health-conscious trends. Plant-based proteins, which are rich in dietary fiber, promote bowel movement and support gut health. In addition, blending different plant-based ingredients allows for a more balanced amino acid profile. In 2024, Samyang Foods completed the development of high-protein, high-fiber dried noodles using chickpeas, isolated soy protein, and concentrated soy protein as plant-based ingredients. This innovation was applied to the existing 'Tangle' product, with the original noodles replaced by the new high-protein version.

Application of Differentiated Manufacturing Methods

A chewy, elastic texture—especially important in pasta—was recreated in ramen products using a unique method different from conventional dried noodle manufacturing. We developed a blanching method that boils noodles in hot water, along with a low-temperature drying technique that dries the noodles over an extended period under optimized conditions. These methods were applied to achieve a pasta-like texture.



Product Application Cases



Alternative Proteins

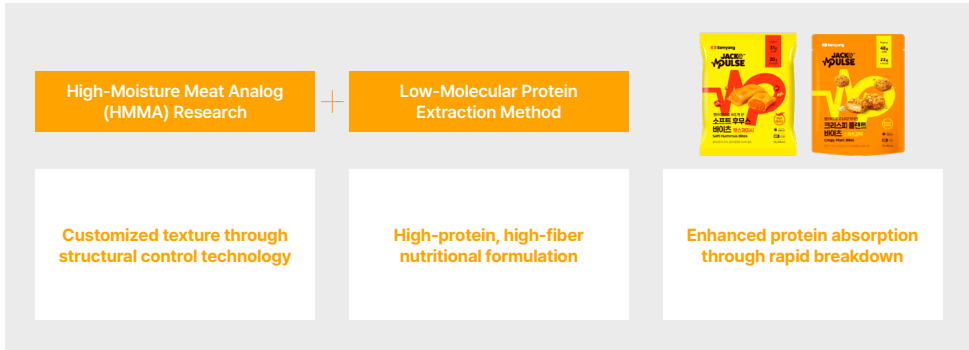
High-Moisture Meat Analog (HMMA) Research

As consumer interest in sustainability and healthy eating continues to grow, demand for food products made with plant-based proteins is steadily increasing. To address the limitations of traditional plant-based products—such as their less appealing texture and flavor—the Samyang Foods' Food Engineering Institute developed an in-house high-moisture meat analog (HMMA) technology using a combination of various plant proteins including soy and rice. This advancement helps create a richer mouthfeel and reduces the beany aftertaste typically associated with soy, improving overall consumer acceptance. Based on a high-protein and high-fiber nutritional design, Samyang Foods is preparing next-generation plant-based protein solutions applicable to various foods. The company is continuously expanding its research to deliver snack and food solutions that satisfy both taste and nutrition.

Low-Molecular Protein Extraction Method

While plant-based proteins offer advantages such as high dietary fiber, zero cholesterol, low saturated fat, and environmental sustainability, they also have drawbacks—such as complex structures and the presence of certain anti-nutrients that hinder digestion and absorption, especially compared to animal proteins. To overcome these issues, Samyang Foods has developed a differentiated extraction method that hydrolyzes protein masses into low-molecular-weight peptide proteins. These proteins are known for providing quick energy and supporting tissue regeneration, as they are rapidly digested and absorbed in the body once broken down into molecular forms.

Product Application Cases



Key R&D Activities

Biosciences

Fundamental Research on Mitochondria

Recent studies have demonstrated that normalizing or preventing the decline of mitochondrial function is emerging as a key strategic approach in the prevention and management of diseases. At the HC)Mitomics Institute, in-depth fundamental research is being conducted to understand the root causes of various metabolic disorders and to identify potential solutions through mitochondria. The institute is equipped with the necessary infrastructure to study mitochondria and is working to analyze mitochondrial function in a multidimensional way, as well as to uncover its correlation with metabolic diseases and chronic inflammation. Its ultimate goal is to provide personalized health management strategies based on individual metabolic data.

Commercialization of Functional Food Ingredients

In December 2024, Samyang Foods signed an exclusive domestic licensing agreement for the functional ingredient ‘HB05P,’ developed by the Korean microbiome research company <Health Biome>. ‘HB05P’ is a functional ingredient based on the strain ‘Akkermansia muciniphila,’ isolated from the breast milk of Korean mothers. It has received approval from the U.S. FDA as a novel dietary ingredient, confirming its safety. Akkermansia is a beneficial gut microbe that has been shown through domestic and international research to support gut and metabolic health, with demonstrated potential benefits in weight management, inflammation reduction, and the prevention of metabolic diseases. It is now gaining recognition as a Next Generation Probiotics (NGP). Through the commercialization of scientifically validated ingredients like this, the HC)Mitomics Institute is committed to advancing consumer health and well-being.

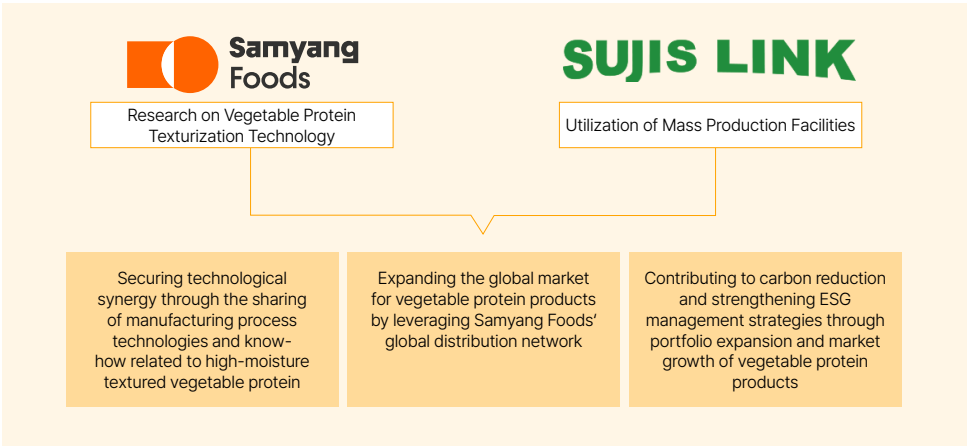
Development of Personalized Healthcare Services

As society enters an era of aging, the focus is shifting from simply extending lifespan to prolonging healthy, active years of life. In line with the shift from traditional reactive medicine to preventive and proactive care, disease prevention and management are becoming increasingly prioritized. The HC)Mitomics Institute aims to provide highly effective services by developing personalized healthcare solutions tailored to individuals’ unique metabolic profiles. To achieve this, the institute is conducting analyses of human-derived biological samples and multi-omics research to identify biomarkers that represent individual metabolic health, while scientifically validating the efficacy of functional ingredients.

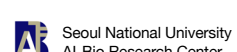
R&D Collaboration

MOU for the Development of Textured Vegetable Protein

In November 2023, Samyang Foods signed a strategic Memorandum of Understanding (MOU) with SUJIS LINK, a food-tech company with advanced expertise in plant-based protein structuring. In May 2024, the two companies agreed to expand their partnership through capital investment to jointly develop manufacturing technologies for textured vegetable protein and collaborate on product development. Samyang Foods is leveraging its in-house pilot facilities to research structuring technologies for plant-based proteins with various textures and properties. At the same time, SUJIS LINK’s mass production infrastructure is being used to develop differentiated plant-based protein materials exclusive to Samyang Foods. These materials are being applied to the development and commercialization of new B2C products. Through this collaboration, Samyang Foods is expanding its product portfolio beyond ramen to include frozen and shelf-stable plant-based protein products.



| Academic Exchange and Collaboration

 Korea Food Industry Association	 The Korean Society of Food Science and Nutrition	 Korea Health Functional Food Association	 Seoul National University AI-Bio Research Center
 New England Bioscience Society, NEBS	 Reproductive Aging Conference	 The Korean Society for Molecular and Cellular Biology, KSMCB	 Korea University

Product Development Focused on Consumer Health

Samyang Foods offers a product lineup that reflects wellness trends and consumer needs while delivering enhanced health and nutrition. In 2024, the company completed R&D on dried noodles formulated with blended plant-based proteins and applied the results to improve Tangle, its premium dried noodle brand. Additionally, Samyang Foods launched new products such as Soft Hummus Bites and Crispy Plant Bites, made with flavorful plant-based proteins and processed using proprietary protein extraction technologies, as well as two functional food products under the potion line.

Product		Description	Features	
Dairy	Samyang Farm Organic Milk		This product is made with fresh milk from healthy cows that graze on organic grass at Samyang Roundhill, the largest ranch in East Asia, located 850 to 1,140 meters above sea level. The pasture has been cultivated for three years without the use of pesticides, herbicides, or chemical fertilizers, earning certification as an organic agricultural product. In addition, through strict quality control, we have also obtained organic livestock product certifications for our dairy cattle and milk.	Organic agricultural product Organic livestock product certifications
	Ramen	Tangle		Made with plant-based protein flour, these dried noodles offer the texture of fresh pasta while delivering 200% more dietary fiber and 50% more protein compared to our traditional products.
Sauces	Buldak Sriracha Hot Sauce		This sauce combines the addictive spiciness of Buldak with the tangy kick of sriracha and is sweetened with allulose instead of sugar. With just 1.3g of fat per serving, it's a low-fat option that consumers can enjoy without guilt.	Low-fat
HMR ¹⁾	Soft Hummus Bites		Soft Hummus Bites feature a chewy exterior filled with chickpea hummus made with 100% plant-based ingredients. High in protein and dietary fiber and containing zero cholesterol or trans fats, they offer a healthy way to enjoy plant-based ingredients.	High-protein High-dietary-fiber Zero cholesterol & trans fat
	Crispy Plant Bites		Crispy Plant Bites are tender, crispy nuggets of plant-based meat made from various grains and coated in hemp-seed and sunflower seed batter. Each serving delivers 48g of protein and 22g of dietary fiber.	High-protein High-dietary-fiber
Beverage	Protein Drop		Protein Drop is a 100% plant-based protein drink that provides the same amount of protein as 2 eggs, helping to replenish both protein and energy. Made with hydrolyzed pea protein for improved absorption, it contains no sugar and is certified vegan.	Vegan Zero sugar
Functional Food	Deep Sleep Potion Ashwagandha		Deep Sleep Potion is a liquid product blended with magnesium and ashwagandha for rapid absorption. It promotes restful sleep by naturally regulating the circadian rhythm through stimulation of GABA receptors, which are related to sleep-inducing neurotransmitters.	Rapid absorption Sleep health
	Enerblast Potion One Touch Shot		Enerblast Potion contains 5 types of water-soluble B vitamins along with a high dose of zinc. It features a specially formulated blend designed to support energy metabolism, delivering a quick and effective boost.	High-vitamin No artificial colorants
Snacks	Pop Corn Snack		Samyang Foods' long-selling Pop Corn Snack is a soft, savory treat made primarily from corn. It contains no animal-derived ingredients such as eggs or milk and is certified vegan both in Korea and abroad, attesting to its quality and safety.	Vegan

1) HMR: Home Meal Replacement

Food Safety and Quality Management

Food safety is directly linked to consumer health, so companies must prioritize it and maintain rigorous quality controls. Samyang Foods blocks all hazards from raw-material sourcing through distribution and ensures product consistency and safety with a data-driven quality-management system. Through these efforts, we are committed to providing reliable products consistently and contributing to the improvement of industry-wide quality standards and the promotion of a global culture of safety.

Food Safety and Quality Management System

Samyang Foods’ food safety and quality management organization comprises the Food Safety Division and the Quality Assurance Teams at each production site. The Food Safety Division includes teams for Quality Policy, Additives/Labeling Compliance, Manufacturing Safety, Quality Innovation, Food Safety Analysis, and Customer Satisfaction, while the Quality Assurance Teams handle certifications and process control. Through an integrated system covering raw material sourcing, product development, production, and distribution, the company addresses food safety issues and strives to build a quality management system that meets global standards.

Food Safety Management Policy 1 Enhance operational efficiency and safety through communication with food supply-related organizations 2 Pay close attention to customers’ food safety requirements 3 Comply with domestic and international food safety regulations 4 Adhere to the guidelines of the food safety management system

| Quality Management Organizations and Responsibilities

Category	Key Roles	
Quality Policy Team	• Manage global food safety information • Support responding to food safety issues	• Identify potential food safety risks • Support reviewing global food regulations
Additives/Labeling Compliance Team	• Comply with global standards for food additives • Manage legal risk related to ingredients/labeling	• Review country-specific food labeling regulations • Develop global food labeling guidelines
Manufacturing Safety Team	• Establish quality evaluation standards • Evaluate OEM partners and material suppliers	• Evaluate Samyang Foods’ own plants/affiliates • Verify OEM product and material quality
Quality Innovation Team	• Build quality indices/consumer evaluation process • Manage company-wide claims	• Improve and standardize quality management process • Run quality improvement programs (BP program)
Quality Analysis Team	• Safety control based on analytical testing • Develop analytical scientific responses	• Ensure preemptive safety of raw materials and products
Customer Satisfaction Team	• Customer consultations and VOC collection • Support for VOC system operation	• VOC analysis and management • Operate and manage CCM certification
Quality Assurance Team	• Support global quality certification management • Support site-specific physical, chemical, microbiological, and trace analysis (foreign matter, ethanol, pork DNA, allergens)	• Support site-specific process control, quality stabilization, potential claim minimization

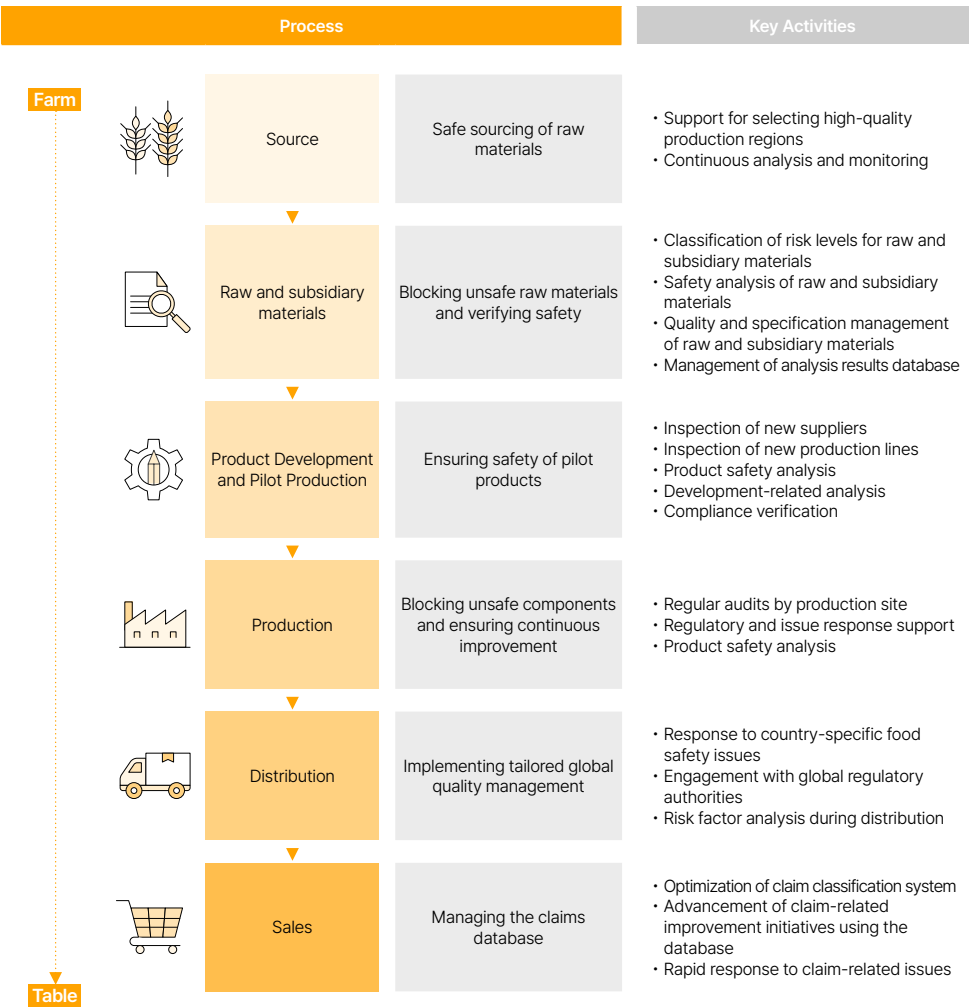
| Food Safety and Quality Management: Short- to Long-Term Objectives

Targets	Short Term	Mid-to-Long Term
Strengthening global regulatory risk management	• Enhance support for global food regulation reviews • Advance domestic and international food safety information database analysis • Strengthen analysis of potential risks for proactive food safety issue management • Expand coverage of global additive compliance reviews • Enhance capability through development of global food labeling guidelines	• Establish a central RA hub • Introduce issue prediction models using AI-based big data analysis • Implement a global ingredient/labeling risk management system • Improve company-wide competency through development of global ingredient/labeling checklists
Advancing global-level food safety and quality management	• Establish and operate an Audit Management System (AMS) • Expand global OEM audits • Improve food safety culture maturity by 10% among employees • Adopt global standards such as FSSC 22000 and HALAL • Expand quality standards, including cross-contamination control systems aligned with global standards • Advance issue response systems through quality analysis	• Establish a food safety management system using the AMS platform • Implement global-standard quality management systems step by step • Strengthen quality management capability based on food safety culture • Build foundations for AI-based global quality management systems • Sustain quality management incorporating ESG principles • Establish functional ingredient analysis technologies to meet global specification requirements
Data-driven quality innovation	• Establish a Laboratory Information Management System (LIMS) • Develop standardized tools for data analysis	• Manage product safety proactively based on analytical data • Establish an early-warning system for claims by rapidly analyzing claims and managing claim histories
Strengthening site-centered quality management	• Improve and standardize on-site quality • Implement the Quality Safety Gate system • Establish QC sensory evaluation processes	• Enhance product safety through site-based quality systems • Integrate TQMS operations by manufacturing plant • Establish sensory quality indicators and detailed evaluation processes

Food Safety and Quality Management System

Food Safety and Quality Management Process

Samyang Foods thoroughly verifies raw materials sourced directly from farms and proactively eliminates potential hazards at every stage of the process. We also respond swiftly to safety issues and regulatory changes at the distribution and consumption stages, systematically managing any potential claims. By establishing a Farm-to-Table quality management system and clear roles and responsibilities (R&R) across the entire value chain, we have built advanced safety management capabilities that meet global quality standards.



Certification for Food Safety

To provide consumers with trustworthy products, we operate a preventive, risk-based food safety management system based on the international standard FSSC 22000 (Ver.6). We have also applied HACCP certification to all production items to enhance hygiene management. In addition, we respond to global market demands by securing HALAL, VEGAN, RSPO certifications. Through our research facilities certified by KOLAS, we enhance the reliability and precision of quality verification, thereby strengthening the level of risk management. Each site's certification is continuously renewed through periodic inspections and external audits, and Samyang Foods will continue to deliver safe and consistent products through systematic quality management based on certifications.

Food-related certifications

	Category	Wonju Plant	Iksan Plant	Miryang Plant
Food Safety Management System	HACCP	11 types including fried noodles	Fried noodles	5 types including fried noodles
	FSSC 22000	Noodles and sauces	Noodles	Noodles
	KFS	Buldak Ramen, Buldak Ramen Carbonara	Buldak Ramen, Buldak Ramen Carbonara	Buldak Ramen, Buldak Ramen Carbonara
HALAL	KMF	386 items including Buldak Ramen	102 items including Buldak Ramen	65 items including Buldak Ramen
	BP JPH	60 items including Buldak Ramen	4 items including Buldak Ramen	-
	IHCC	7 items including Buldak Ramen	-	-
VEGAN	Korea Agency of Vegan Certification and Services	Pop Corn Snack	-	-
	THE VEGAN SOCIETY	16 items including Buldak Ramen	-	-
Sustainable Sourcing	RSPO	19 items including Buldak Ramen		



Enhancement of Food Safety Systems

Establishment of Sensory Quality Indicators

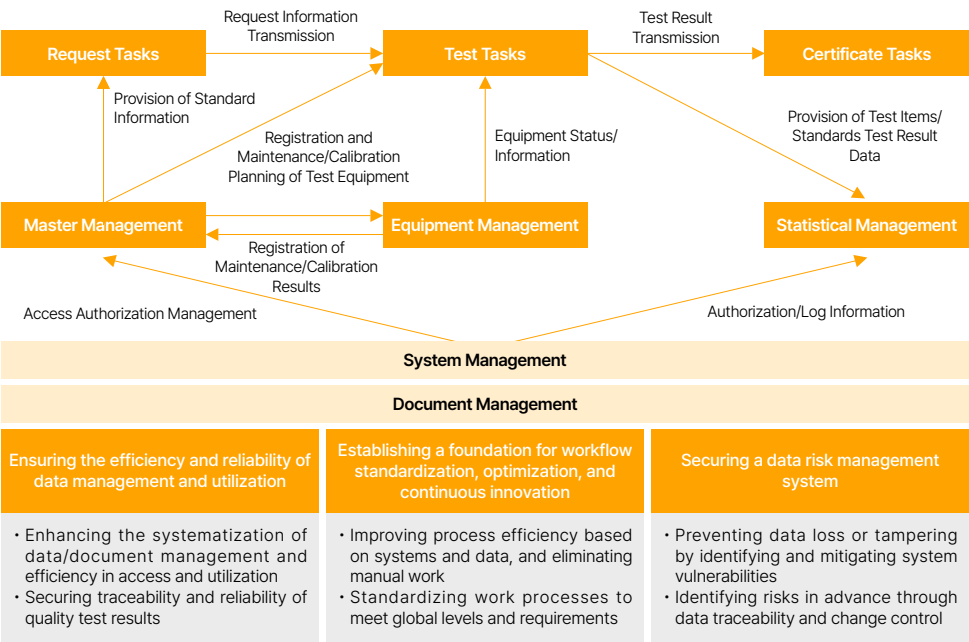
Samyang Foods is building a precise quality management system using sensory quality data based on SDA¹⁾. Quality assurance and production staff are trained as expert panelists, forming a dedicated panel group. For each product, key sensory attributes are defined, with reference materials designated for each. Sensory data is collected daily from production batches for continuous monitoring, stored and analyzed on a cloud-based platform, and any anomalies are reported to quality personnel in real time for prompt action. For fried stir-fried noodles, data is gathered for 13 attributes (4 appearance, 3 texture, 5 flavor/aroma) to establish the first sensory quality indicators. This approach will be expanded to other product categories to refine quality management, optimize processes, and enhance consistency.

1) SDA: Modified Spectrum Descriptive Analysis

Implementation of Laboratory Information Management System (LIMS)

Samyang Foods has introduced a Laboratory Information Management System (LIMS) to establish a company-wide data platform. The system standardizes data management, improves operational use of test results, and enhances the reliability of analytical information and responsiveness to risks.

Laboratory Information Management System (LIMS) Framework



Hazard Analysis in Food Products

Samyang Foods operates an in-house analytical laboratory equipped with precision instruments to detect potential food safety hazards such as pesticide residues, heavy metals, and pathogenic microorganisms. The laboratory also conducts testing for mycotoxins, veterinary drug residues, and DNA/protein-based substances such as allergens and GMOs¹⁾. In particular, a verification process is in place to assess and classify the risk levels of raw materials by type in advance. This process blocks the inflow of hazardous materials and supports the development of products with proven safety.

Key Analytical Technologies

Item	Analytical Description
Pesticide Residues	• Pesticide residues are managed in compliance with global standards such as those of the EU. • A total of 546 compounds, including those regulated by the Ministry of Food and Drug Safety and the National Agricultural Products Quality Management Service, are analyzed using high-resolution mass spectrometers. • Capable of detecting trace-level contaminants.
Mycotoxins	• Proactive prevention of mycotoxins in raw materials such as wheat, corn, and red pepper powder. • Simultaneous analysis of nine types of toxins and comprehensive process monitoring are conducted.
Allergens	• Precision testing is conducted to block allergen contamination in products and ensure safety. • Highly sensitive ELISA (Enzyme-Linked Immunosorbent Assay) methods are used to detect trace amounts resulting from cross-contamination.
Vegan and Halal	• Testing is conducted in accordance with vegan and halal certification standards. • Genetic testing technologies are used to detect even trace amounts of animal-derived substances such as beef, pork, chicken, and lamb.

1) GMO: Genetically Modified Organism

Operation of the Claim Reduction Committee

Samyang Foods operates an integrated Quality and Safety Committee across all sites to establish a company-wide claim management system. The Committee analyzes claim data from each site to identify key improvement tasks, develop actionable plans, and evaluate results. To enable rapid decision-making, major claims and quality issues are reported monthly, and best practices are shared across sites to create synergy. Clear classification standards have been established to ensure prompt departmental response to incoming claims, and the management scope has been expanded globally in line with the growing share of overseas sales. In 2023, 17 improvement tasks were executed, resulting in a 66% year-on-year reduction in total claim PPM. In 2024, more detailed claim type analysis, in-depth root cause investigations, and targeted improvement initiatives achieved a 46% reduction compared to the previous year.



Claim PPM Reduction Rate 46% Year-over-Year

Food Safety Management Activities

Operation of Food Quality Issue Response Process

Samyang Foods has established a company-wide response process, including an emergency contact system, to swiftly identify risks and prevent the escalation of product quality issues into major incidents. From root cause analysis to the development of improvement measures, the entire process has been systemized, and decisions are implemented without delay.

Monitoring of Food Quality-Related Issues

To proactively respond to varying food safety regulations by country, Samyang Foods monitors international food safety issues daily. In 2024, the company introduced an RPA¹⁾ system to automate issue collection, which enabled the collection of 26,770 cases—an increase of 98.6% compared to the previous year. The collected data is analyzed by country of origin, food category, and information source, then rapidly distributed to relevant departments. It is also shared company-wide in the form of food safety news, regulatory checklists, and policy updates to enhance the company's ability to prevent and respond to food safety issues. Looking ahead, Samyang Foods plans to advance its analytical framework and further strengthen its big data-driven capabilities to preemptively detect and mitigate global quality risks.

1) RPA: Robotic Process Automation

Establishment of a Food Safety Culture

Samyang Foods is making continuous efforts to embed a food safety culture, which has emerged as a key element in global food safety. In the first half of 2025, the company conducted its first food safety culture maturity assessment targeting all employees and set improvement goals based on the identified weaknesses. Furthermore, Samyang Foods has established and manages food safety standards across all stages—from raw material procurement and production to distribution and sales. The company also provides training to raise food safety awareness and operates an employee participation program to collect improvement suggestions. Through these efforts, Samyang Foods aims to enhance company-wide awareness of food safety and continue delivering safe, trustworthy products to consumers.

Quality & Food Safety Academy

Samyang Foods operates the Quality & Food Safety Academy to help employees respond to changes in external food safety trends and to enhance their job competencies. The academy offers step-by-step programs, ranging from the foundational 'Essential' course to the advanced 'Advanced' course, and develops curricula annually to reflect the latest trends, thereby supporting the enhancement of practical expertise for professionals.

Course Title	Subject Title		Description	No. of Trainees	Satisfaction (Out of 5)
Essential	Understanding Food Regulations		Basic overview of the Food Sanitation Act and related laws	144	-
	On-Site Quality Assurance Tasks and Processes		Quality assurance tasks and processes at production sites	141	-
Beginner	Act on Labeling and Advertising of Foods		Food labeling methods and unfair labeling/advertising under the Act on Labeling and Advertising of Foods	27	4.42
	Special Act on Children's Dietary Life		Understanding the Special Act on Safety Control of Children's Dietary Life and related violations		
	HACCP		Preparatory steps and principles for effective HACCP management		
	Process Management Trends and Quality Control		Trends in process management such as Smart Factory, QMS, and VOC systems, and case studies in quality control		
Basic	Food Defense and Fraud		Risk awareness and supervision/management methods related to intentional food contamination or misleading expressions	45	4.49
	Understanding LCA and its Application		Overview of the full assessment process for maintaining/managing Environmental Product Declaration (EPD) certification	16	4.75
	Understanding Global Certification Systems		Non-GMO, Gluten Free, and Vegan Certification	20	3.76
	Prevention of Complaint Recurrence		Methods for responding to claims and preventing recurrence	28	4.46
Advanced	Labeling Requirements by Country	China	Food regulatory system and labeling standards in China	63	4.28
		EU	Food regulatory system and labeling standards in the European Union	38	4.23
		Indonesia	Food regulatory system and labeling standards in Indonesia	16	4.43
	Basics of FSMA		Overview of the U.S. Food Safety Modernization Act (FSMA) and preventive control techniques	11	4.20
	EMP for Food Facilities		Design and implementation of Environmental Monitoring Programs (EMP) for food safety	7	4.38
	Total			556	4.34



Training Satisfaction **4.34** out of 5

Partner Management

Partner Inspection System

Samyang Foods conducts regular inspections of its partners. These inspections are carried out using the Samyang Global Checklist, which is based on domestic and international food hygiene regulations and includes legal compliance, hygiene status, and food safety management systems. Based on the evaluation results, Samyang Foods implements follow-up actions such as regular monitoring, quality improvement guidance, and corrective measures. In 2024, a total of 191 partners were inspected—146 food manufacturers, 27 non-food manufacturers, and 18 OEM suppliers—taking into account the importance of each transaction. Corrective measures were implemented according to the inspection results, thereby enhancing partners’ capabilities in food safety and quality.

Partner Inspection Process

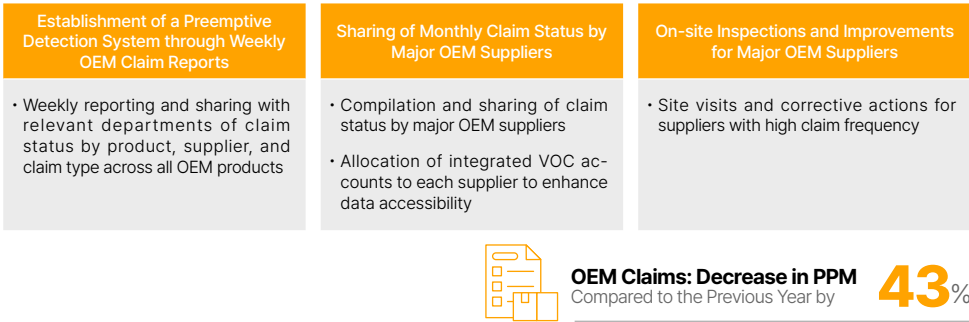


Development of AMS (Audit Management System)

With the expansion of its global supply chain and broader scope of partner management, Samyang Foods is currently developing an AMS to operate its supplier audit process in a more systematic and digitalized manner starting in 2025. By digitalizing previously separate tasks, the system is expected to enhance the efficiency of audits and evaluations, improve overall quality, and serve as an integrated management tool that supports data-driven decision-making.

Enhancement of OEM Partner Management System

Samyang Foods monitors OEM claim cases weekly and raises quality awareness among related departments through regular reports. Monthly performance data for major OEM suppliers are disclosed to reinforce accountability. If the same claim recurs more than 10 times in a month for a specific supplier, an on-site inspection is conducted and corrective actions are requested. As a result, OEM claims (PPM) in 2024 fell by about 43% year on year.



Operation of the Partnership Program

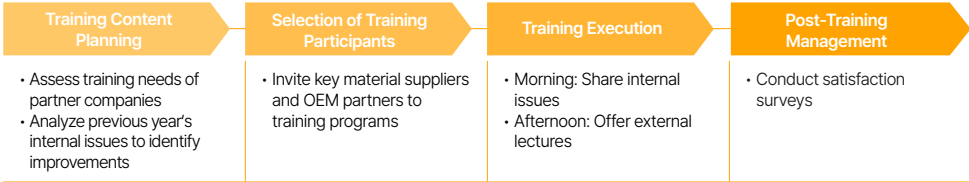
For products with frequent claims, the company reviews each OEM supplier’s status and analyzes best practices from other companies with strong quality performance in similar processes. Improvement points are identified and shared through the Partnership Program.



Partner Food Safety Seminar

Samyang Foods hosts an annual Partner Food Safety Seminar for OEM partners and raw/subsidiary material suppliers. By sharing food safety issues and regulatory updates, the company helps partners mitigate risks and strengthen quality management capabilities. In 2024, seminar satisfaction rose to 4.76 from the previous year.

Seminar Implementation Process



Consumer Centered Management

Samyang Foods places customer satisfaction at the core of its values and has established a consumer centered management (CCM) system. We operate a dedicated CCM organization to meet diverse customer expectations and systematically collect and analyze feedback through an integrated Voice of Customer (VOC) system. Moving forward, Samyang Foods will expand communication channels with customers, strengthen customer trust, and continue to practice consumer centered management.

Consumer Centered Management System

Consumer Centered Management Strategy

Samyang Foods strengthens customer trust through Consumer Centered management. We operate an integrated VOC (Voice of Customer) system to incorporate a customer perspective into our management activities and systematically manage customer feedback. With professional CS staff who collect and manage VOC data, we proactively prevent issues and consistently reflect the voice of the customer. Our commitment to CCM is articulated in our ‘Code of Ethics Guidelines,’ which outlines ethical principles for customer engagement, and the ‘Consumer Centered Management Declaration.’ [Code of Ethics Guidelines](#)

Vision	Enhancing Customer Trust Through Effective Consumer Centered Management			
Goals	Economy Establishing a foundation for future-oriented business through operational improvements	Environmental Fostering sustainable food sourcing and cultivating food tech business	Society Creating a win-win corporate culture among the company, employees, and partners	Corporate Enhancing internal and external competitiveness through effective consumer centered management
Strategy	Consumer Centered Management (CCM) certification Reinforced issue prevention through VOC data collection and management		Establishment of an integrated VOC system Operation of professional CS personnel to eliminate regional gaps	

Consumer Centered Management Declaration

- 1

We place consumers at the forefront of all our business values.
- 2

Our foremost priority is to provide consumers with products that are both safe and delicious.
- 3

We attentively and humbly accept customer feedback, always putting their needs first.
- 4

We take proactive measures to prevent and eliminate factors that could lead to customer dissatisfaction.
- 5

We aim for sustainable business growth by prioritizing the health and well-being of our consumers.
- 6

We disclose safety, health, and environmental (SHE) management performance transparently to all stakeholders.

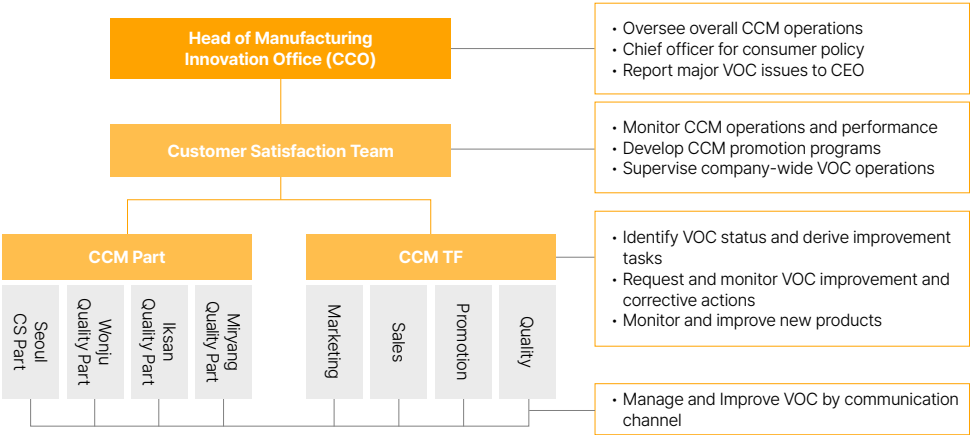
Metrics & Targets

Targets	2025	2027
Enhancing customer trust through effective Consumer centered management	• Conduct customer satisfaction surveys • Introduce chatbot system • Implement and manage Customer Satisfaction Index (CSI)	• Expand VOC reception channels globally • Establish a real-time global customer consultation system for Samyang Foods

Consumer Centered Management Organization

Samyang Foods has built a dedicated organization for consumer centered management to respond better to customer feedback. This department operates a company-wide collaboration system under the Chief Customer Officer (CCO), clarifying roles and responsibilities. When major complaints are identified, they are shortly reported to the CEO for immediate action.

Organizational Structure



Operation of VOC Committee

To protect consumer rights, the regular VOC Committee analyzes feedback from all channels, identifies risks, and establishes preventive and corrective measures. The committee reports identified risks and product and service improvement plans to senior management, strengthening execution. As a result, claims fell by 16.1% year-on-year.

VOC Committee Operations

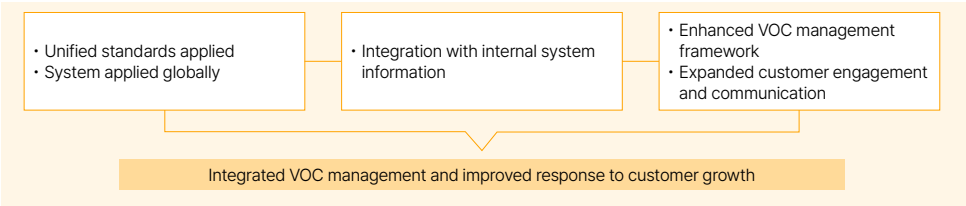
Meeting Title	Description	Frequency	Subject
S-PPM	• VOC DB-based quality improvement	Once a month	Executives
QI Meetings	• VOC DB-based QI by production and quality teams	Once a month	Working-level S-PPM

Consumer Centered Management Activities

Establishment of an Integrated VOC System

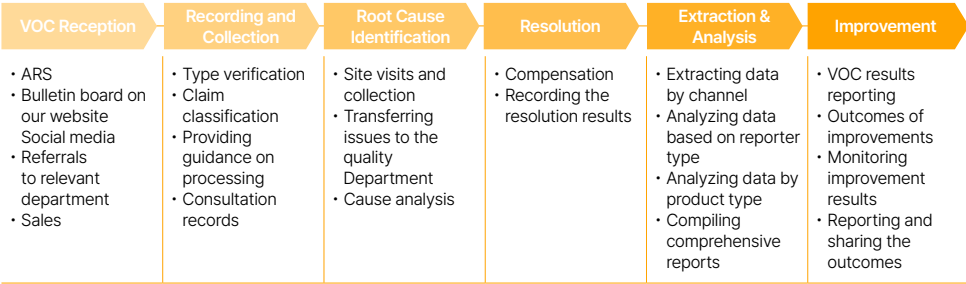
As Samyang Foods expands globally and its customer base grows, customer feedback has grown in volume and diversity. In 2024, to better respond to feedback, the company launched an integrated VOC system, consolidating inquiry and feedback channels that had been segmented by function (e.g., marketing, PR) and by market (e.g., China, the U.S., Japan). Serving as a control tower, this system ensures that all customer inquiries, suggestions, and complaints are thoroughly managed and addressed, contributing to consumer centered management.

Integrated VOC System Framework



VOC Process

Samyang Foods has established a VOC process that manages customer inquiries and complaints from receipt to resolution. Customer feedback collected through communication channels is digitized and managed systematically. The results are shared with relevant departments to develop solutions, with all activities reported regularly to the CEO and senior executives to strengthen company-wide customer satisfaction efforts.



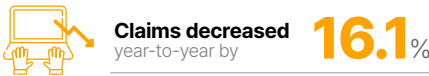
VOC Reception

Category	Unit	2022	2023	2024
General Inquiries ¹⁾	cases	2,150	1,900	2,455
Claims ²⁾	cases	15,091	16,903	14,177
Claim Resolution Rate	%	100	100	100

1) Includes product/service suggestions, ideas, business proposals and partnerships, compliments, etc.
2) Includes complaints related to foreign substances, taste, defects, breakage, etc.

Operation of the Customer Satisfaction Center

The Customer Satisfaction Center serves as the primary hub for receiving and processing customer feedback, ensuring swift and accurate handling of inquiries, inconveniences, and complaints. The center systematically collects and analyzes feedback to drive product quality improvements and service enhancements. Repeated VOCs are addressed through close collaboration with relevant departments, leading to practical outcomes such as product refinement, defect reduction, and improved usability. Samyang Foods plans to further strengthen the center's role, ensuring customer voices are reflected company-wide and the overall customer experience is continuously enhanced.



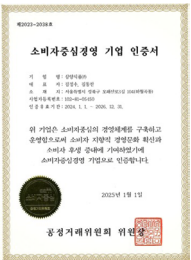
VOC Training

To promote a culture of consumer centered management and strengthen the expertise of related departments, Samyang Foods provides training focused on customer-related matters. In 2024, training focused on equipping frontline employees with the knowledge needed to handle claims effectively, thereby improving their consumer response capabilities.

Program Title	Description	Participants
Global Certification System	Non-GMO, Gluten-Free, and Vegan	Quality and Safety Personnel
Food Defense and Food Fraud	Food safety systems	Quality and Safety Personnel
Claim Recurrence Prevention	Consumer claims, public affairs handling during claim events, and foreign substance claim management	All Employees

Consumer Centered Management Certification

Samyang Foods obtained the Consumer Centered Management (CCM) certification in 2021 to promote consumer-oriented business practices and successfully achieved recertification in 2023. The company continues to carry out improvement activities to enhance consumer rights and satisfaction.

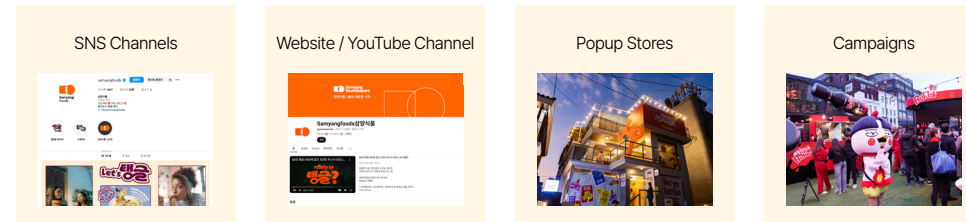


CCM Certification

Customer Communication Activities

Consumer Engagement Efforts

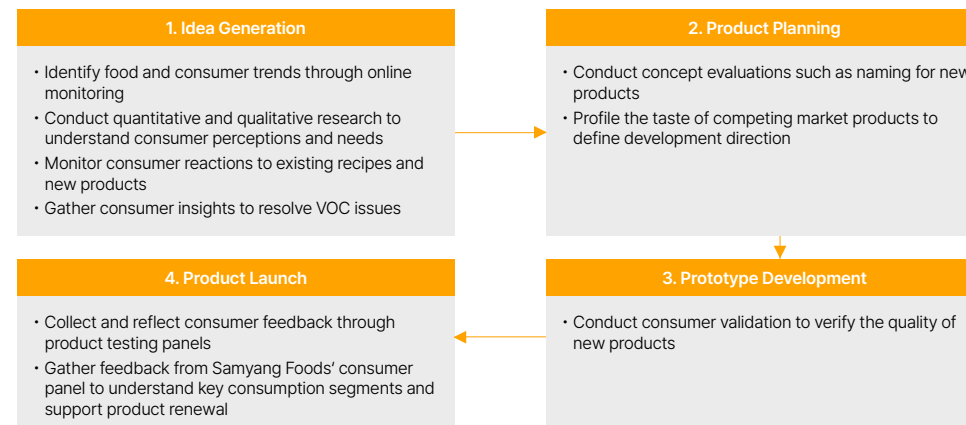
Samyang Foods operates a variety of communication channels to engage with consumers. Through online platforms such as YouTube and social media, the company quickly and accurately delivers updates on Samyang Foods' products. Offline, Samyang Foods provides customers with opportunities to experience and explore its offerings through campaigns and popup stores.



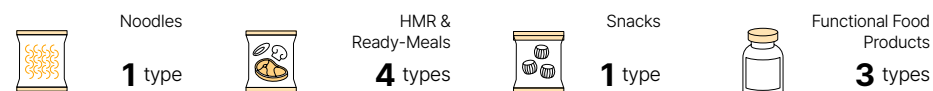
Customer Satisfaction Survey

Samyang Foods recruits over 1,000 consumer panelists representing diverse genders, age groups, and lifestyles to participate in satisfaction surveys. By understanding their needs and incorporating their feedback across all stages of product development, service, and marketing, we strive to enhance customer satisfaction.

| Consumer Research Process



| Consumer Survey Results



Splash Buldak

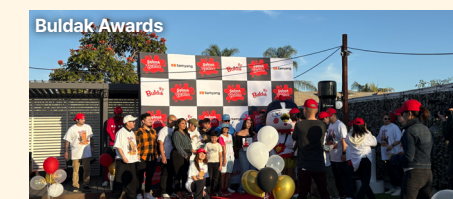
The Splash Buldak campaign was a global initiative designed to expand the Buldak brand's presence beyond flavor by promoting Buldak Sauce. Starting in New York, USA, the campaign spanned approximately 2 months and reached consumers in 5 countries, including Shanghai (China), London (UK), and Dubai (UAE), engaging directly with local customers. The campaign's name, Splash Buldak, embodies the idea of 'spreading Buldak far and wide.' By taking the brand directly to consumers, Samyang Foods maximized customer experience, enhanced brand recognition, and further solidified its global presence as a leading representative of K-Food.



The Sauce Exchange was designed to share the taste of Korea with spice-loving consumers around the world. In this campaign, participants could bring old sauces from their refrigerator and exchange them for new Buldak Sauce products. They also had the opportunity to taste dishes made using the sauce.



The Buldak Rider campaign featured 'Hochi,' the Buldak mascot riding a scooter, delivering Buldak Sauce to consumers throughout the city. The campaign also involved partnering with delivery drivers to distribute the sauce products directly to customers.



To show appreciation for the love and support from Buldak fans around the world, Samyang Foods selected heartfelt stories submitted by fans and hosted surprise parties for them. Winners received a Buldak Trophy and a special kit.



PEOPLE & COMMUNITY

Talent Management	53
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Sustainable Supply Chain	68
Contribution to Local Community	72
Information Security	75

PEOPLE & COMMUNITY

ESG Issues of Samyang Foods	ESRS Topics
Talent Management	S1 Own workforce
Human Rights Management	S1 Own workforce S2 Workers in the value chain
Health and Safety Management	S1 Own workforce S2 Workers in the value chain
Sustainable Supply Chain Material Issue 3	S2 Workers in the value chain
Contribution to Local Community	S3 Affected communities
Information Security	S4 Consumers and end-users

UN SDGs



WHY IT MATTERS

The EU has adopted the Corporate Sustainability Due Diligence Directive (CSDDD), and major markets such as Europe and the United States are expanding legislation related to human rights and environmental protection across the supply chain. International standards—including the UN Guiding Principles on Business and Human Rights (UNGPs) and the ILO Core Conventions—also call on companies to take responsible actions regarding human rights and environmental issues within their supply chains. In Korea, laws such as the Serious Accidents Punishment Act and the Personal Information Protection Act are further strengthening stakeholder protection requirements. As regulations and stakeholder expectations for corporate social responsibility continue to rise, companies must prevent and manage social risks, including human rights violations and occupational accidents. These efforts allow companies to build stakeholder trust and secure both global competitiveness and sustainability.

HOW WE RESPONSE

Samyang Foods operates action-oriented management systems across various areas including human-rights management, talent development, safety management, and community engagement. We gather employee feedback through organizational culture surveys and grievance-handling channels, and we conduct human-rights impact assessments to identify risks affecting employees, partners, consumers, and local communities. In health and safety, we set strategic objectives and implement site-specific management systems to prevent risks and accidents. We also strengthen supply chain resilience by signing fair trade agreements with partners and supporting occupational accident prevention. Personal information is managed in accordance with legal standards by a dedicated department. We also strengthen community trust through social contribution activities, including support for vulnerable groups and the development of cultural talent.

KEY PERFORMANCES

Employee grievance resolution rate

Maintained at

100%

Partners signed fair trade agreements

23 Companies

Personal data breach incidents

ZERO

Talent Management

Samyang Foods, recognizing that talent is the key driver of sustainable corporate growth, implements various recruitment programs and systematic development strategies. It secures professionals with job expertise and global competitiveness and fosters an environment where employees can continuously grow through training and evaluation systems.

Talent Management System

Samyang Foods, based on its 'Roundsquare' talent profile, strives to hire individuals who understand the essence of oneself and one's work, respond proactively to change, and deliver better results through communication, integration, and critical thinking. This ideal talent profile serves as the benchmark across all HR functions, guiding recruitment, training, evaluation, and compensation in a consistent direction. In the recruitment stage, Samyang Foods strengthens its job-based selection process. After hiring, we systematically support employee growth by linking performance management, learning culture, and welfare programs. Moreover, we are fostering a healthy organizational culture that promotes engagement and collaboration, creating an environment in which employees can continuously demonstrate their capabilities.

Ideal Talent Profile of Samyang Foods

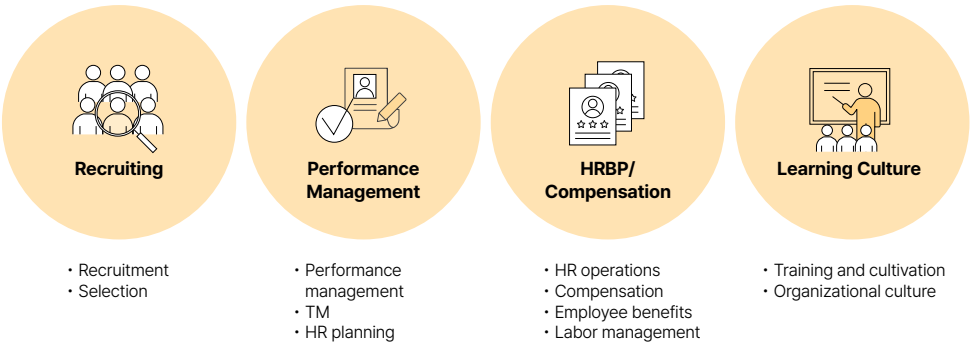


Roundsquare

Roundsquare talent who achieves exceptional results that exceed expectations in novel ways by embracing planned contradictions that integrate disparate and diverse perspectives

Talent Who Pursues Essence and Change	Talent Who Cultivates Thesis, Antithesis, and Synthesis Through Communication	Talent Who Develops Solutions Through Inquiry
Pursuing change with a clear direction based on the understanding of the essence of oneself and one's work	Integrating opposing viewpoints through communication to drive continuous growth	Thinking critically and continually questioning to achieve better outcomes

Talent Management Framework



Talent Management Goals by Area

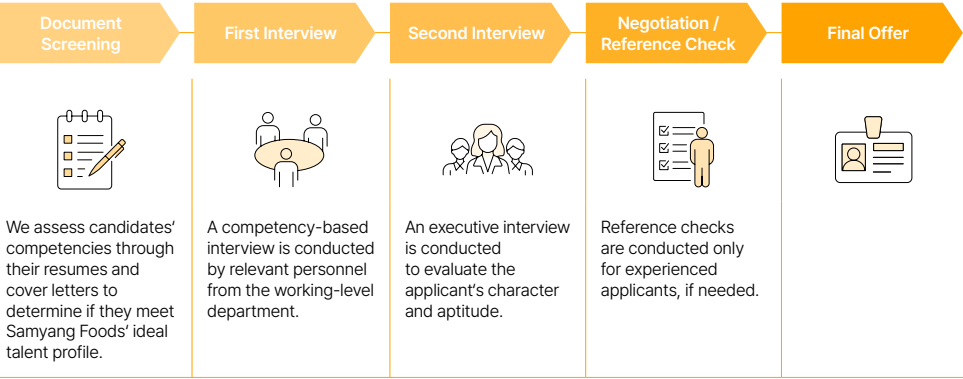
 Recruitment	Hire 'Roundsquare' talent • Structure selection tools by reflecting the ideal talent profile at the recruitment stage • Conduct competency-based selection
 Cultivation	Establish systems to strengthen leadership and job expertise among Team Leaders • Design and implement structured training programs based on leadership competencies of Team Leaders to strengthen their leadership • Establish Academy systems for major job functions to enhance professional expertise
 Evaluation	Secure execution capabilities through competency-based evaluations • Derive common competencies from the ideal talent profile and integrate them into competency evaluations for all employees • Incorporate leadership competencies into Team Leader assessments • Reflect evaluation results in cultivation plans to reinforce competency performance

Talent Recruitment and Management

Outstanding Talent Recruitment

As Samyang Foods’ business expands and globalizes, we are focused on securing professionals with diverse job experience and specialized expertise. In addition to open recruitment, year-round recruitment, and internal referral programs, we utilize both online and offline channels to enhance communication with applicants and have strengthened partnerships with key universities to directly identify promising talent. Through these efforts, we aim to attract individuals suited for our business expansion. We are also exploring initiatives such as sponsoring domestic and international job clubs and hosting competitions to build networks with prospective job seekers.

| Recruitment Process



Plant Tour Program



Recruitment Fair at Kyungpook National University

Global Talent Recruitment

Samyang Foods’ products are gaining popularity in markets such as the United States, China, and Japan, driving a steady rise in exports. To support global expansion, we implement diverse recruitment strategies to secure outstanding foreign talent for international operations. In 2024, we launched a global internship program to build a talent pool of candidates with both an understanding of Korean culture and global leadership potential. By offering Exceptional Experience, we aim to foster intern development, enhance our brand image, and attract a broader global customer base. Recruitment efforts included participation in the 2024 Global Talent Fair organized by KOTRA, partnerships with university international offices and language institutes, our career website, and engagement with foundation scholarship students. As a result, we built a strong talent pool, primarily from leading universities such as Seoul National University, Yonsei University, Korea University, Sogang University, Sungkyunkwan University, Hanyang University, Ewha Womans University, Chung-Ang University, Kyung Hee University, and Hankuk University of Foreign Studies.

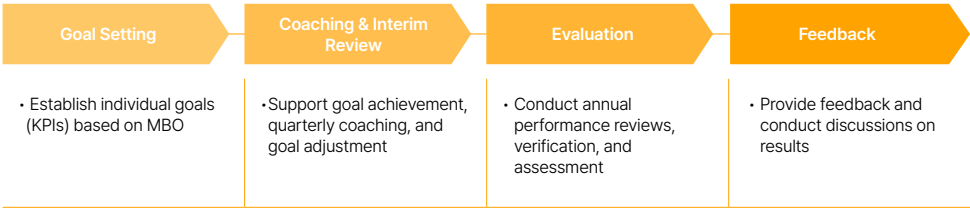
Internship Program and Local Talent Acquisition

Each year, Samyang Foods operates a hiring-linked internship program to identify candidates who align with our values and talent profile and demonstrate the potential to grow with the company. To cultivate talent in regions where our plants are located, such as Gangwon-do, Miryang, and Iksan, we organize regional recruitment fairs, experiential internship programs, and plant tours that offer local students practical work experience. In addition, we run school-industry internship programs focused on key functions such as production, quality, and process to secure candidates with specialized technical skills.

Employee Evaluation and Compensation

Our evaluation system supports Samyang Foods’ mission and vision of becoming a global, comprehensive food company while fostering an environment for mutual growth. We operate a fair, objective, and performance-based process that aligns individual goals with business objectives. This includes role assignments and differentiated compensation based on results. Salaried employees receive annual evaluations of performance and capabilities, while leaders at the Team Leader level and above undergo bottom-up, multi-faceted leadership evaluations incorporating diverse feedback. Through this approach, we aim to strengthen a flexible, growth-oriented organizational culture.

| Performance Evaluation Process



Talent Capability Development

Talent Development Framework

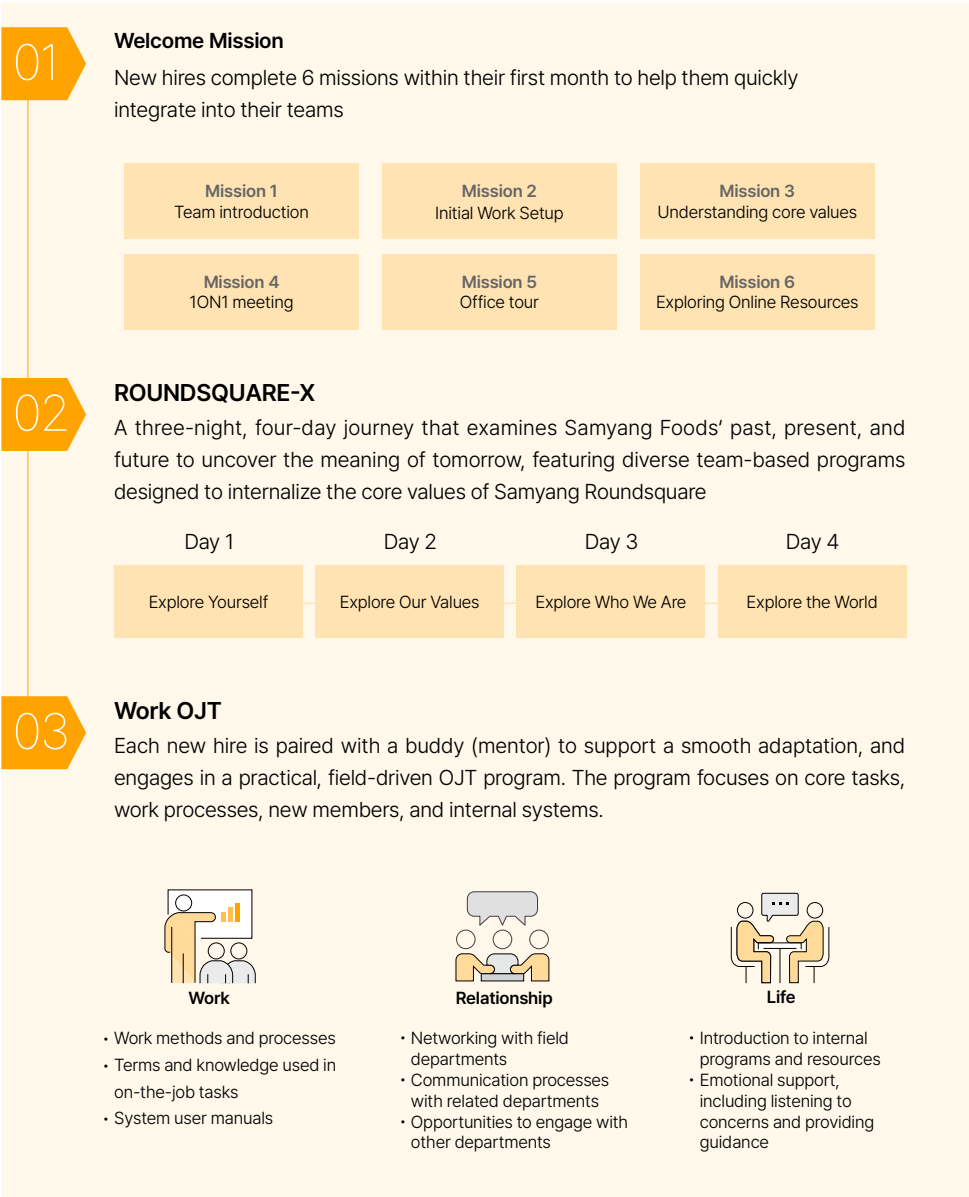
Samyang Foods operates a skill-based learning system aimed at enhancing employees’ professional expertise and global competencies. From new-hire onboarding to leadership training for Team Leaders and common and job-specific competency courses, the curriculum is content-focused and immediately applicable. We also run an in-house trainer development program and offer support for obtaining professional certifications, fostering a self-directed learning and growth environment. By utilizing our online smart learning center (e-learning platform), we have established the infrastructure for uninterrupted learning without time or location constraints. Going forward, Samyang Foods will continuously refine this training system to develop talent with both job expertise and global communication skills.

Talent Development Structure

	Leadership	Job Function	Global	Onboarding	General & Policy-related								
Head of Office	Executive Leadership	Marketing Academy Sales Academy Quality & Food Safety Academy Study Lounge Program In-house Instructor Development Program	Executive Language Program	New Executives Orientation Program	Professional Certification Support Program								
Head of Division													
Team Leader													
Part Leader				Statutory Mandatory Training		E-learning Training Center							
							Manager Leadership (Self-Leadership)						
								Manager					
Experienced Hires				Entry-level									
						Step 1	Welcome mission		Step 3	Roundsquare – X	Step 3	New hire OUT	
								Step 2					Square time
Step 1				Value chain									

Talent Capacity Building

| Onboarding Program Process



Organizational Culture

Organizational Culture Programs

In addition to training tailored to roles and positions, Samyang Foods offers a range of organizational culture programs to help all employees grow together and embed our core values. We have expanded participatory programs, including Visioning Workshop, Square the Circle Challenge, Square-Thon, and DE&I training, and continually improve program quality through participant satisfaction surveys and Net Promoter Score (NPS) assessments.

Program	Description
Level-UP Workshop	Designed to improve and activate the organizational culture by reflecting on current work practices and encouraging better ways of working through mutual agreement among team members
Visioning Workshop	Designed to define each office's vision and goals in line with the company-wide vision and establish leadership behavior guidelines to achieve those goals, supporting the achievement of those goals and the realization of shared organizational objectives
Square the Circle Challenge	A company-wide online event held in celebration of the founding anniversary, aimed at internalizing core values Employees are encouraged to apply Samyang Foods' slogan 'Square the Circle' to their daily work and lives and share their challenges and changes, promoting a company-wide growth culture
Square-Thon	An in-house hackathon that fosters spontaneous, cross-functional team formation Teams participate in 30-hour marathon meetings to discover innovative ideas and share outcomes and progress, promoting interdepartmental collaboration while nurturing a culture of voluntary engagement
DE&I Training	Designed to promote smooth communication across the organization by fostering understanding of diverse cultural backgrounds and enhancing individual inclusiveness



Square-Thon



DE&I Training

Key Organizational Culture Programs



Visioning Workshop

We held the Visioning Workshop to reinforce a consistent organizational direction by aligning the company-wide vision with office-level goals. A total of 139 leaders (Team Leader level and above) from 13 organizations participated in this workshop and established visions and goals linked to the company-wide vision for each office/institute. We then formulated specific leadership behavior principles to practice the defined vision, providing an opportunity to enhance our capacity for change and strengthen leadership competencies. Participants reflected that it was a meaningful time spent considering the alignment between corporate and division goals and sharing insights with fellow leaders. Building on the vision and principles defined in this workshop, we will continue to realize our company vision and foster communication and collaboration throughout the organization.



Square-Thon

We combined the concept of a hackathon—where teams focus on solving a given task within a limited timeframe to generate innovative ideas—with 'Square-headed,' one of the company's core values. The result is Square-thon, a participatory program open to all employees. Square-thon is a unique, challenge-solving program exclusive to Samyang Foods. Participants dedicate 30 hours to tackling a specific task, aiming to deliver creative outcomes. In this event, 3 tasks were recognized for outstanding results, and participants responded positively, noting the deep immersion and enjoyable experience. Going forward, Square-thon will continue to serve as a special opportunity to promote employee creativity and immersion.



DE&I Training

To strengthen collaboration with colleagues and partners from diverse cultural backgrounds amid global market expansion and a growing international workforce, we conducted Diversity, Equity & Inclusion (DE&I) training. In the first half of the year, we offered the program to departments that regularly communicate with global partners. In the second half, we extended it to departments with international talent. A total of 103 employees completed the DE&I training, and its Net Promoter Score (NPS)—measuring how many participants would recommend the training to others—was an exceptionally high 75 (on a scale from -100 to 100). Through this program, participants gained understanding of and respect for cultural differences as well as effective communication techniques. We will continue to expand our DE&I activities to further bolster our global competitiveness.

Work-Life Balance

We are committed to optimizing the work environment where employees can immerse themselves in their work and grow, utilizing various initiatives.

Samyang, a Great Place to Work

Samyang Foods offers a variety of flexible work arrangements to enhance employee convenience and support work-life balance. These include PC-OFF systems, staggered working hours, remote work systems, selective working hours, and assumed working hours. These systems help employees increase work efficiency, manage their time more flexibly, support personal well-being, and contribute to a family-friendly workplace culture.

| Flexible Work Arrangements

PC-Off system	Operating a system that automatically shuts down PCs after designated working
Staggered working hours	Offering a system that allows for flexible start and end times for employees who need to adjust their work hours due to international business, childcare, education, pregnancy, and other personal circumstances
Remote work system	Implementing a remote work system to enhance work efficiency and prevent infectious diseases
Selective working hours	Allowing employee to select their daily working hours within a 40 hours per week
Assumed working hours	Assuming an 8-hour workday for employees, in cases where it is difficult to calculate exact working hours

Retiree Support Programs

We support employees in preparing for a stable and fulfilling second phase of life after retirement through career planning, job placement assistance, and entrepreneurship training. We also operate a retirement pension system to ensure employees receive stable financial support post-retirement. We are dedicated to unwavering support and attention to employees’ post-retirement lives, aiming to guarantee a secure future for our workforce.

Family-Friendly Systems

We operate a range of family-friendly initiatives to help employees achieve a balance between work and life, promoting overall happiness. All employees, regardless of gender, are entitled to parental and family-care leave. We further support new parents with premium celebration kits and childbirth bonuses, and we provide school-enrollment congratulation bonuses for employees’ children. In recognition of these efforts, we earned the Family-Friendly Certification from the Ministry of Gender Equality and Family in 2024. We plan to introduce new family-friendly initiatives and actively promote their use so that our employees can spend more meaningful time with their families.

Employee Welfare Benefits

Samyang Foods values the work-life balance of its employees and offers a range of welfare programs that support both the work environment and everyday convenience. We strive to enhance our employees’ overall quality of life through work-support benefits such as commute shuttles, in-house cafeterias, rest areas, as well as life-support programs that include various leave options, healthcare services, and family-friendly programs.

| Work Support (Environment & Place)

Commute shuttle	Providing a commute shuttle service to the headquarters
Monthly rent support	Rent subsidies for employees who relocate to a different area for work
Women's Lounge	Designated space for female employees to rejuvenate
In-house cafeteria	Providing nutritious breakfast / lunch menu options
Satellite office	Reducing commute time and offering a flexible work environment
Evolving Lounge & Salon de Book	Break areas for employees with a curated book collection
In-house PI products	Giving Samyang Foods’ own products in the company cafeteria and Evolving Lounge

| Life Support (Refresh & Family & Health)

Vacation support	Discounted accommodation at affiliated resorts and complimentary stays at Samyang Roundhill Summer vacation allowance
Allowance for enrollment	Congratulatory allowance for the school and university admission of employees and their children
Support for family events	Congratulatory and condolences leave, flowers, allowances, and necessary items for significant family events
Allowance for childbirth	Providing childbirth allowances and kits
Low-interest loans	Assistance with low-interest loans in partnership with financial institutions, including partial interest subsidies
Group accident insurance	Coverage for employees under group accident and actual expense insurance
Health management	Operating a health care office and partnerships for health checkups
Counseling for mental health	Support for up to 5 sessions of psychological counseling
Other benefits	Family allowances, birthday bonuses, welfare points, and gifts for Labor Day

Work-Life Balance

Samyang Roundhill Training Center

Samyang Foods provides all employees with free access to the ‘Samyang Roundhill’ training center in Pyeongchang, Gangwon-do, for up to 12 nights per year. By offering a space for rest and recharge in nature, we support employees’ psychological well-being and work-life balance. We foster a family-friendly corporate culture by enabling employees to spend leisure time with their families.

Satellite Office

Samyang Foods operates two satellite offices in Seoul. We are committed to improving work immersion and increasing job satisfaction for our employees by operating hub offices that reduce commute times and offer a more flexible work environment.

In-House Product Experience Environment

Samyang Foods stocks its PI products in the Evolving Lounge and the in-house cafeteria for employees to use freely at any time. This improves employees’ job satisfaction while deepening their understanding of and connection to our products. By creating an environment where staff can naturally experience a variety of our products, including new launches, in their daily routines, we have also established an effective internal feedback channel tailored to employees needs.



PI brand products in the Evolving Lounge



PI brand products in the cafeteria

Human Rights Management

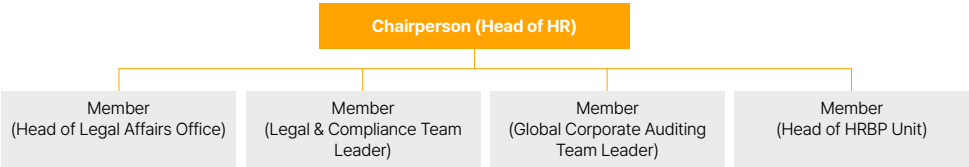
Samyang Foods operates a Human Rights Management Committee and is fostering a fair and safe workplace where employees and stakeholders are treated with respect, centered on its Human Rights Management Declaration. Through our grievance handling system, we listen to diverse stakeholder voices and work to safeguard human rights. We will continue to expand this culture of human rights management and create an environment in which everyone can grow together.

Human Rights Management System

Samyang Foods has enacted the Human Rights Management Regulations and established the Human Rights Management Committee, an advisory body on human rights, to embed a human rights-friendly corporate culture. The Committee provides guidance on systems, policies, and improvement initiatives, and conducts regular human rights impact assessments to identify and prevent potential risks in advance. Samyang Foods will continue to practice stakeholder-centered human rights management to effectively protect and promote human rights.

 [Human Rights Management Regulations](#)

Human Rights Management Committee Organizational Structure



Human Rights Management Declaration

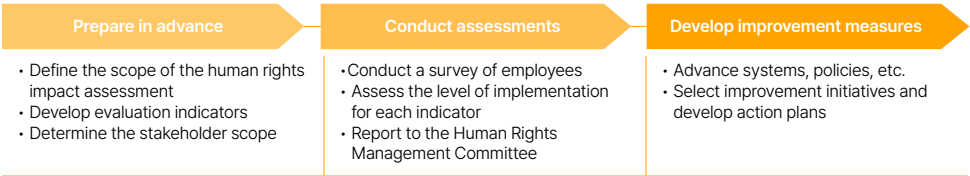
As a global food company, Samyang Foods upholds international human rights principles. Our Human Rights Management Declaration is based on the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Ten Principles of the UN Global Compact, and the ILO's core conventions. It applies to all employees, partners, and stakeholders, and in cases where local laws conflict with these principles, we comply with local regulations. We remain committed to fulfilling our responsibilities as a global corporate citizen.

 [Human Rights Management Declaration](#)

Human Rights Impact Assessments

To identify and address potential human rights risks, Samyang Foods conducts an annual human rights impact assessment. In 2024, we broadened the definition of stakeholders vulnerable to human rights risks to include employees, partners, customers, and local communities. We also expanded the survey from human rights-related departments to all employees company-wide to gain a better understanding. While the overall score in 2024 was lower than the previous year, the first company-wide assessment revealed that limited awareness and gaps in understanding survey items contributed to the decline. Moving forward, we will strengthen our human rights management foundation by expanding training and related programs.

Process of Human Rights Impact Assessments



Results of Human Rights Impact Assessment and Improvement Activities

Category	Score	Key Stakeholders	Improvement Activities
Establishment of the human rights management system	72.4	Employees	Regular and ad-hoc reporting to the Human Rights Management and decision-making
Non-discriminatory employment	73.6	Employees	Expansion of female leadership
Freedom of association and collective bargaining	72.1	Employees	Quarterly Labor-Management Council meetings and activation of formal and informal communication channels
Prohibition of forced labor	69.2	Employees, Subsidiaries, Partners	Explicit human-rights protection clauses in contracts with response procedures in place for any forced-labor incidents among partners
Prohibition of child labor	86.1	Employees, Subsidiaries, Partners	Distribution of country-specific child-labor prohibition guides for overseas entities and subsidiaries
Guarantee of occupational safety	76.6	Employees, Subsidiaries, Partners	Implementation of a self-assessment and improvement system for identifying and addressing potential hazards

Metrics & Targets

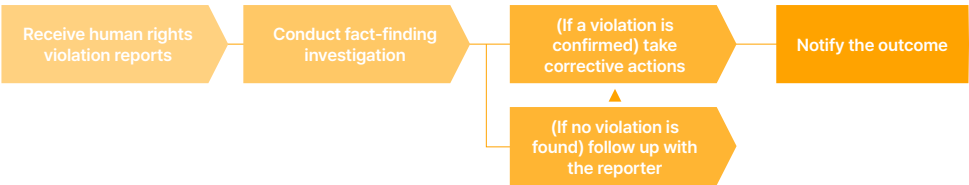
Targets	2025	2027
Protect and promote the human rights of stakeholders	- Distribute the Declaration to partners - Run reporting channels for partners (at least one) - Revise the Human Rights Management Regulations - Operate the LM Council at all hubs - Develop internal guidelines for managing (sub)contractors	- Establish community human rights clusters (at least two) - Disseminate best practices in human rights management within the industry

Human Rights Risk Management

Comprehensive Grievance Handling System

Samyang Foods operates a systematic grievance handling and reporting system to protect the human rights of employees and external stakeholders. To ensure accessibility, we provide multiple channels—including email and postal mail—and, since late 2024, a dedicated grievance channel on our official website. We have installed reporting boxes (5 in Wonju, 2 in Iksan, and 2 in Miryang) and assigned dedicated labor personnel at each site to ensure prompt responses. Upon receiving a grievance, we conduct fact-finding investigations through the Labor-Management Council and take proactive measures to prevent secondary harm to the whistleblower. We remain committed to listening to concerns and continuously strengthening human rights protections.

| Grievance Handling Process



| Reported grievances

Category	Unit	2022	2023	2024
Human rights	cases	10	11	9
Suggestion	cases	2	1	4
Handling rate	%	100	100	100

Labor-Management Council

Samyang Foods operates the ‘Labor-Management Council,’ in which company and labor-union representatives participate to promote employee welfare and sound corporate development. The Council meets every quarter to discuss measures for protecting employee rights and interests in areas such as wages, welfare benefits, and working conditions, playing a vital role in listening to and reflecting employees’ voices.

SMETA Audit Clearance

In response to the growing interest of various stakeholders, including consumers and clients, in ethical corporate management, Samyang Foods has undergone the Sedex Members Ethical Trade Audit (SMETA) every year since 2023 to validate our ethical operations. SMETA selectively evaluates 4 areas—labor standards, health and safety, corporate ethics, and the environment—and Samyang Foods passed audits in all categories, confirming that we maintain a healthy and productive work environment.

Diversity

Cultivating Female Leaders

Samyang Foods practices the principle of eliminating discrimination and respecting diversity across all aspects of its operations. To expand our female workforce, we improved working conditions and family-friendly policies. As a result, women accounted for 42 percent of all employees in 2024, and the share of women leaders (at the Part Leader level and above) steadily rose from 13% at the end of 2022 to 19% at the end of 2023 and 26% at the end of 2024. Samyang Foods will continue to expand opportunities for female talent by aiming to recruit 20 women leaders in 2025 and another 10 in 2026.

| Female Leader Status

Category	Unit	2022	2023	2024
Female leader ¹⁾	persons	18	31	63
Female leader rate	%	13	19	26

1) Female Executive, Team Leader, Part Leader, Production Manager

Employment of Vulnerable Groups

Samyang Foods eliminates all discrimination in recruitment based on education, gender, religion, race, disability, or other factors. To create sustainable jobs for employees with disabilities, we established and have operated the standard workplace for people with disabilities ‘Samyang Roundus’ since 2010. In 2024, 18 workers with mild disabilities and 25 with severe disabilities participated in processes such as sorting of vegetable flakes and removing foreign substances, helping to strengthen product safety. In addition, we are actively expanding the hiring of employees with disabilities to continuously meet the mandatory employment rate. Going forward, we will continue to provide high-quality jobs that enable them to take pride as full members of society.

Health and Safety Management

Occupational Health and Safety is directly connected to the lives of our workers and lay the foundation for responsible corporate operations and sustainable production. Samyang Foods has obtained KOSHA-MS and ISO 45001 certifications based on its self-discipline prevention system. We also proactively control on-site hazards by encouraging worker participation and strengthening partner safety management. These efforts create a safer work environment and contribute to raising safety standards across the industry and fostering a healthy workplace culture.

Occupational Health and Safety Vision and Strategies

Samyang Foods has established strategic health and safety targets to realize our vision of ‘Creating a Sustainable, Safe, and Healthy Workplace.’ These targets are guided by our Health and Safety Management Policy and reflect the strong commitment of our leadership. The goals include a Frequency-Severity Indicator (FSI)¹⁾ of 0.20, a Lost Time Injury Rate (LTIR)²⁾ of 0.08, and an Occupational Illness Frequency Rate (OIFR)³⁾ of 0.02. To achieve these targets, we are systematically pursuing four strategic tasks and six key action items.

Vision	Creating a Sustainable, Safe, and Healthy Workplace			
Core Value	Health and Safety Management Policy			
Strategic Target	FSI 0.20 · LTIR 0.08 · OIFR 0.02			
Strategic Tasks	Equipment risk reduction	Safety systems	Safe behaviors	Safety leadership
Action Items	1 Conduct regular joint labor-management risk assessments to eliminate hazards and risks	2 Internalize the Health and Safety Management System and strengthen its on-site operability	3 Enhance the capabilities of the health and safety organization and innovate work processes	
	4 Expand on-site communication to build consensus and increase participation (three core safety duties)	5 Drive behavior change through work-behavior observation (six mandatory and four prohibited rules)	6 Reinforce the internal training system and expand specialized training programs	

1) Frequency-Severity Indicator (FSI): The aggregation of accident frequency and No. of workdays lost due to accidents, (frequency rate (the frequency of accidents) × severity rate (No. of workdays lost)
2) Lost Time Injury Rate (LTIR): (No. of accident-related occupational injuries during a 12-month period / total hours worked by all employees in the same period) × 200,000
3) Occupational Illness Frequency Rate (OIFR): (No. of occupational disease incidents during a 12-month period / total hours worked by all employees in the same period) × 200,000

Metrics & Targets

Targets	2025	2027
Creating a Sustainable, Safe, and Healthy Workplace	• Promote and entrench a culture of safety accountability • Deliver specialized and customized training by internal role (health and safety manager, supervisor, and PSM¹⁾ and CAPMP²⁾ personnel) • Eliminate root hazards based on risk levels • Implement systematic health and safety activities under the self-discipline prevention system (PSM internal audits, ISO internal audits, etc.) • Address regulatory risks (regular Ministry of Employment and Labor PSM compliance evaluations, ISO 45001 recertification audits, etc.)	• Foster an autonomous safety culture and establish a leading health and safety management system • Advance specialized and customized health and safety training programs • Enhance the self-discipline prevention system centered on risk assessments • Achieve a P-level rating in Process Safety Management (PSM) compliance evaluations • Maintain company-wide occupational health and safety management system certification (ISO 45001)

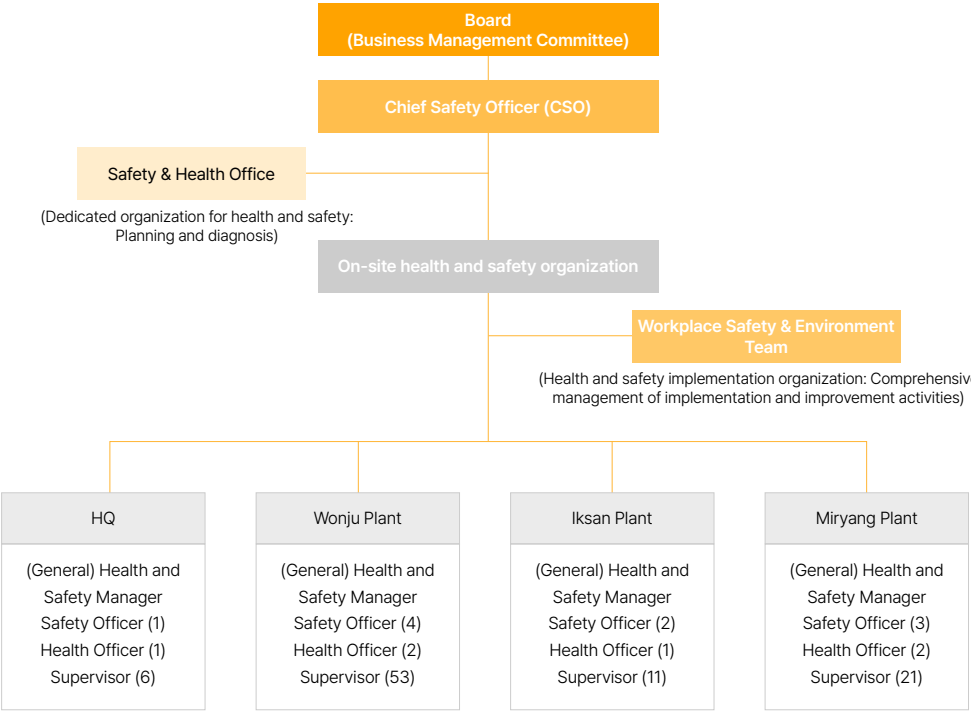
1) PSM: Process Safety Management 2) CAPMP: Chemical Accident Prevention and Management Plan

Health and Safety Management System

Health and Safety Management Organization

Samyang Foods recognizes health and safety as a core element of corporate management. To integrate this principle into all business activities, we have appointed a Chief Safety Officer (CSO) and established a dedicated organization responsible for formulating health and safety management strategies. This organization also systematically manages personnel, budgets, and other resources to eliminate hazards and risks at all sites. The CSO oversees the health and safety organization and presents the annual health and safety plan for board approval in accordance with the Occupational Safety and Health Act and ESG management principles. The CSO also convenes company-wide meetings to assess improvements and implementations related to hazards and risks and to review key health and safety management items, facilitates discussions on related issues, and identifies solutions—ensuring that a safety mindset is embedded throughout the organization. To reinforce site-level health and safety management, each business site hosts a quarterly Occupational Health and Safety Committee, led by the (General) Health and Safety Manager, to gather employee feedback. We also form a Health and Safety Council with partners to share performance data and accident prevention activities to continuously enhance our partners’ health and safety capabilities.

Organizational Structure



Health and Safety Management System

Samyang Foods has introduced the international occupational health and safety management system (ISO 45001) to further systematize our risk management processes and operates a smart health and safety management IT system, which can link to PC and mobile devices, to strengthen the on-site operability of our health and safety activities. We operate IT systems to monitor and effectively control the ISO system’s Plan, Do, Check, Act (PDCA) cycle, allowing us to swiftly eliminate hazards and risks at our sites. We also take proactive preventive and protective measures to create a workplace where employees can work healthily and safely.



Key Features of the Smart Health and Safety Management IT System

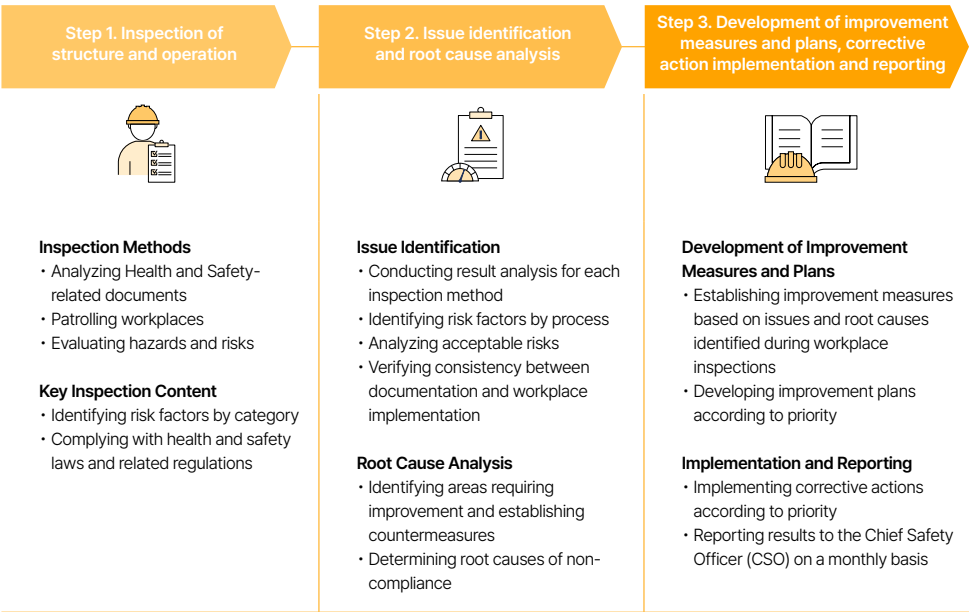
 Daily, Regular, and Ad-Hoc Safety Inspections Health and safety coaching (on-site hazard reporting system) Assignment of responsible departments and linkage to risk assessments Support for mobile device inspections	 Health and Safety Target/ Budget/ Training Management Tracking progress against the health and safety targets Tracking progress against the health and safety budget Planning health and safety training and managing completion rates
 Risk Assessment Digitization of regular and ad-hoc risk assessments Automatic generation of result reports Worker participation in risk assessments / sharing of outcomes	 Emergency Response Management Real-time emergency SMS alert system Real-time incident status reporting system Dissemination of incident updates via KakaoTalk
 T.B.M Digitization of pre-task safety inspection meetings Dissemination of task hazards and an electronic signature feature Statistics on T.B.M. implementation status	 Contract Business Safety Management Management of contract business listings Digitization of qualification evaluation of subcontractors Provision of health and safety information to contractor businesses

Health and Safety Risk Management

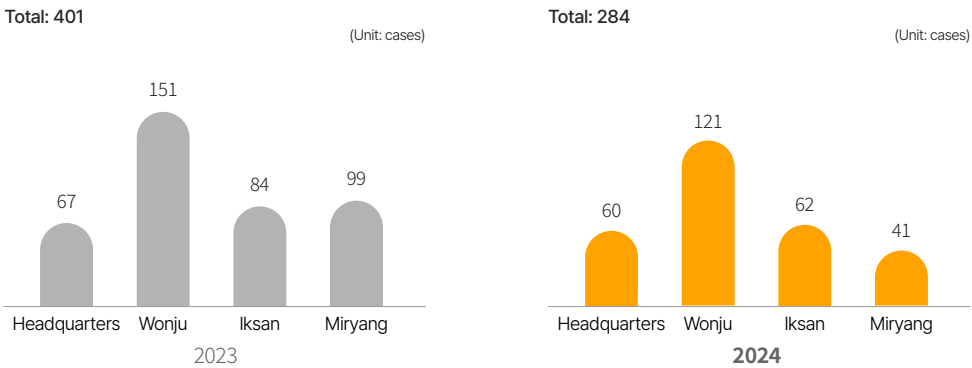
Health and Safety Inspection

Samyang Foods conducted health and safety inspections to identify potential hazards and risks in high-risk processes and equipment, and implemented improvements to address them. These inspections were carried out by experts from the Safety & Health Office, each specializing in various fields (occupational safety, occupational health, fire safety, or electrical safety). In 2024, we completed corrective actions for a total of 284 identified hazards and risks.

Process of Health and Safety inspections and Improvements



Corrected cases through Health and Safety Inspections



Casebook on Hazard and Risk Improvements

Samyang Foods compiled potential workplace hazards and risks identified through health and safety inspections conducted from 2021 to 2024, along with corresponding corrective actions, and published the Casebook on Hazard and Risk Improvements. The casebook features 178 improvement cases across various categories, including falls, pinch points, fire and explosion, occupational health, and electrical safety. It serves as a practical guide to proactively prevent hazards and risks before they occur.

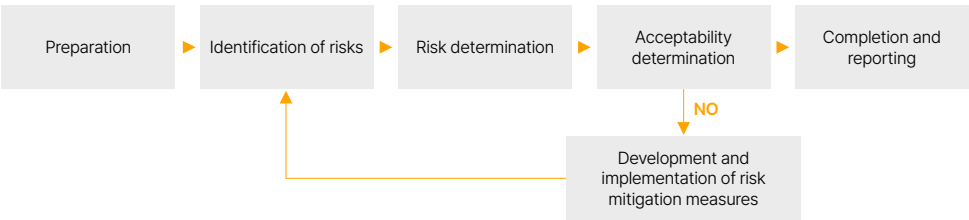


Health and Safety Risk Management

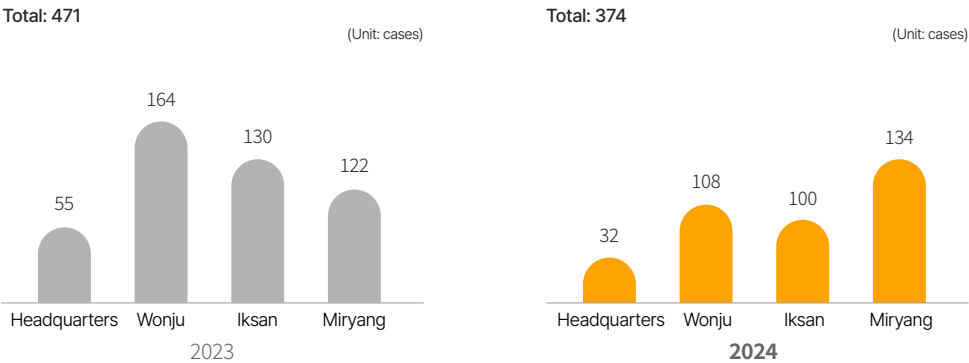
Risk Assessment

To prevent workplace accidents, Samyang Foods conducts ongoing participatory risk assessments as part of our self-discipline prevention system. Using our smart health and safety management IT system, employees can easily log hazards and risks via PC or mobile devices, coordinate with relevant departments, and take real-time corrective action. All results are recorded, retained, and analyzed within the system. In 2024, 374 improvement measures were completed to address the identified hazards.

Risk Assessment Process



Corrected Cases through Risk Assessment



Risk Assessment Best Practices Presentation Competition

Samyang Foods received the Excellence Award at the 2024 Regional Presentation Conference on Best Practices in Risk Assessment, hosted by the Ministry of Employment and Labor and the Korea Occupational Safety and Health Agency. This competition was organized to support the establishment of self-discipline prevention systems in domestic workplaces by sharing diverse cases where on-site risk assessments effectively prevented serious accidents. Samyang Foods presented our safety culture-based practices that address the limitations of system-centered health and safety management, earning high praise from the judging panel.

Spreading Safety Culture

Safety Duties & Safety Rules

Samyang Foods fosters a culture of safety and accountability through the 3 Core Health and Safety Duties, 6 Mandatory Safety Rules, and 4 Prohibited Machinery Safety Rules. Under the slogan 'Eradicating the Root Causes of Accident Links (Unsafe Behaviors),' we strive to make safety our top priority.

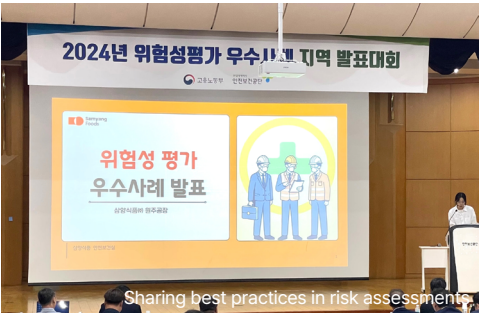
3 Core Health and Safety Duties	6 Mandatory Safety Rules	4 Prohibited Machinery Safety Rules
Efforts to ensure personal safety See Safety/Care About My Safety Efforts to ensure colleagues' safety Own Safety/Care About the Safety of Others Efforts to ensure our collective safety Slove Safety/Care About Improving Safety	 Caution with hot work  Fall prevention in high places  Caution in confined spaces  Caution with forklifts (vehicles)  Caution with hazardous materials  Use of proper protective equipment	Do not disable safety devices Disabling guards risks caught-in between hazards by rotating machinery Do not operate unfamiliar machinery Misoperation may cause electric shock, fire, explosion, or leaks Do not work without protective equipment Wear the proper PPE for the task (work at height, hot work, confined space) Do not service machinery while it is running Always shut off the main power to prevent accidental operation by others

Agreement to Promote a Safety Culture

Samyang Foods actively participates in government initiatives to foster a safety culture. We print the slogan 'A Safe Day with Star Popeye' on approximately 3 million of our products each year, helping safety awareness to spread naturally throughout society.

Safety Culture Awareness Campaign

To embed safety in daily life, we run the 'Safety Culture Awareness Campaign' across all sites. Moving beyond one-way messaging, we display emotionally engaging safety slogans in common areas—such as break rooms and cafeterias—to raise awareness and encourage voluntary safety practices.



Health and Safety Training

Health and Safety Training

Samyang Foods has developed and operates training programs specialized for the food manufacturing industry to ensure the quality of our health and safety training. In 2024, we held 6 internal specialized training sessions (for 22 health and safety managers) and 4 internal customized courses (for supervisors; 86 from Samyang Foods and 39 from affiliates), continuously building professional expertise and practical capabilities in safety management.

| Key Health and Safety Training Program

Category	Program	Training Hour	Target
Fundamental	Training for new hires	Over 8 hours	Newly hired employees
	Training for changes in work process	Over 2 hours	Workers performing the specific tasks
	Special health and safety training	Over 16 hours	Workers performing the specific tasks
	Regular health and safety training	Minimum of 6 hours per 6 months	Office workers
		Minimum of 12 hours per 6 months	Non-office workers
Job-specific	Regular supervisor training	Over 16 hours per year	Supervisors
	Process safety job training	Over 2 hours per year	SHE organizations
	ISO 45001 training	Over 10 hours per year	SHE organizations
Specialized training	Health and safety manager capability enhancement training	Over 12 hours per year	Health and safety managers
Customized training	Internal supervisor training	Over 16 hours per year	Supervisors
Emergency drills	Fire and chemical accident response training	At least once per year	All employees



Theoretical training in occupational safety and health



Practical training in occupational safety and health

Health Management

Employee Health Management

Believing that healthy employees are the foundation of a vibrant workplace, Samyang Foods operates an on-site health room to support a balance between health and work. Staffed by a full-time health officer (nurse), it provides first aid and monitoring in a stabilization room for sudden health changes or minor injuries. We also offer regular checkups—monitoring blood pressure, blood glucose, and body composition—and professional health consultations.

| Health Room Operation Scope

Category	Description
Emergency first aid	Provide initial first aid for workplace injuries (splint application, stopping the bleeding, AED use, etc.)
Nursing care	Treat minor wounds and administer basic physical therapy
Stabilization room	Offer a rest area for symptom relief, such as fatigue, headache, anemia, etc.
OTC medicines	Supply basic over-the-counter medicines excluding prescription drugs
Health consultation and support	Measure blood pressure, blood glucose, and body composition and provide health counseling and follow-up care based on the results

Musculoskeletal Disorder Prevention Program

Samyang Foods recognizes musculoskeletal disorders from repetitive or physically demanding tasks as a key occupational health issue and operates systematic prevention programs. Preventive activities are embedded into daily routines through workplace stretching and partnerships with local health centers. We also promote a worker-centered prevention culture by improving high-strain tasks based on site characteristics and encouraging voluntary stretching.

Employee Psychological Counseling Program

To help employees address a variety of psychological challenges, Samyang Foods offers an integrated mental-health support program. Provided by professional counselors, the program focuses on alleviating mental strain caused by stress, interpersonal issues, and burnout. Our goal is to continuously monitor and support the mental well-being of our workforce.



In-house health room



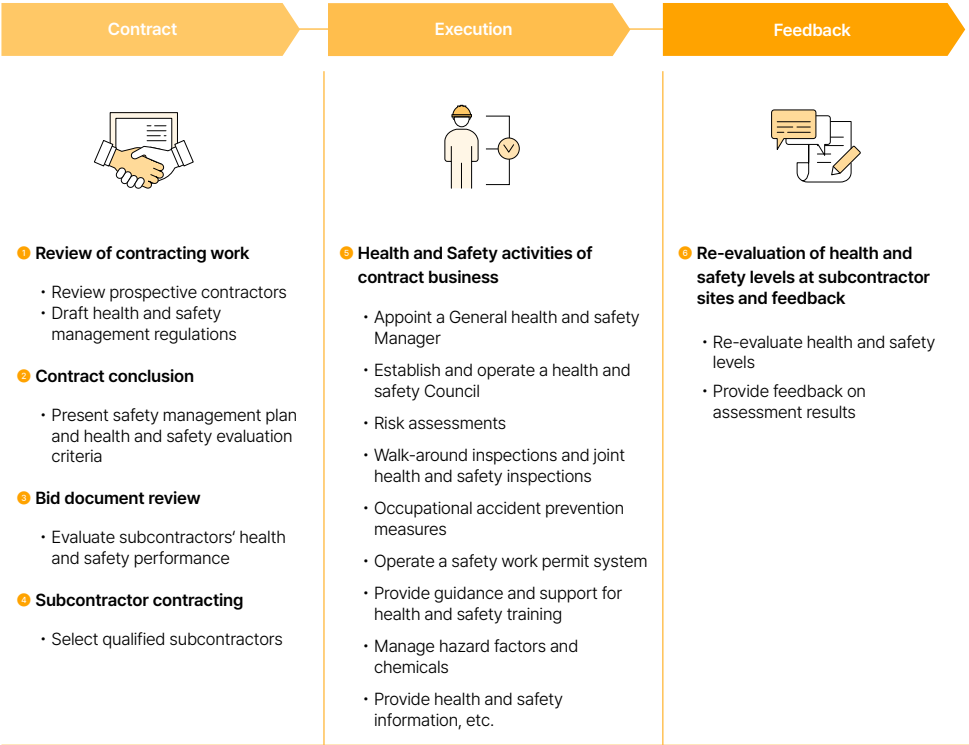
Musculoskeletal disorder prevention program

Partner Safety Management

Health and Safety Qualification Assessment

Samyang Foods conducts health and safety qualification assessments to ensure the selection of partners capable of preventing occupational accidents during subcontracted work. We also review the establishment and implementation of health and safety management systems at least once every six months to protect workers' health and safety. The evaluation criteria are categorized into four areas: health and safety management systems, execution levels, operational management, and accident occurrence level. Quantitative scores are assigned based on standards for each category. The results are shared through the Health and Safety Council to encourage voluntary improvements, and support is provided in areas needing improvement. Through these efforts, we aim to build a collaborative health and safety management system for subcontracted work.

Key Health and Safety Activities by Stage of Contract Business



Health and Safety Qualification Evaluation Items

Category	Evaluation Items	Evaluation Standards
Health and safety management systems (20 points)	General principles	Adequacy of health and safety policy
	Planning	Appropriateness of action plans for occupational accident prevention
	Roles and responsibilities	Role allocation for action plan implementation (HQ, workplace)
Execution levels (40 points)	Risk assessments	Understanding of risk assessment results for contracted work, and the level of self-conducted risk assessments for in-house hazards and risks
	Safety inspections	Safety inspections and monitoring (including verification of personal protective equipment use)
	Implementation verification	Confirmation of safety measure implementation (including follow-through on contractor guidance and recommendations)
	Training and records	Planning and record-keeping for health and safety training
	Permit to safety work	Compliance level with permit to safety work for hazardous and risky tasks
Operational management (20 points)	Signal and communication systems	Signal and communication systems with contractors
	Hazardous materials and equipment	Verification of safety for hazardous and harmful materials and for machinery, tools, and equipment
	Emergency measures	Emergency evacuation and damage minimization measures (Ministry of Employment and Labor, fire station, etc.)
Accident occurrence levels (20 points)	Occupational accident status	Current status of occupational accident occurrences

Shared Growth Program

Under the belief that 'our partners' safety is key to sustainable, shared growth,' Samyang Foods participates in the 'Large, Medium, and Small-sized Company Safety & Health Shared Growth Project,' led by the Ministry of Employment and Labor and the Korea Occupational Safety & Health Agency. We support 10 in-house partners through shared growth campaigns, health and safety seminars, technical assistance for risk assessments, and guidance for best-practice site selection, helping them effectively implement a self-discipline prevention system.



Sustainable Supply Chain

Samyang Foods has strengthened supply chain management as a core strategy for sustainable business. We conduct ESG evaluations of our partners to foster shared growth and aim to reinforce a sustainable supply chain framework through both financial and non-financial support.

Supply Chain Management System

Samyang Foods operates a supply chain management system founded on principles of honesty and trust, with the goal of building a sustainable future together. We have defined three core objectives—developing sustainable products and raw materials, fostering a fair and transparent trading culture, and building fundamental win-win models—and ESG values are embedded throughout every stage of our supply chain. To promote sustainable sourcing, we are expanding the use of eco-friendly ingredients, advancing sustainable packaging, and enhancing ESG awareness through dedicated training. To reinforce fairness and transparency, we actively engage stakeholders in decision-making, conduct independent third-party audits and certifications, and maintain a rigorous internal review process to uphold accountability and reliability.

Vision	Supply chain leader who grows together and builds a sustainable future based on honesty and trust		
Goals			
	Drive the development of sustainable products and raw materials	Build a culture of a fair and transparent trading culture	Establish a resilient win-win model with partners
Strategy	• Define sustainable sourcing standards for raw materials • Expand adoption of eco-friendly raw materials • Evaluate and manage supplier performance • Develop and apply sustainable packaging solutions • Provide training programs to raise sustainability awareness	• Foster active communication and engagement with stakeholders • Implement third-party audits and certifications • Ensure transparent supply chain visibility • Operate an Internal Review Committee for subcontracting transactions	• Strengthen collaborative partnerships with suppliers • Share technical expertise and best practices • Pursue joint R&D and production investments with partners • Develop win-win programs for small and medium-sized enterprises (SMEs) • Provide capacity-building programs and training initiatives

Supply Chain Management Organization

Samyang Foods has established a company-wide supply chain management framework led by the Procurement Division to ensure accountability and transparency across all procurement activities. The Procurement Division analyzes internal and external environments and supply markets to develop optimal procurement strategies, and advances procurement processes, and continuously strengthens overall supply chain competitiveness through Process Innovation (PI).

Category	Key Roles
Procurement Planning Team	• Establish and oversee company-wide procurement policies, regulations, and organizational operations • Develop a structured training system and maintain internal and external communication channels • Lead ESG-driven sustainable procurement initiatives and foster a culture of fair trade
Material Purchasing Team	• Implement strategic procurement of key raw materials based on Total Cost of Ownership (TCO) • Mitigate risks and ensure production stability by diversifying suppliers and sourcing origins • Identify and develop suppliers that comply with global export requirements • Enhance product competitiveness through sourcing and specification alignment of new raw materials • Promote the use of RSPO-certified sustainable palm oil and strengthen partnerships with EU-certified seafood suppliers
Equipment & Packaging Purchasing Team	• Operate an integrated procurement system covering production equipment, construction, MRO, and packaging materials • Standardize specifications and implement strategic procurement to secure a stable supply of high-quality packaging materials • Identify competitive domestic and international partners • Advance eco-friendly specifications and implement improvements based on VOC (Voice of Customer) feedback
Product Sourcing Team	• Implement strategic sourcing for OEM and ODM-based products to address both export and domestic market demands • Secure supplier quality reliability, establish preventive claims protocols, and improve operational efficiency through system-driven management • Enhance supply chain agility and new business responsiveness by managing the entire process from product planning to contract, production, and operations management

Organizational Structure



Supply Chain ESG Management

Selection and Management of Partners

Samyang Foods ensures a fair and transparent partner selection process by conducting pre-inspections and evaluations based on quality, safety, and R&D criteria. Transactions are initiated only with partners that achieve a minimum score of 80 out of 100 points. Even after transactions are made, we conduct regular evaluations against our standards—including quality, cooperation, and non-financial indicators—and are expanding our scope to include sustainability factors such as ethics and environmental impact. We have also adopted 4 key fair-trade practices to firmly foster a strong culture of fair trade.

| 4 Key Fair Trade Guidelines

Guidelines for Concluding Contracts with Partners	Guidelines for Fair Selection of Partners
- Establish infrastructure to support conclusion of a contract - Ensure autonomy in contract execution - Comply with contractual terms and applicable regulations	- Ensure fairness in partner selection criteria and procedures - Maintain fairness in criteria and procedures for partner registration cancellation
Guidelines for Establishing and Operating the Internal Review Committee for Subcontracting Transactions	Guidelines for Proper Issuance and Retention of Documents in Subcontracting Transactions
- Ensure Adequacy in the Composition of the Internal Review Committee - Ensure Effectiveness in the Operation of the Internal Review Committee	- Issue written documents consistently - Retain all issued written documents

| Partner Selection Process

Supplier Review	Pre-assessments before procurement	Qualification audit	Review items for procurement	Item review and management
				
- Use the Procurement Sourcing Pool Database (DB) to identify potential suppliers - Execute new product evaluation plan	- Use credit ratings and financial indicators from credit rating agencies - Determine whether to proceed with an audit	- Conduct the audit - Approve transactions only if the partner achieves 80 points or higher	- Register the partner in the procurement system - Review items following internal approval procedures	- Confirm transaction conditions and finalize contracts - Implement regular evaluations based on partner evaluation criteria

Supplier Code of Conduct

Samyang Foods has progressively introduced the Partner Code of Conduct to promote responsible management among our partners. To date, 106 out of approximately 210 partners have signed on. The code covers major ESG topics—including human rights, labor rights, Health and Safety, environmental protection, and ethics—and provides guidance to help partners comply with these standards. We plan to expand application of the Code to all of our partners in the future.

 [Partner Code of Conduct](#)

| Detailed Compliance Requirements of the Code of Conduct

Human rights and labor	Health and Safety
- Prohibit discrimination, harassment, and inhumane treatment - Prohibition of forced and child labor - Comply with working-hour regulations and guarantee of freedom of association and collective bargaining	- Elimination of risks and accident prevention - Establishment and implementation of emergency response plans and procedures for industrial accidents - Manage labor-related risks, develop countermeasures, and maintain an evaluation system - Hygiene management of production, manufacturing, and work facilities
Fair trade, ethical management	Environment protection
- Uphold business integrity - Adherence to Fair Trade Act and regulations - Safeguard personal data, trade secret and intellectual property	- Recognition of the environmental impact of products and services and energy efficiency improvement - Implement environmental initiatives (e.g., waste reduction, carbon emissions reduction)

 **No. of companies signed the Supplier Code of Conduct** **106** partners

Ethics Survey for Partners

Samyang Foods conducts regular ethics surveys of its partners to identify potential ethical risks early and strengthen our response system. The survey covers various areas—including awareness of the Whistleblowing System and compliance with fair trade practices—and each item is designed based on the probability and severity of associated risks. When survey results indicate the need for further investigation, we trigger our audit procedures through an internal process to ensure prompt action. Through this effort, we preemptively manage ethical risks and support the continual improvement of our partners' ethical management.

Supply Chain ESG Management

Partner ESG Assessments

Samyang Foods conducts an annual ESG evaluation of its partners to assess their ESG management levels and support their capacity building. Through this effort, we review partners’ non-financial performance—such as environmental impacts (greenhouse gas emissions, water, and waste), human rights, and safety—and prepare for any potential risks. In 2024, we evaluated the top 29 partners by purchase volume and received responses from 25 of them (86.2%). By industry, packaging partners scored above the overall average across all ESG categories, while raw-material partners performed at the average level. Distributors and wholesalers—an industry subject to relatively lighter regulation—showed overall gaps in management.

To bolster these partners’ ESG capabilities, we provide training on sustainable supply chain practices, including social and environmental topics and the latest ESG trends. Samyang Foods uses these ESG disclosure results and industry-specific insights to advance our non-financial indicator monitoring system and develop tailored management measures, all in pursuit of the shared growth of social value.

| Areas and Outcomes of ESG Evaluation for Partners

● Poor ● Insufficient ●● Moderate ●●● Adequate ●●●● Excellent			
Category	Areas	Key Evaluation Indicators	Summary of outcomes
Environmental	Environmental Strategy	Dedicated environmental personnel, environmental management strategy, investment in environmental facility investment	Adequate environmental organization and environmental facility investment ●●●●
	Environmental Management	Environmental management system certification, eco-friendly patents and related technologies	Insufficient environmental management system certification, efforts needed in ecofriendly patents and related technologies ●●
	Environmental Performance	GHG emissions, energy usage	Efforts needed in energy usage and GHG emissions reduction ●●
	Environmental Compliance	Compliance with environmental regulations, management of hazardous materials	Adequate compliance with environmental regulations with no violations detected ●●●●
Social	Employment Conditions and Welfare	Employment diversity, education and training systems, welfare management	High proportion of regular employment, adequate employee capability development ●●●●
	Human Rights and Ethical Management	Human rights respect policy, reporting system for ethics violation, information security	Adequate compliance with labor rights, efforts needed to advance cooperation and communication channels ●●●
	Employee Health and Safety	Health and Safety certification, industrial accident rate	Adequate management of industrial accidents, efforts needed in safety facility investment ●●●
	Fair Trade	Activities to raise fair trade awareness	Efforts needed in anti-corruption and ethical management training ●●
	Quality Satisfaction	Quality certifications and patents	High rate of certification and patents ●●●●
Governance	Local Community	Social contribution activities	Moderate level of social contribution activitiesxzzz ●●●
	Management Stability	Credit management, legal / regulatory violations	Excellent financial and credit stability management ●●●●●
	Accounting Stability	External audits, dividend policy	Adequate external audits ●●●●
	Management System	Management decision-making system, Board of Directors, Code of Ethics, ESG information disclosure	The Board's decision-making system is at an adequate level ●●●

Shared Growth

Shared Growth Programs

Samyang Foods runs a variety of programs to elevate our partners' ESG performance. In 2024, we developed and distributed enterprise-wide ESG training programs and signed fair trade agreements with 23 key partners accounting for a high purchase rate. We also signed linked-payment agreements with 2 subcontractors. Based on ESG assessment results, we evaluated their risk levels and implemented targeted improvement initiatives accordingly. To support our partners' financial stability, we shortened payment terms and launched an electronic receivables-financing system. For our OEM partners, we analyzed root-cause analyses of claims to drive continuous quality improvement. These achievements are reported transparently in both our annual report and corporate website. Samyang Foods will continue to expand this ESG-driven shared growth framework in collaboration with our partners.

Electronic receivables-financing system	Fair trade agreement	Linked-payment agreement for subcontractors	Improvement of claim root causes
- Operate an electronic receivables-financing system to support smooth, stable transactions with our partners - Broaden coverage as partner participation and transaction volumes increase	- Conclude fair-trade agreements with partners accounting for a significant portion of procurement - Shorten payment terms for partners under this agreement	Establish linked-payment agreements to adjust subcontract payments in response to raw material price surges, minimizing our partner's financial risk	- Track OEM partners' claim data on a monthly basis to drive reductions in claim volume - For any partner with more than 100 claims, conduct root-cause analyses and deliver focused improvement support
About KRW 3.5 billion	Signed fair-trade agreements 23 partners	Signed Unit price adjustment system 2 partners	Improvement support provided to reduce quality claims 4 partners

Partner Portal

Samyang Foods strengthens fair partner selection and two-way communication through our digital partner portal. The portal enhances efficiency and transparency in partner discovery and sourcing, and it provides systematic analysis of procurement data to inform supply-chain strategies. We also operate online inquiry and reporting channels, where our partners can voluntarily submit questions or reports, strengthening two-way communication. In 2024, the Cyber Audit Office reported no compliance issues through our integrated procurement system. Moving forward, we will continue to enhance our supply-chain management system to ensure accountable and sustainable operations.

Management and Support	Enhancing Partnerships	Strengthening Supply Chain Competitiveness
- Detailed level analysis - Differentiated management according to strategy - Support through selection and focus	- Key partner capacity building - Enhancing client management capability - Boosting synergies for shared growth	- Systematizing support for partners - Optimizing supply chain and enhancing competitiveness - Proactively addressing global supply issues

Fair Trade Training

Samyang Foods provides comprehensive training on the Subcontracting Act and the Mutually Beneficial Cooperation Act¹⁾ to all members of the Procurement Division, ensuring they understand the importance of fair trade in managing subcontracts and comply with relevant laws. In 2024, Samyang Foods underwent its first evaluation under the Shared Growth Index. In line with this, we conducted training sessions covering the scope of the Subcontracting Act, the obligations and prohibitions applicable to prime contractors, and potential legal sanctions for non-compliance. The training aimed to enhance procurement personnel's understanding of both the Subcontracting Act and the Mutually Beneficial Cooperation Act, while helping to prevent misconduct.

1) Fair Transactions in Subcontracting Act ('Subcontracting Act'), and the Act on the Promotion of Mutually Beneficial Cooperation Between Large Enterprises and Small and Medium Enterprises ('Mutually Beneficial Cooperation Act')

Establishing Safety Stock Criteria for Partners

As Samyang Foods' raw-material use rose with increased production volumes, partners faced mounting challenges in inventory management. Differences in packaging units for the same materials across our plants made it difficult for partners to respond flexibly to changes in our production schedules. To address this, we set safety stock standards for raw materials tailored to each plant's production fluctuations. We also shared monthly demand forecasts and worked closely with plant manufacturing teams for urgent changes, which helped to minimized partners' inventory burden and enabled a more stable, predictable inventory management system.

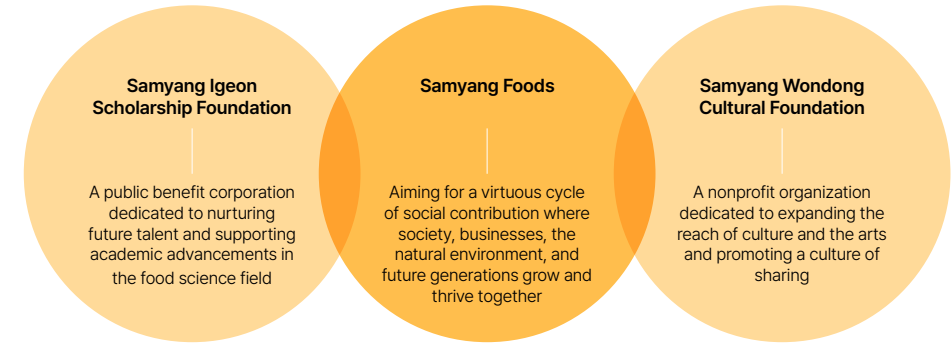
Contribution to Local Community

Samyang Foods views collaboration with local communities as the foundation for production stability and corporate trust. Operating local community councils, we proactively address potential impacts and drive tangible change via diverse social contribution and eco-friendly initiatives. We will continue to pursue shared growth management in which both our communities and our company prosper together.

Local Community Contribution System

Samyang Foods has established an operational system rooted in community trust to fulfill our social responsibilities in a practical manner. Leveraging both public and private sector networks, we collaborate with expert organizations to run a variety of social contribution programs. Through partnerships with the Samyang Igeon Scholarship Foundation and the Samyang Wondong Cultural Foundation, we jointly promote social contribution initiatives in education and the arts. We also convene regular community councils and swiftly implement necessary measures based on collected feedback to proactively address living environment concerns—such as noise, odors, and traffic—in areas surrounding our facilities.

Social Contribution System



| Social Contribution Policy

- Operate a virtuous cycle of social contribution that promotes growth and development for society and businesses, nature and the environment, and future generations through social contribution activities.
- Establish local community councils to address regional issues and operate win-win social contribution for local vulnerable groups.
- Conduct green campaigns by employee and volunteer activities to create a sustainable future and protect the environment through social contribution activities.
- Fulfill our social responsibility as a global company by participating in international social contribution initiatives.
- Collaborate with the Samyang Wondong Cultural Foundation, support the culture and art sector to nurture the dreams of future generations and contribute to a culture of sharing.
- Partner with the Samyang Igeon Scholarship Foundation, operate specialized social contributions such as fostering talent and supporting academic research to create future social value.

Risk Management of Local Community

To anticipate and mitigate potential impacts of our operations on local communities, we systematically manage community risks. This process helps us strengthen community trust and prevent social conflicts.



Local Community Council

To identify and address local concerns, we convene regular community councils. These meetings collect feedback on issues such as noise, odors, and traffic around our facilities, from which we derive and implement improvement initiatives. In November 2023, following odor complaints at our Wonju plant, we installed an aluminum dome cover on the waste water treatment system. As a result, average annual ammonia concentrations in 2024 decreased by 85% compared to levels before the installation. In a survey of community council participants, 100% of respondents confirmed that the odor issue had improved, demonstrating the measure's effectiveness. Samyang Foods will continue to regularly evaluate these risk-mitigation efforts, communicate results transparently, and proactively manage community risks.

Metrics & Targets

Targets	2025	2027
Dream better future with Samyang Foods	● Implement public-private partnership programs to address community issues at least twice a year	● Regularly implement community-engagement social contribution programs at least twice a year
	● Conduct eco-friendly volunteer activities by employees at each business site more than twice a year	● Conduct eco-friendly volunteer activities by employees at each business site more than twice a year and measure their effectiveness
	● Carry out an overseas support program for vulnerable groups linked to employee volunteer activities at least once a year	● Regularly run overseas social contribution programs at least twice a year
	● Implement a social contribution program in each partner country abroad at least once a year	

Activities for Win-Win Relationships With Local Community

Delicious Sharing

Samyang Foods operates the 'Delicious Sharing' program under a public-private partnership to support the healthy growth and stable self-sufficiency of vulnerable community members. Since 2012, we have made regular food donations to welfare facilities—such as senior centers and childcare institutions—and, together with nearby partner organizations, worked to prevent hunger among people with disabilities, the elderly, and children and youth. Beginning in 2024, we have provided monthly supplies with the Seoul Jongam Police Station to at-risk families—those facing single-parent households, domestic violence or abuse, and economic hardship. In addition to food support, we conduct ongoing case management to help prevent further abuse and build a protective safety net for those in need. Moving forward, Samyang Foods will continue to carry out 'Delicious Sharing' as part of our commitment to community co-prosperity and fulfilling our corporate responsibilities.



'CSR in the Community' Recognition

Samyang Foods was approved for the first time in 2024 for the 'Corporate Social Responsibility (CSR) in the Community Certificate,' administered by the Ministry of Health and Welfare and the Korea National Council on Social Welfare. This program recognizes organizations that partner with nonprofit groups and maintain consistent social contribution activities. Samyang Foods was awarded the highest Level 5 certification in recognition of our extensive social contribution programs with local residents, nonprofit organizations, social enterprises, and municipal governments. We plan and operate diverse programs such as the 'Delicious Sharing' initiative,' 'eco-friendly campaigns,' and 'employee volunteer activities.' Moving forward, Samyang Foods will continue to collaborate with local communities to generate sustainable social values.



Support for at-risk families with Seoul Jongam Police Station



Provision of relief supplies to vulnerable group

Eco-Friendly Contribution Activities

On-Us Delicious Sharing Volunteer Group

Samyang Foods launched the 'On-Us Delicious Sharing Volunteer Group' in 2024—a family-inclusive, eco-friendly volunteer corps—to drive positive change where the environment, society, and future generations thrive together. The team's mission is to raise environmental awareness among employees and generate social value. In the first half of 2024, members created 'eco-friendly pop-up books,' and in the second half, they produced 'solar-powered lanterns,' completing two programs in total. Across both events, about 100 employees participated. The pop-up books were distributed as environmental education materials to 23 community child centers in Seongbuk-gu, Seoul. The solar lanterns were delivered to households in energy-vulnerable countries, helping recipients study at night, travel safely, avoid wild animals, and reduce exposure to crime, contributing to their overall safety. Additionally, for each participating employee, one grapefruit tree was donated to a family in a developing country, contributing to carbon reduction and community self-sufficiency. Participant satisfaction was strong, with 93% in the first half and 99% in the second half reporting a positive experience.

On-Us Delicious Sharing Volunteer Group Activity – Employee Satisfaction Survey Results

(based on participants)

Q	Were you satisfied with the overall volunteer activities?	★★★★★	99%
Q	Would you like to participate again in the On-Us Delicious Sharing Volunteer Group?	★★★★★	99%
Q	Would you recommend these activities to your colleagues?	★★★★☆	92%
Q	Did these activities help you practice ESG management and understand the company's social contribution values?	★★★★☆	95%



Solar lanterns support for energy-vulnerable country



Donation of grapefruit trees to Vietnam

Environmental Conservation Activities of Employees

Environmental Conservation Activities of Employees

Samyang Foods conducts environmental conservation initiatives in areas surrounding its worksites, including Chiaksan National Park, Bukhansan National Park, and Heungup Reservoir, as well as nearby mountains and rivers. In 2024, employees took part in environmental conservation activities such as plogging to help clean the local environment.

Achievements in Eco-friendly Social Contribution Activities

Category	Details	No. of Activities	No. of Participants
Biodiversity	Habitat surveys, invasive-species removal	10 times	74
Carbon neutrality	Tree planting, etc.	1 time	6
Environmental clean-up	Plogging, etc.	6 times	84
On-Us Delicious Sharing Volunteer Group	Eco-friendly pop-up books, solar lanterns, etc.	2 times	100

Eco-Friendly Campaigns

Starting in 2022, Samyang Foods has been running the 'Walk Together,' a walking step donation campaign, twice a year to improve environmental awareness. Employees, their families, and community members donate their steps, and we convert each step into product donations for vulnerable local groups. In 2024, 256 participants logged a total of 170.056 million steps, equivalent to reducing 17,188kg of carbon and planting 4,199 pine trees. As part of the campaign, we also held plogging events twice a year in Bukhansan National Park to support environmental cleanup while carrying out the step donation program. Additionally, we refurbished in-house laptops and computer devices and donated them to welfare centers, helping bridge the digital divide and promote resource recycling. In 2024, a total of 97 devices were donated. We further support carbon reduction and environmental protection through various initiatives such as reducing single-use items and hosting eco-friendly content competitions.



Walk Together plogging activity



Ecosystem conservation activities

Activities to Foster Talents and Support Culture and Art

Support Vulnerable Groups Education and Independence

Samyang Foods supports youth scholarships through the 'With YOU' matching grant campaign, where the company matches employee donations with an equal amount, and the 'Wonju Angel Movement,' which donates a portion of product sales. Together with the Samyang Igeon Scholarship Foundation and the Samyang Wondong Cultural Foundation, we run programs such as the 'Local Talent Scholarship' for outstanding local students and the 'Future Talent Scholarship' for future leaders in emerging sectors. In 2024, we supported 205 students.

Support Academic Research

In partnership with the Samyang Igeon Scholarship Foundation, we launched the 'Samyang Igeon Academic Research Support Competition' to foster outstanding research in fields such as food science and biotechnology, funding 3 new projects in 2024. We also sponsor specialized research institutes in biotechnology and AI, and publish books on food culture, including 'Rediscovering Ramen' and 'The Essence of Ramen.'

Nurture Talent in Culture and Art

Samyang Foods and the Samyang Wondong Cultural Foundation support cultural and artistic talent, awarding 28 scholarships in 2024 through programs like the 'Wondong Culture Scholarship' for members of the 'Dream Orchestra' in partnership with the Seongbuk and Wonju Cultural Foundations. We also support local athletes with disabilities and regularly donate equipment to the sledding team at Korea National Sport University, helping artists and athletes across diverse fields showcase their talents.

Support 'Delicious' Culture

To foster regional cultural growth, we have partnered with the Gangwon Art & Culture Foundation to sponsor events such as the Music in Pyeongchang and the Gangwon International Triennale. Together with the Samyang Wondong Cultural Foundation and the King Sejong Institute Foundation, we distribute Korean language materials and support cultural events in overseas cities such as San Antonio, contributing to the global reach of K-Culture. We also support 7 specialist organizations in classical music, traditional culture, and ecological culture to broaden cultural base.



Wondong Culture Scholarship Ceremony



Korean Culture Festival

Information Security

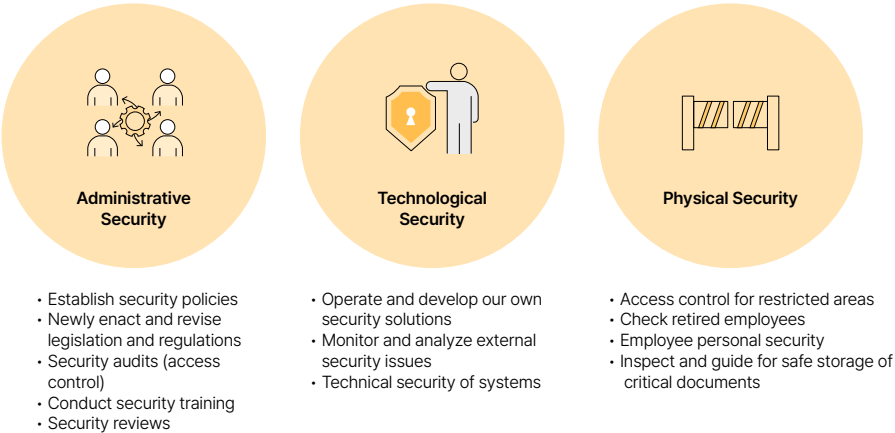
Information security is a critical issue for business continuity and risk management. Samyang Foods has established Information Security Management Guidelines and, led by a dedicated team, strengthened administrative, technical, and physical safeguards. We also proactively mitigate data leak risks through employee training, simulated phishing exercises, and both ad hoc and regular audits.

Information Security System

Information Security Management System and Policy

Samyang Foods recognizes information security as a critical aspect of corporate governance and has established the Information Security Management Guidelines to lead its implementation. We safeguard our in-house information assets and personal data by building a security management system, maintaining and publishing the Privacy Policy, and enforcing employee security rules. Through legal compliance and practice-centered management, we promote a trusted information security culture, ensuring that every member of our organization fulfills their responsibility as a steward of information security.

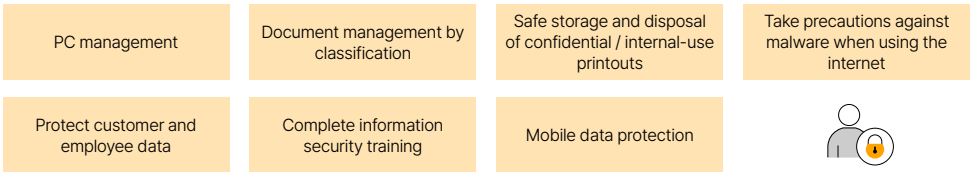
| Security Management System



Privacy Policy

Samyang Foods publishes its 'Privacy Policy' on its website to protect personal data and facilitate grievance handling in accordance with the 'Personal Information Protection Act' and the 'Act on Promotion of Information and Communications Network Utilization and Information Protection.' This policy outlines the categories and purposes of data collected, retention and handling periods, 3-party disclosures, data processing outsourcing, and data destruction procedures. When collecting personal information for service purposes, we do so strictly within the specified scope.

| 7 Key Security Rules for Employees

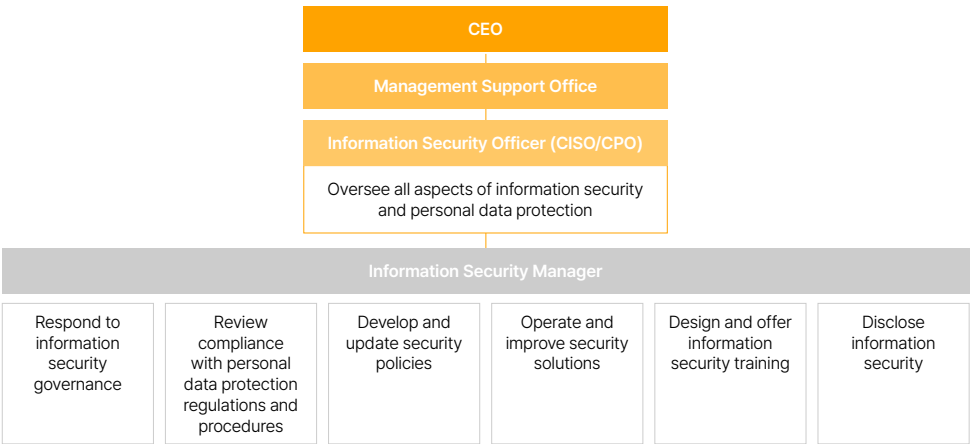


Information Security Organization

Samyang Foods has established a working-level organization under the CEO to protect information assets and ensure the secure management of personal data. Either the CISO¹⁾ or the CPO²⁾ oversee all aspects of information security and privacy management. Under the system of information security governance, information security managers are responsible for monitoring compliance with privacy regulations and procedures, developing security policies, managing security solutions, and providing employee training and education—thereby strengthening our overall security standards.

1) CISO: Chief Information Security Officer 2) CPO: Chief Privacy Officer

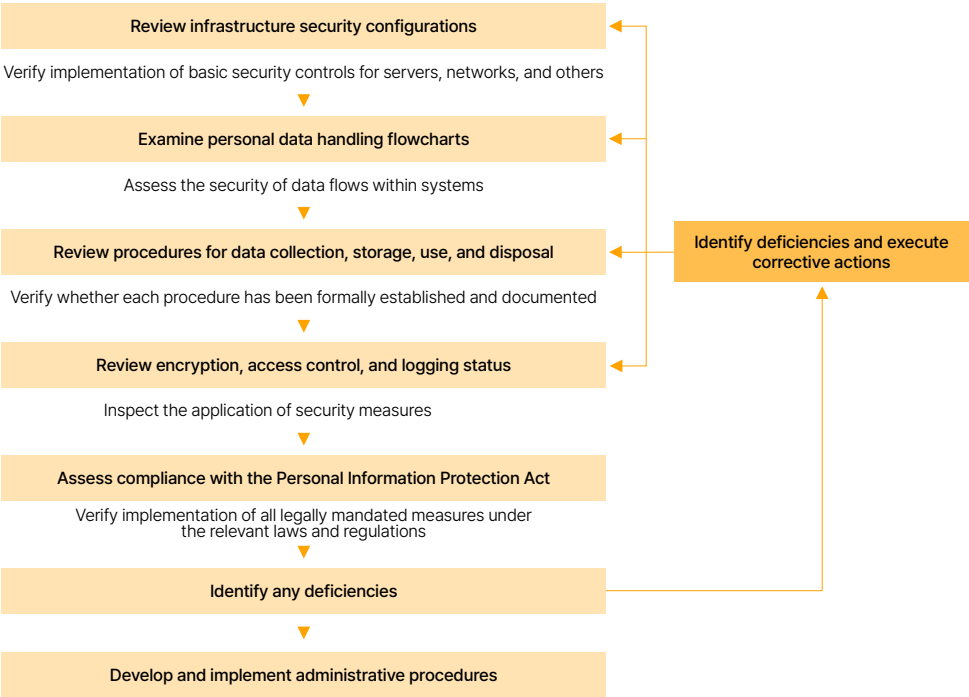
| Organizational Structure



Information Security System

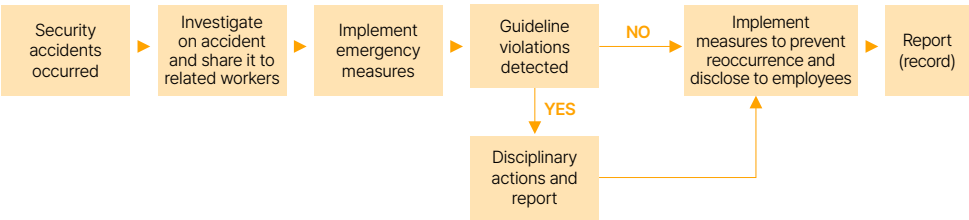
Personal Data Security Review Process

Samyang Foods conducts personal data security reviews to assess each stage of data handling. Based on the findings, we implement improvement measures to proactively address security vulnerabilities.



Information Security Incident Response Procedures

Samyang Foods has established and operates a structured incident response procedure to ensure rapid and systematic handling of any information security incidents. In 2024, we experienced zero incidents of customer data leakage or other information security breaches.



Information Security Activities and Achievements

Information Security Investments

Samyang Foods pursues a goal of zero security incidents through ongoing investments in information security, and we disclose our investment details transparently. In 2024, our total IT investment amounted to KRW 8.9 billion, of which KRW 300 million was dedicated to information security. Looking ahead, we plan to invest in systems that strengthen remote access environments, including macOS asset and security management solutions, to ensure consistent security levels and operational efficiency across all work settings.

Major Investment Status

Category		2024
Information security investments	Information technology sector investment (A)	KRW 8,882,063,241
	Information security sector investment (B)	KRW 294,688,771
	Information security investment rate (B/A)	3.3%
Information security personnel	Information technology sector personnel (C)	30.4 persons
	Information security-dedicated personnel (D)	Internal Personnel: 1.7 persons External Personnel: 0 persons Total: 1.7 persons
	Information security-dedicated personnel rate (D/C)	5.6%

Major Investment Areas

Investment Area	Description
Intrusion Prevention System (IPS)	Block malicious traffic entering the corporate network via the internet
Data Loss Prevention (DLP) solution	Prevent external leakage of the company's sensitive information
Document Rights Management (DRM)	Strengthen approval procedures to prevent document leakage and enhance the retention of key audit history records
Malicious site blocking solution	Block propagation of malware and access to phishing sites over the corporate internet
SSL Visibility Appliance	Monitor and block encrypted malicious traffic flows

Information Security Activities and Achievements

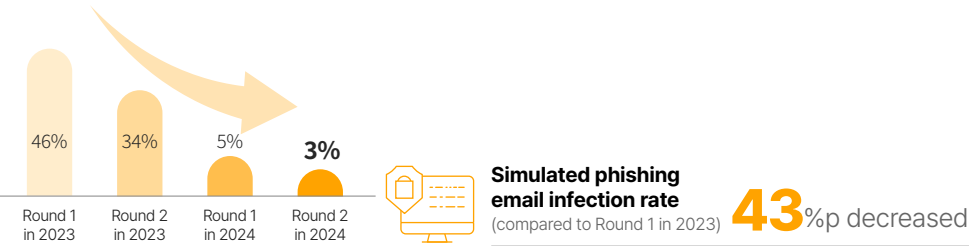
Internal Information Security Assessment

Samyang Foods conducts both ad hoc and regular information security audits in accordance with its security system. Audit findings are shared with the management leadership to strengthen organizational-level response capabilities. Assessment items cover all aspects of information security and personal data protection—including the use of unauthorized software, exposure of critical information, and the management of external media and received documents. We apply immediate corrective actions for any identified risks. By enforcing solution-based controls (such as network disconnection for unremediated violations), we achieved 100% remediation of all issues, including missing passwords and unauthorized software installations.

Category		Description
Remote Inspection	Inspection of PC Security Solution	10 Security Check Items for office computers, including Password Safety Inspection
	Use of Illegal Program	Use of unauthorized programs and other violations
Onsite Inspection	Prohibition of Disclosing Important Information	Attachment of IDs and passwords for work systems and important websites Labeling of important work information on partitions, calendars, and whiteboards
	External Media Management	Neglect of external media (USBs, external hard drives) Failure to disconnect external media from office computers after work
	Management of Received Documents	Neglect of important documents after printing

Simulated Phishing Exercise

Samyang Foods regularly conducts simulated phishing exercises to identify and mitigate information security risks—such as critical data leaks caused by malware infections and losses from operational disruptions—arising from the growing volume of malicious emails both domestically and abroad. By using realistic attack scenarios, we assess employees' response capabilities and raise overall security awareness. After our first simulation in 2023 recorded a 46% infection rate, we introduced ongoing training to reduce the risk posed by phishing emails. As a result, in the second round of exercises in 2024, the rate dropped to just 3%, a 43%p improvement. Samyang Foods will continue to proactively respond to external threats by applying mitigation measures, evaluating their effectiveness, and strengthening preventive security activities.



Information Security Campaign

Samyang Foods continuously conducts information security campaigns to raise employee awareness and prevent cyber incidents. To strengthen security consciousness, we issue alerts about phishing emails, promote clean desk and PC-screen lock policies, and remind members to change account passwords regularly. Specifically, we provide employees with key guidelines for safe email use to proactively counter phishing threats. These measures enable employees to incorporate security practices into their daily work. Moving forward, we will expand hands-on security campaigns, such as simulated phishing email exercises, to further strengthen the information security culture across the organization.

Phishing Email Announcement Campaign

Clean Desk & PC Screen Lock Campaign

Password Reset Campaign

Information Security Training for Employees

Samyang Foods offers a variety of training programs to strengthen employees' information security awareness. In 2024, we offered 'Personal Data Protection Training' for all employees, 'Data Protection Training' for the newly hired employees, and 'Information Security Awareness Training' for those who violated office inspection protocols. These programs strengthen employees' ability to practice information security and help foster a strong security culture across the company.

Program	Target	Content
Personal Data Protection Training	All employees	- Information security and personal data management system - Understanding of 'Personal Information Protection Act'
Fundamental Training on Data Protection	Newly hired employees	- Understanding of data protection - Information security activities and guidelines - How to use security programs
Information Security Awareness Training	Individuals violated office inspection rules	- How to handle in-house documents along with employees security guidelines - Raising awareness of technological security - Cases of security accidents





GOVERNANCE

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GOVERNANCE

UN SDGs



WHY IT MATTERS

Governance transparency is a critical factor for a company's long-term growth and the realization of shareholder value. Global disclosure standards such as IFRS S1/S2 and the EU ESRS require boards of directors to oversee the adequacy of ESG-related information. In Korea, revisions to the Capital Markets Act and the development of ESG disclosure guidelines are further strengthening the institutional foundation for board accountability and governance transparency. In the food industry, which relies heavily on consumer trust, ethical issues or legal violations can directly lead to significant business risks such as product boycotts or divestment. This makes responsible management and the establishment of a robust ethics and compliance system all the more essential.

HOW WE RESPONSE

Samyang Foods has strengthened ethical management, compliance, and risk management to establish a sound governance structure, centered on an independent and professional Board of Directors. Five specialized committees operate under the Board to conduct in-depth strategic reviews of key issues, and regular training is provided to independent directors to enhance the effectiveness and responsiveness of board activities. Across the organization, we cultivate a culture of accountability and transparency by updating our Code of Ethics, providing employee training, and operating reporting channels. We also proactively identify and address financial, non-financial, and potential risks arising from policy changes and shifting business environments to build a stable and sustainable foundation.

KEY PERFORMANCES

Conducting
performance evaluations
of independent directors

Status of corruption
risk assessments
at sites

100%

Compliance rate
among all
employees

100%

ESG Issues of Samyang Foods

Responsible Business Conduct

Ethical Management and Compliance

Risk Management

ESRS Topics

G1 Business conduct

Responsible Business Conduct

The government is strengthening shareholder rights through amendments to the Commercial Act and related regulations, and shareholder expectations regarding shareholder return policies are also on the rise. Samyang Foods is committed to protecting shareholder interests and rights and enhancing long-term corporate value by establishing a transparent and sound governance structure.

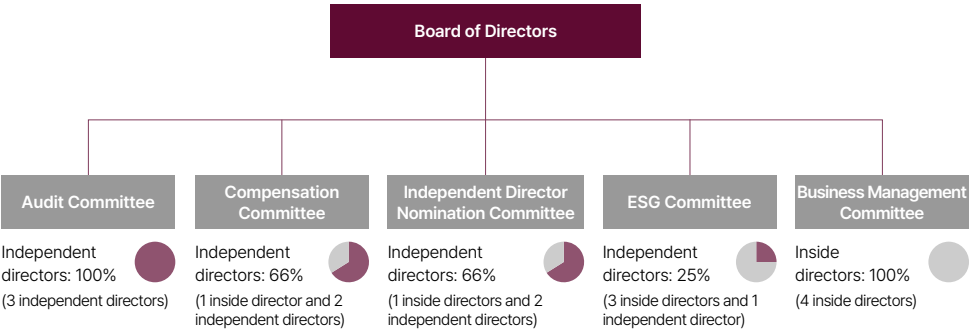
Board Composition

Samyang Foods represents the interests of its shareholders and stakeholders to protect shareholder rights and maximize corporate value. As of March 31, 2025, the Board comprises 8 directors (4 inside directors and 4 independent directors) and operates 5 specialized committees under the Board: the Audit Committee, the Compensation Committee, the Independent Director Nomination Committee, the ESG Committee, and the Business Management Committee, to ensure in-depth review of key agenda items and to enhance the efficiency and expertise of Board operations.

Board Composition Principles

Independence Independent directors are appointed only after their independence has been verified in accordance with the Commercial Act, the Articles of Incorporation, and company rules.	Expertise Directors are selected for their professional knowledge and practical experience in areas such as finance, industry, environment, and law.
Transparency All directors are appointed by a resolution of the general meeting of shareholders following lawful procedures.	Diversity We respect diversity by selecting director candidates without discrimination based on race, gender, age, religion, disability, nationality, or cultural background.

Board Organizational Structure



Board Composition Status

(as of the end of March 2025, ● Chair)

Category	Name	Gender	Professional Background	Committees under the Board				
				Audit Committee	Compensation Committee	IDN Committee ¹	ESG Committee	Business Management Committee
Inside Directors	Jung-soo Kim	Female	(Current) Vice Chair, Samyang Foods (Concurrent) Inside director, Samyang Roundsquare (Former) Head of Sales, Samyang Foods Bachelor's in Social Welfare, Ewha Womans University				●	●
	Dong-chan Kim	Male	(Current) President (CEO), Samyang Foods (Former) Head of Food Manufacturing Office, Samyang Foods (Former) Advisor, Lotte Confectionery Bachelor's in Food Engineering, Kyung Hee University				●	●
	Seok-hoon Jang	Male	(Current) Head of Management Support Office, Samyang Foods (Concurrent) President (CEO), Samyang Roundsquare (Former) CFO, WeMakePrice (Former) CPA, Samil PwC Bachelor's in Economics, Seoul National University		●	●	●	●
	Se-hyuk Han	Male	(Current) Head of Procurement Division, Samyang Foods (Former) Head of Global Sales Branch, Samyang Foods Bachelor's in Economics, Hanyang University (ERICA)					●
Independent Directors	In-su Kim	Male	(Current) Managing Director, Hanmi Accounting Firm (Former) CPA, Samil PwC Bachelor's in Management, Seoul National University	●	●			
	Pan-wu Nam	Male	(Current) CTA, Kim&Chang Law Firm (Former) Director of the NTS Jungbu Regional Office Bachelor's in Agricultural Economics and Master's in Public Administration, Seoul National University Doctor of Law, University of South Carolina, USA	●				
	Moo-shik Jung	Male	(Current) Representative Lawyer, Seon Law Firm (Former) Lawyer, One Law Firm Lawyer Judicial Research and Training Institute (completed the 27th Class) Bachelor's in Law, Korea University	●	●	●		
	So-yeop Kang	Female	(Current) Director, Donggi Science Research Center, Human Solution Group (HSG) (Former) Managing Director, InComm Brodeur Master's in Advertising and Public Relations, Yonsei University				●	●

1) Independent Director Nomination Committee

Board Composition

Board Independence

Samyang Foods upholds the principle of independence to ensure the Board can make strategic decisions free from particular interests. We review each director’s independence criteria and disclose information on all directors, including independent directors, prior to the general meeting of shareholders. All independent directors currently meet the requirements of the Commercial Act and our internal standards. To prevent conflicts of interest, any director with a direct stake in an agenda item is restricted from voting under the Commercial Act and Board regulations.

Board Independence Principles

Samyang Foods ensures that individuals who do not have a significant relationship with the company and can make independent decisions from management and controlling shareholders are appointed as independent directors in accordance with the Commercial Act, exemplary standards for governance, and company rules. The representative standards are as follows:

- Those who are not the largest shareholder of Samyang Foods, the spouse of the largest shareholder, or their direct lineal ascendants and descendants.
- Those who are not a director or auditor of Samyang Foods, their spouses, or their direct lineal ascendants and descendants.
- Those who are not employees of Samyang Foods or have not been employees of Samyang Foods within the past two years.
- Those who are not employees of corporations that have significant relationships with Samyang Foods, such as trade.
- Those who are not shareholders who exert practical influence on business operations in addition to the above.

Board Transparency

Candidates recommended by the Independent Director Nomination Committee are verified in accordance with Article 542-8 of the Commercial Act and appointed by resolution at the general meeting of shareholders. The Committee conducts prior reviews of expertise, fairness, independence, and diversity to strengthen the Board’s transparency and independence. Independent directors are appointed for a term of 3 years, and if no qualified candidates are available, the appointment is deferred.

Procedures for Independent Director Appointment



Independent Director Nomination Committee

Samyang Foods operates the Independent Director Nomination Committee to minimize the influence of management or the controlling shareholder during the appointment process and to protect shareholder interests. This Committee oversees the nomination of independent directors and the management of the candidate pool. Chaired by an independent director, it guarantees independence and—since a majority of its members are independent directors (2 independent directors, 1 inside director)—can respond expertly to rapidly changing external business environments.

 Independent Director Nomination Committee Regulations

Board Expertise

Samyang Foods appoints directors with diverse professional backgrounds to ensure comprehensive review and discussion of agenda items from multiple perspectives. We provide independent directors with training on enhancing corporate value and managing audit risks. Each committee is supported by a dedicated organization, enabling independent directors to regularly receive information on management issues and to request any additional details needed for deliberation and voting.

Board Skills Matrix

Category	Name	Area of Expertise	Expertise						
			Leadership	Business management / Investment	Finance / Accounting	Industry / Economy	Laws / Regulations / Risk management	Human resources management	Marketing / Sales
Inside Directors	Jung-soo Kim	Food industry, General management	●	●		●			●
	Dong-chan Kim	Manufacturing	●	●		●	●		
	Seok-hoon Jang	Accounting, Finance, IR	●	●	●	●	●		
	Se-hyuk Han	Trade, Procurement, Overseas Sales	●	●		●			●
Independent Directors	In-su Kim	Finance, Accounting	●	●	●		●		
	Pan-wu Nam	Tax, Finance	●		●		●		
	Moo-shik Jung	Legal affairs	●				●		
	So-yeop Kang	Human resources management	●					●	●

Training for Independent Directors

Resolution	Target	Details
2024.09.30	Independent Directors	Value-up program and corporate value enhancement
2024.09.30	Audit Committee	Strengthening audit and risk management capabilities

Board Diversity

Samyang Foods considers diversity, namely nationality, gender, region of origin, religion, race, and cultural background, when selecting directors to ensure balanced deliberation of agenda items. As of March 2025, the Board includes 2 female directors, and the average age is 53.4 years. Directors with experience living abroad or working with overseas vendors bring valuable insights into executive decision-making.

Board Operation

Convening and Holding Board Meetings

The board meetings are convened by the CEO or a director designated by the board. Each director receives notification of the meeting no less than 7 days before the scheduled date. Board operations comply with the Articles of Incorporation and the Board regulations. In 2024, the Board held eight meetings, addressing 29 agenda items (including 8 reports), with an average attendance rate of 96.9% (100% for independent directors). Committees under the Board convened a total of 22 times, discussing 49 agenda items (including 25 reports).

| Committee Operational Status

Committee name	Key roles	Meeting records	Deliberation and resolution	Reporting
Audit Committee	Audit financial reporting, internal controls, and overall operations to ensure management transparency and accountability	7	6	19
Compensation Committee	Ensure the objectivity and transparency of executive remuneration, performance evaluation, and compensation decisions	2	3	-
Independent Director Nomination Committee	Recommend and manage the pool of independent director candidates to ensure the independence of the Board and protect shareholder interests	1	2	-
ESG Committee	Establish strategies and direction for Samyang Foods' ESG division and conduct related performance evaluations	4	2	6
Business Management Committee	Ensure professionalism and efficiency in business execution in accordance with the Articles of Incorporation, Board regulations, and Management Committee regulations	8	11	-

Board Evaluation and Compensation

In accordance with Article 388 of Commercial Code, remuneration is paid within the limits approved annually at the General Meeting of Shareholders, subject to approval by the board of directors and its committees. Inside directors receive remuneration under regulation on personnel management for executive performance-based bonuses determined by the company's financial results and the achievement of individual goals. While outside directors and audit committee members are paid only fixed remuneration to ensure independence and transparency. The Compensation Committee, composed of a majority of independent directors to ensure fair evaluation, reviews and approves the criteria for paying performance-based compensation to registered executives.

Samyang Foods operates an evaluation system to enhance board accountability and expertise, and conducted an independent director evaluation in February 2025. The evaluation, aligned with the Code of Best Practices for Corporate Governance, used measurable indicators such as participation in board and committee activities and efforts to strengthen expertise, combining self-assessment with board-led employee assessment. CEO evaluations consider not only financial results but also efforts to strengthen ESG management, including R&D capabilities and eco-friendly initiatives, reinforcing the CEO's accountability for driving sustainable management.

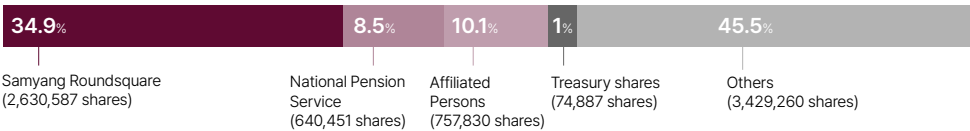
Shareholder-Friendly Management

Shareholder Composition

The largest shareholder of Samyang Foods is Samyang Roundsquare, holding 2,630,587 shares of common stock (34.9%). Aside from the largest shareholder, the only shareholder with more than 5% ownership is the National Pension Service (8.5%). Under the Articles of Incorporation, Samyang Foods may issue up to 13,000,000 shares (par value of KRW 5,000, each). As of the end of 2024, the total number of issued shares was 7,533,015. Among these, the number of treasury shares is 74,887 (1%), ensuring equal voting rights for all shareholders excluding treasury shares

| Shareholder Composition

(As of December 31, 2024)



Safeguarding Shareholders' Rights

Samyang Foods has introduced electronic voting to make exercising voting rights more convenient and maintains proxy voting to support shareholder proposals. Relevant materials are disclosed via the electronic disclosure system and our website at least two weeks before the general shareholders' meeting, which is scheduled on non-concentrated days for shareholder convenience. We promote transparency by publishing stock investment information, IR announcements, business and governance reports, and operate an English governance website to enhance accountability for foreign investors.

Shareholder Return Policy

Samyang Foods has pushed forward an active dividend policy to elevate shareholder value and provide a long-term investment environment. Dividend amounts are determined with priority given to financial stability, future growth investments, and the principle of securing cash, while also considering annual business performance, the management environment, and other factors. We have paid cash dividends for 12 consecutive years, totaling KRW 50.7 billion over the past three years, with a five-year average payout ratio of 11.4%. Interim dividends were introduced in 2022, and at the 2024 annual general meeting, shareholders approved granting the Board authority to set the record date for year-end dividends. We continue to pursue various shareholder return policies to enhance both corporate and shareholder value.

| Dividend Status

Category	Unit	2024	2023	2022	2021	2020
Total dividends	KRW 100 million	246.12	156.62	104.56	75.32	60.26
Dividends per share	KRW	3,300	2,100	1,400	1,000	800
Dividend payout ratio	%	9.0	12.6	13.1	13.4	9.0

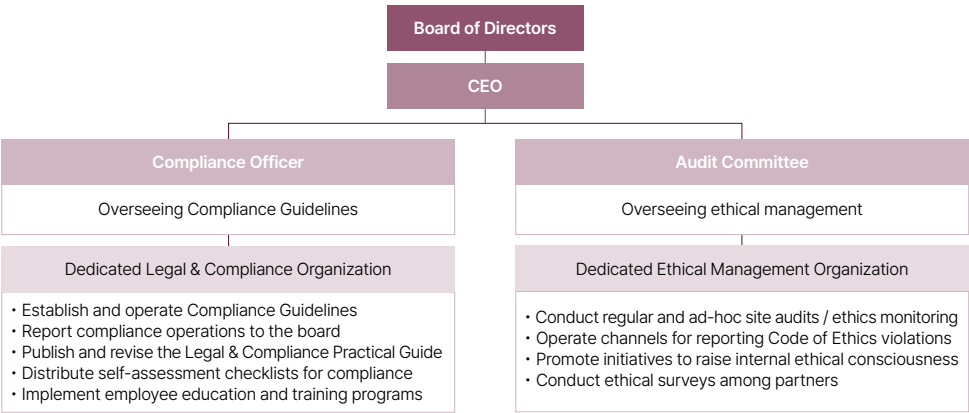
Ethical Management and Compliance

The scope of ethical management and compliance is expanding to include areas such as human rights and labor, and stakeholder interests and expectations on this matter are also increasing. Samyang Foods is strengthening employee awareness and capabilities by developing Ethics Regulations and a Code of Ethics Guidelines, distributing self-assessment checklists for compliance, and distributing Legal & Compliance Practical Guide. Going forward, we will continue our efforts to embed ethical and compliant management into our sound corporate culture, guided by our management philosophy of 'honesty and trust.'

Ethical Management and Compliance System

All Samyang Foods employees respect and comply with applicable domestic and international laws related to business activities, performing our duties with transparency and fairness in line with the Code of Ethics and Compliance Guidelines. To uphold our ethical and legal responsibilities to customers, partners, shareholders, and local communities, we maintain dedicated departments for ethical management and compliance. Our initiatives include regular internal audits and assessments, a Whistleblowing System for reporting violations of the Code of Ethics, and the publication of Legal & Compliance Practical Guide. Going forward, we will continue to promote ethical awareness and a law-abiding attitude among all employees, while fostering a sustainable management culture.

| Organizational Structure



Targets	2025	2030
Establishing a fair and transparent business culture and creating a sustainable management environment	• Maintain a pledge renewal rate of 95% or higher for the Code of Ethics • Conduct corruption risk assessments to prevent misconduct • Announce the status of the Whistleblowing System (at least twice a year internally) • Plan and conduct annual ethical surveys among partners (at least once a year) • Achieve a 100% internal audit execution rate at all business sites	• Expand the collection of the 'Pledge of Compliance for Code of Ethics' across the group • Expand fraud risk assessments to all the group and reflect the results in the annual audit plan • Expand the implementation of the ethics survey among partners across the group • Establish and advance the group-wide Whistleblowing System • Conduct regular audits and business assessments of group companies through an evaluation-based system
Enhancing sustainable corporate value through the promotion of voluntary compliance by all executives and employees	• Conduct customized compliance training by role (at least once a year) • Strengthen internal controls by improving process of legal review • Expand the scope of self-assessment checklist of the unfair trade practices (specific departments → all employees)	• Expand compliance training for domestic and overseas subsidiaries • Establish and distribute guidelines for internal transactions

Key Management Areas

Description	Key Activities
 Fair Trade	Maintain fair market competition and transparent transactions with partners Conduct fair trade training and ethics surveys for partners, collect fair trade compliance pledges, operate violation reporting channels, and perform internal audits on fair trade violations
 Anti-Corruption	Prevent corrupt practices such as bribery and improper solicitation while promoting a culture of integrity Identify and respond to corruption risks, implement ethics training and campaigns, operate reporting channels for corrupt practices, and conduct investigations into corrupt practices
 Fair Labeling and Advertising	Prevent consumer misunderstanding arising from false or exaggerated labeling or advertising and provide accurate product information Conduct internal inspections to ensure compliance with labeling and advertising regulations
 Personal Information Protection	Comply with relevant laws and strengthen internal accountability for personal information management Provide regular training and internal audits based on relevant regulations, and require newly hired employees to sign confidentiality pledge
 Internal Transactions	Ensure appropriateness and transparency in internal transactions by preventing unfairly assisting a related party or other company Obtain prior approval from the Compliance Officer and provide business guidelines

Ethical Management

Regulations and Guidelines

Samyang Foods has issued new Code of Ethics and comprehensively overhauled its existing Ethical Guidelines to ensure that not only our employees but also group companies and stakeholders can actively practice ethical management. Each year, we distribute the CEO's ethics message and the Ethical Guidelines to all employees and require them to sign the 'Pledge of Compliance for Code of Ethics' thereby reinforcing our organization's commitment to integrity. The 'Pledge of Compliance for Code of Ethics' includes commitments to comply with anti-corruption laws, prohibiting unethical behavior such as fraud, bribery, and unfair trading practices. In 2024, 99.86% of Samyang Foods employees participated in the pledge.

Code of Ethics Ethical Guidelines

Code of Ethics

Samyang Foods' Code of Ethics define the principles of conduct for every stakeholder relationship, including customers, shareholders, and partners, and outline the company's responsibilities and obligations.

1 Responsibility and obligations to customers

2 Responsibility and obligations to the nation and society

3 Responsibility and obligations to shareholders

4 Responsibility and obligations to partners

5 Responsibility and obligations to competitors

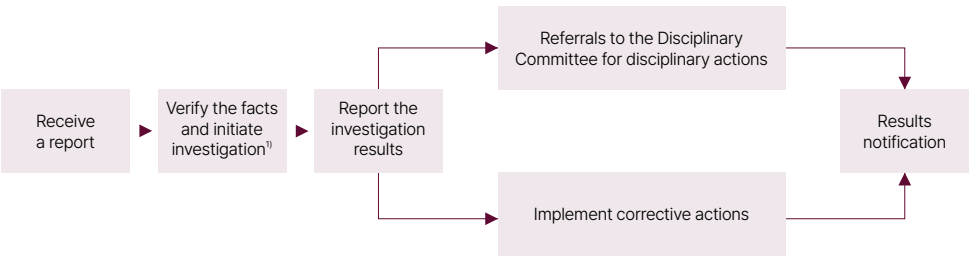
6 Responsibility and obligations to employees

Whistleblowing Channel

Samyang Foods maintains dedicated whistleblowing channels to oversee and enforce our ethical management practices. The scope of whistleblowing includes fair trade violations, such as bribery and improper solicitation of favors, and ethical breaches like sexual harassment and workplace bullying. Upon receiving a report, we verify the facts and, based on the severity of any violations, escalate the findings to senior management and implement appropriate corrective measures. In 2024, we received 5 reports and completed corrective actions for all the cases.

Submission of Whistleblowing Whistleblowing Operation Guidelines

Procedures for Handling Violations of the Code of Ethics



1) In case where whistleblower does not intend to proceed with the investigation or if the alleged violation cannot be verified, the investigation may be concluded. In such cases, the issue may be referred to the relevant department based on the received information.

Policy for Protecting Whistleblowers and their Collaborators

To foster a fair and transparent ethical culture, Samyang Foods operates a protection system for whistleblowers to ensure that neither they nor their collaborators face any disadvantages. We guarantee all information related to the whistleblower, including their identity and the content of the report, is kept confidential. Any action that could expose a whistleblower's identity to the accused party's department or other employees is strictly prohibited. If the whistleblower has experienced or fears unfair treatment as a result of their whistleblowing, they may request an investigation and protective measures to the auditor. This system is designed to ensure the whistleblower's safety and protection.

Ethics Audit

Samyang Foods has established a corruption risk management system to conduct systematic ethics audits. Our dedicated organization for ethics audits performs annual risk assessments, taking into account changes in the business environment, to evaluate corruption risks across various business divisions. Based on these assessments, we develop an annual audit plan to address risks related to ethical behavior violations. Regular audits and business assessments are conducted regularly each year, and are supplemented by process consulting, targeted audits, financial audits, ongoing audits, compliance audits, and monitoring activities. When violations in ethics are identified, corrective actions are implemented, or cases are referred to the Disciplinary Committee, if necessary. The results are reported directly to the Audit Committee by the Auditing Department.

Ethics Audit Key Areas

Category	Description
Regular Audits / Business Assessments	Checking the legality, effectiveness, and inefficiencies of all operational areas (with annual inspection conducted at each business site)
Process Consulting	Identifying and mitigating risk factors in practical operations through consulting and process redesign (including subsidiaries)
Targeted Audits	Conducted based on the directives of the BOD, Audit Committee, or C-level executives, focusing on specific tasks or projects to identify issues and drive improvements Inspections triggered by reports of violations of the ethics regulations
Financial Audits	Ensuring the reliability of financial operations by examining the management of budgets, the appropriateness of accounting practices, and the accuracy of fund management
Ongoing Audits	Checking key items selected during audit before final approval
Compliance Audits	Verifying adherence to duties, identifying misconduct, and reviewing work practices to ensure compliance with relevant obligations
Monitoring	Reviewing major matters within the company to identify issues, which serves as a basis to determine whether they should be escalated to formal audits



Status of Pledge of Compliance for Code of Ethics

99.86%



Status of corruption risk assessment*

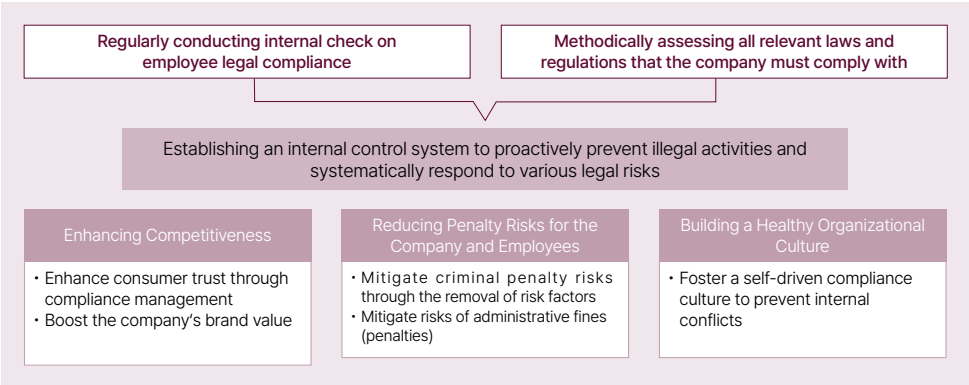
100% completed

* HQ, Wonju Plant, Iksan Plant, Miryang Plant

Compliance Management

Goals and Direction

Samyang Foods monitors all applicable laws and regulations and encourages employees to self-assess their compliance to prevent legal risks. We are building an internal control system focused on proactive prevention to reduce compliance risks and strengthen corporate competitiveness through a healthy organizational culture.



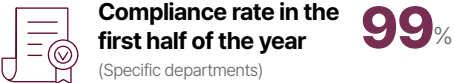
Embedding Compliance Management

Our Compliance Guidelines raise employees’ awareness of lawful management and promote fair, transparent business practices. We closely monitor regulatory trends in government policies and laws relevant to our operations, regularly publishing key updates in the ‘Legal Insight’ newsletter to proactively prevent legal risks. We also updated our Compliance Management Manual with explanations of relevant laws and real-world violation cases. Based on this, we published and distributed Legal & Compliance Practical Guide to all employees.

Compliance Guidelines

Compliance Self-assessment Checklist

To foster autonomous law-abiding awareness and a culture of compliance, we distribute a Compliance Self-Assessment Checklist to all employees at least once a year. For departments exposed to specific legal risks, the checklist addresses unfair trade practices, improper support, and subcontracting transactions. The company-wide version covers adherence to the Code of Ethics, observance of company rules, respect for partners, and protection of information assets. Using the checklist, employees can identify and prevent potential violations in their daily work. Identified risks are categorized, analyzed, and incorporated into our processes to enhance the effectiveness of our self-assessment program.



* Based on respondents only



Compliance Risks

The Fair Trade Commission strictly regulates unfairly assisting a related party or other company in internal trading. Even if a company is not legally subject to the Fair Trade Act’s restrictions on these practices, controlling internal transactions remains essential. Therefore, when engaging in internal transactions, the Compliance Officer’s oversight of transaction appropriateness must be reinforced. Accordingly, Samyang Foods requires prior approval from the Compliance Officer for all internal transactions to prevent unfair assistance. The Legal & Compliance Team also provides guidance through contract reviews and advisory services for these transactions. Looking ahead, we will distribute a checklist in departments with unfair assistance risks to further embed compliance into our corporate culture. We will also develop and distribute practical guidelines for internal trading to continuously strengthen our risk prevention efforts.

Compliance Management Program

Samyang Foods has established a Compliance Officer system to support lawful business operations for all employees and to run a structured compliance management program. To prevent legal risks in contracting, we actively promote the use of standard contract templates. We continuously enhance our internal controls, leveraging a full-digital approval workflow for legal service, to strengthen these processes.

Commitment statement on Compliance Management Program

Appoint a Compliance Officer and implement Compliance Guidelines	Provide legal support, including contract review and legal advisory services	Publish the CEO’s commitment statement on Compliance Management Program	Conduct audits of internal operations and overseas subsidiaries
Request disciplinary actions against employees violating Compliance Guidelines	Conduct ongoing and systematic compliance training	Develop and disseminate the Legal & Compliance Practical Guide	Control risks by distributing a Compliance Self-Assessment Checklist

Ethics and Compliance Training

We conduct online ethics training for all employees at least once a year to foster a strong sense of compliance. Additionally, we offer compliance management training tailored to specific job roles and levels to ensure that all employees adhere to Compliance Guidelines and deepen their understanding of ethical and compliance management.

Detailed Training Programs

Category	Program	Content	Target
Statutory	Disability Awareness Training	- Understanding respectful perspectives on disabilities - Ensuring the rights of individuals with disabilities	All employees
	Sexual Harassment Prevention Training	- Examining cases of workplace sexual harassment - Preventing secondary harm to victims of sexual harassment	
	Privacy Protection Training	- Key amendments to the Credit Information Act and regulations - Safety measures at each stage of personal and credit information processing	
	Occupational Health and Safety Training	- Industrial safety and accident prevention - Risk assessment and work environment management	
	Retirement Pension Training	- Understanding the framework for retirement pensions - Learning the procedures for managing retirement pension plans	
Common	Prevention of Workplace Harassment	- Workplace bullying-related regulations - Case studies of workplace bullying	Employees in managerial positions
	Ethics Training	- Importance of ethical management - Current management status (internal and external)	
	Family-Friendly Workplace Training	- Family-friendly support policies and practices - Intergenerational communication	
Job-specific	Fair Transactions in Subcontracting Act Training	- Definition of subcontracting business and scope of application - Precautions for implementing Subcontracting Agreements	Employees of the procurement division
	Sales Academy Training	- Explanation of key clauses in the standard contracts - Guidelines for practicing ethical management	Employees in sales positions
	Internal Accounting Control System User Training	- Overview of the internal accounting control system - Processes and guidelines for using the internal accounting control system	Internal accounting control system users
Advanced job-specific	Act on the Promotion of Mutually Beneficial Cooperation between Large Enterprises and Small and Medium Enterprises Training	- Issues related to fair trade in the manufacturing sector - Key issues regarding the Subcontracting Act	Legal & Compliance Part
	ISO 37301 & 37001 Integrated Certification Auditor Training	- Understanding and applying the integrated management system for compliance and anti-corruption - Understanding and applying risk management	
	Labor Standards Act Training	- Workplace bullying-related regulations - Regulations prohibiting gender discrimination	

Risk Management

In a rapidly changing business environment and under tightening regulations, financial, non-financial, and potential risks can critically affect a company's sustainability and stability. Samyang Foods proactively identifies key risks and responds to them systematically to build a stable, sustainable foundation for our operations.

Risk Management System

Samyang Foods systematically manages major financial and non-financial risks through its Board and subcommittees. The Board reviews and approves risk management policies and financial risk countermeasures. The ESG Committee identifies risk and opportunity factors for each ESG topic and evaluates response systems. The Audit Committee conducts regular audits of the internal control system and reports findings to the Board.



Key Risk Management

Financial Risks

Global economic uncertainty is heightening financial risks related to exchange rates, interest rates, and liquidity. Delays in U.S. rate cuts and the Bank of Korea's decision to keep its policy rate unchanged increase our cost of capital, while a stronger KRW/USD exchange rate raises import costs and pressures mid-to long-term investment. Given our high export ratio, we actively identify and manage key financial risks.

Key Financial Risks

Risk Types		Response Measures
Foreign Exchange	Changes in profit and loss caused by exchange rate fluctuations affecting foreign currency receivables, payables, and asset or liability values	- Achieve a natural hedge by balancing foreign currency inflows and outflows - Manage foreign currency deposits and conduct exchange rate sensitivity analyses - Exchange rate monitoring
Interest Rate	Volatility in funding policies due to changes in the base rate	- Reduce high interest borrowings and improve debt structures - Maintain an appropriate fixed-to-variable interest rate ratio - Continuously monitor domestic and global interest rates and optimize short-term borrowing structure
Liquidity	Loss of investment opportunities due to constrained funding	- Conduct cash flow forecasting and stress testing - Secure unused credit lines and monitor liquidity levels continuously

Non-Financial Risks

Non-financial risk management is increasingly important amid strengthened global environmental regulations, rising expectations for corporate social responsibility, and growing ethical issues in supply chains. The food industry faces a wide range of non-financial risks—quality, safety, environmental, and human rights—making a proactive response system essential. Product safety and quality directly impact consumer trust, while supply chain ethics and human rights risks affect global market access and business continuity. Tightened carbon neutrality regulations and climate risks are also driving structural changes across operations from production and procurement to sales and disposal. Samyang Foods has developed detailed response strategies and management frameworks for each risk category, strengthening regular assessments and monitoring to prevent risks and reinforce the foundation for sustainable management.

Key Non-Financial Risks

Risk Types		Response Measures
Environment	Non-compliance and pollution leading to sanctions and reputational damage	- Monitor environmental laws and build a 'Regulatory Response System' - Train hazardous chemicals, waste, air quality, water quality, etc.
Climate Change	Low-carbon transition risks and physical risks from climate change	- Develop a 2050 carbon neutrality roadmap with details - Replace aging equipment and adopt facilities to withstand extreme weather
Quality	Product safety incidents resulting in legal sanctions and reputational damage	- Enhance internal inspection and regulatory response systems for proactive prevention - Establish rapid response protocols and external communication strategies
Health and Safety	Incidents causing penalties and production disruptions	- Obtain a health and safety management system certification and build a smart health and safety management IT system - Conduct regular internal health and safety inspections, risk assessments, and training
Human Resources Management	Difficulty attracting top talent and brain drain risks	- Improve organizational culture and employee satisfaction - Perform regular human rights impact assessments and operate a grievance handling and reporting system
Supply Chain	Operational and production losses due to raw material procurement failures	- Monitor raw material price trends and manage inventory flexibly - Diversify supply sources to enhance procurement stability
Ethics and Compliance	Human and material losses and legal sanctions from unethical conduct	- Require to sign an ethics pledge and a fair trade pledge - Conduct corruption assessments and circulate self-checklists - Maintain channels for reporting ethics violations
Information Security	Operational paralysis due to security incidents and financial losses from data leaks	- Conduct simulated information security drills for employees - Deploy new security solutions and improve security policies - Formalize response procedures for personal data breaches

Key Risk Management

Potential Risk Management

Tariff and Trade Risks

As a global company, Samyang Foods faces tariff and trade risks from rising protectionism, geopolitical tensions, and fragmented supply chains. In particular, the United States is expanding domestic industry protections, such as ‘Buy America’ policies targeting major import sources like China and Mexico, a trend expected to continue. These policy shifts can lead to higher tariffs, import restrictions, and reciprocal trade measures, increasing uncertainty in trade flows. Reflecting these developments, the World Trade Organization (WTO) revised its 2025 global merchandise trade growth forecast from a 3.0% increase to a 0.2% decline and warned of the structural impact of protectionism on world trade. For food companies that rely heavily on imports of key raw materials—such as grains, fats and oils, and dairy—changes in tariff and trade regulations translate directly into higher procurement costs and greater cost instability, pressuring pricing and margins. In the short term, tariffs raise raw material costs, while over the mid-to-long term they can disrupt supply chains and weaken procurement stability, threatening operational resilience and market responsiveness.

Samyang Foods responds proactively by diversifying sourcing origins for strategic ingredients, closely monitoring global market trends, and implementing strategic procurement based on Total Cost of Ownership (TCO), which considers indirect costs such as tariffs and freight. This approach strengthens both cost-effectiveness and supply chain stability, enabling flexibility in a changing trade environment.

Raw Material Procurement Risks from Climateflation

‘Climateflation’—a combination of ‘climate change’ and ‘inflation’—refers to situations where extreme weather reduces crop yields, driving up food commodity prices. Recent declines in coffee and cocoa harvests have led global food companies to raise prices. In South Korea, extreme weather events such as cold snaps, heat waves, and heavy snowfall have disrupted agricultural supply and contributed to inflation. These developments underscore the need for food companies to strengthen their resilience to climate change-related risks. For import-dependent companies, securing stable procurement channels has become urgent, making strategies like alternative food development, sourcing diversification, and contract farming increasingly important. Investment in related technologies is accelerating, with the global agricultural technology market projected to reach about USD 22.5 billion (KRW 31 trillion) by 2025. Climate issues now directly impact both supply stability and profitability and sustainability, making proactive measures even more essential. While these actions involve short-term costs, they provide mid- to long-term opportunities to improve supply chain stability and competitiveness. To address climate-driven procurement risks, Samyang Foods is advancing textured vegetable protein technologies, renewing product lines, and diversifying sourcing strategies, thereby reinforcing the resilience of our supply chain.

Internal Control over Financial Reporting

In accordance with our Internal Control over Financial Reporting (ICFR), the CEO of Samyang Foods reviews the effectiveness of the ICFR annually and submits an operational status report to both the Board and the Audit Committee. The Audit Committee then prepares an ICFR evaluation report—assessing the design and operational effectiveness of the system and its substantive contribution to the preparation and disclosure of reliable financial information—and presents it in person to the Board at least one week before the annual general meeting. Over the past three years, external auditors have concluded that Samyang Foods’ internal accounting control system has been effectively designed and operated, in all material respects, in accordance with the ‘Design and Operational Concept of the ICFR.’

| Results of Internal Accounting Operations

Category	2022	2023	2024
Management	Adequate	Adequate	Adequate
Audit Committee	Adequate	Adequate	Adequate
External auditors	Adequate	Adequate	Adequate

Tax Management

Samyang Foods strictly adheres to all domestic and international laws and tax regulations, and upholds the principle of fair taxation. To ensure diligent fulfillment of our tax obligations, we operate a dedicated organization with specialized expertise. All major business decisions undergo tax review before approval, and when interpretations of tax law are unclear, we consult external experts to proactively mitigate tax risks associated with our business operations. Additionally, we ensure transparency by disclosing all tax-related matters through our business reports.

| Tax Policy

Samyang Foods, as a global food company, recognizes the importance of adhering to tax laws and upholding the good faith principle as a taxpayer to ensure sustainable growth. We fulfill our corporate social responsibility by accurately and timely reporting and paying taxes. Persistently, we will continue to stay informed about global tax policy developments and comply with tax regulations to diligently meet our tax reporting and payment obligations.

International Tax Obligations

We strictly adhere to domestic tax laws and the OECD Transfer Pricing Guidelines in international transactions. We rigorously prohibit tax avoidance practices and the use of tax havens. Accordingly, we establish and implement a reasonable transfer pricing policy based on arm’s length transactions with related parties. Additionally, we prepare annual transfer pricing reports to manage compliance and continuously monitor international tax issues through a transfer pricing consultative body to prevent potential challenges.

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Financial Information

Summary of the Consolidated Statement of Financial Position

Category	Unit	2022	2023	2024
Current assets	KRW 100 million	3,486	4,921	6,767
Non-current assets	KRW 100 million	5,710	6,730	9,126
Total assets	KRW 100 million	9,249	11,703	15,948
Current liabilities	KRW 100 million	2,253	4,020	4,924
Non-current liabilities	KRW 100 million	2,448	1,915	2,743
Total liabilities	KRW 100 million	4,702	5,935	7,667
Capital stock	KRW 100 million	377	377	377
Other capital	KRW 100 million	47	46	46
Accumulated other comprehensive income	KRW 100 million	14	3	46
Retained earnings	KRW 100 million	4,092	5,222	7,699
Non-controlling interests	KRW 100 million	18	120	112
Total equity	KRW 100 million	4,548	5,768	8,280
Total liabilities and equity	KRW 100 million	9,249	11,703	15,948

Economic Value Creation and Distribution¹⁾

Category	Unit	2022	2023	2024
Shareholders and investors	Dividends	KRW 100 million	105	157
	Interest expenses	KRW 100 million	48	122
Employees	Employee payroll	KRW 100 million	1,171	1,495
	Welfare benefits	KRW 100 million	191	244
Local communities	Social contribution investments (donations)	KRW 100 million	16	24
Government	Corporate tax expense	KRW 100 million	217	297
	Effective tax rates	%	21.27	19.02
Partners	Purchase expenses ²⁾	KRW 100 million	5,288	5,628

1) On a consolidated basis
2) The use of raw materials and goods in the notes of the consolidated financial statements

Summary of the Consolidated Income Statement

Category	Unit	2022	2023	2024
Sales revenue	KRW 100 million	9,090	11,929	17,280
Cost of sales	KRW 100 million	(6,578)	(7,762)	(10,048)
Gross profit	KRW 100 million	2,512	4,167	7,232
Selling and administrative expenses	KRW 100 million	(1,609)	(2,692)	(3,786)
Operating profit	KRW 100 million	904	1,475	3,446
Other income	KRW 100 million	341	393	477
Other expenses	KRW 100 million	(225)	(295)	(223)
Financial income	KRW 100 million	25	58	105
Financial costs	KRW 100 million	(50)	(122)	(290)
Share of profit (loss) of associates	KRW 100 million	24	55	2
Profit before corporate tax	KRW 100 million	1,020	1,563	3,516
Corporate tax expense	KRW 100 million	(217)	(297)	(804)
Net profit	KRW 100 million	803	1,266	2,713

Corporate Tax Expenses by Country¹⁾

Category ²⁾	Unit	2022	2023	2024
Korea	KRW 100 million	208.6	346.2	753.6
United States	KRW 100 million	3.4	11.4	11.3
China	KRW 100 million	21.6	10.5	23.9
Japan	KRW 100 million	2.8	4.7	2.4
Indonesia	KRW 100 million	-	(0.3)	1.5
Netherlands	KRW 100 million	-	-	1.3

1) On a separate basis for Samyang Foods
2) For exports not routed through subsidiaries, the revenue is attributed to Samyang Foods and treated as corporate tax expenses for Samyang Foods (South Korea). Therefore, only the corporate tax expenses of countries where overseas subsidiaries are located are listed.

ESG Data

Environmental

Greenhouse Gases ¹⁾		Reporting scope: Headquarters, Production Sites, and Distribution/Sales Branches			
Category		Unit	2022	2023	2024
GHG emissions	Scope 1	tCO ₂ eq	41,681	44,599	50,853
	Scope 2	tCO ₂ eq	17,699	19,577	21,555
	Total	tCO ₂ eq	59,376	64,173	72,404
GHG emission intensity		tCO ₂ eq/ KRW million	0.071	0.058	0.051

1) The total figure reflects discrepancies due to rounding differences.

Energy ¹⁾		Reporting scope: Headquarters, Production Sites, and Distribution/Sales Branches			
Category		Unit	2022	2023	2024
Total energy consumption		TJ	1,311.7	1,373.3	1,498.0
General energy consumption	Total	TJ	1,179.4	1,370.2	1,495.0
	LNG	TJ	789.6	868.9	987.0
	Diesel	TJ	10.2	2.4	2.8
	Gasoline	TJ	6.9	5.8	7.0
	LPG	TJ	1.4	0	0
	Electricity	TJ	369.8	409.1	450.3
	Propane	TJ	1.5	0.2	0.1
	External heat	TJ	0	83.8	47.8
	Total	TJ	132.3	3.1	3.0
Renewable energy consumption	Biomass	TJ	129.1	0	0
	Solar power (electricity)	TJ	3.2	3.1	3.0
Energy consumption intensity		TJ/KRW million	0.0016	0.0013	0.00105

1) The total figure reflects discrepancies due to rounding differences.

Water ¹⁾²⁾		Reporting scope: Headquarters and Production Sites			
Category		Unit	2022	2023	2024
Total of HQ ³⁾ and production sites	Water withdrawal	ton	804,450	811,815	852,407
	Industrial water and municipal water	ton	771,590	781,337	828,436
	Groundwater	ton	32,860	30,478	23,971
	Effluent discharge	ton	433,217	491,832	507,554
	Water used	ton	371,233	319,983	344,853
	Water recycled	ton	0	2,161	32,973
Water usage intensity		ton/KRW million	0.45	0.29	0.24
HQ	Water used	ton	11	10	13
Wonju Plant	Water withdrawal	ton	645,500	600,230	592,422
	Industrial water and Municipal water	ton	645,500	600,230	592,422
	Groundwater	ton	0	0	0
	Effluent discharge	ton	387,759	402,460	362,462
	Water used	ton	257,741	197,770	229,960
Iksan Plant	Water recycled	ton	0	2,161	32,973
	Water withdrawal	ton	100,953	91,579	93,312
	Municipal water	ton	68,093	61,101	69,341
	Groundwater	ton	32,860	30,478	23,971
	Effluent discharge	ton	19,548	31,035	46,486
Miryang Plant	Water used	ton	81,405	60,544	46,826
	Water recycled	ton	0	0	0
	Water withdrawal	ton	57,986	119,996	166,660
	Municipal water	ton	57,986	119,996	166,660
	Groundwater	ton	0	0	0
Miryang Plant	Effluent discharge	ton	25,910	58,337	98,606
	Water used	ton	32,076	61,659	68,054
	Water recycled	ton	0	0	0

1) The total figure reflects discrepancies due to rounding differences.
2) The calculation basis for effluent discharge and water use at the Wonju Plant for 2022-2023 has been revised (from the number of operating days to the total number of calendar days from the 1st to the end of each month). In addition, an input error was identified in the 2023 water withdrawal at the Miryang Plant, and the figure has been corrected accordingly for disclosure.
3) The headquarters includes both the main building and the annex located in Wolgok-dong, Seongbuk-gu, Seoul, Republic of Korea.

Environmental

Waste¹⁾²⁾

Reporting scope: Headquarters and Production Sites

Category			Unit	2022	2023	2024	
Total waste disposal			ton	9,811.71	12,283.36	12,906.78	
Total of HQ ³⁾ and production sites	HQ	Total	ton	27.0	30.8	37.5	
		Others	ton	27.0	30.8	37.5	
	Designated waste at production sites	Total	ton	45.98	57.94	38.36	
		Recycled	ton	27.56	30.94	24.24	
		Incinerated	ton	18.42	15.78	13.99	
		Landfilled	ton	0	0	0.13	
		Others	ton	0	11.22	0	
		General waste at production sites	Total	ton	9,738.73	12,194.62	12,830.92
	Recycled		ton	9,302.44	11,261.50	12,073.91	
	Incinerated		ton	436.29	933.12	757.01	
	Landfilled		ton	0	0	0	
	Others		ton	0	0	0	
	Waste disposal intensity ⁴⁾		ton/KRW million	0.012	0.011	0.009	
	Recycling rate		%	95.09	91.93	93.73	
	HQ	Total	ton	27.0	30.8	37.5	
		General waste	Total	ton	27.0	30.8	37.5
			Others	ton	27.0	30.8	37.5
Wonju Plant	Total	ton	7,288.81	7,999.43	7,516.85		
	Designated waste	Total	ton	18.98	16.33	23.25	
		Recycled	ton	0.56	0.73	9.17	
		Incinerated	ton	18.42	15.60	13.95	
		Landfilled	ton	0	0	0.13	
		Others	ton	0	0	0	
		General waste	Total	ton	7,269.83	7,983.10	7,493.60
	Recycled		ton	6,989.49	7,271.33	7,027.24	
	Incinerated		ton	280.34	711.77	466.36	
	Landfilled		ton	0	0	0	
	Others		ton	0	0	0	
	Recycling rate		%	95.9	90.9	93.6	

Category			Unit	2022	2023	2024
Iksan Plant	Total		ton	643.81	580.07	956.05
	Designated waste	Total	ton	27.00	40.14	13.95
		Recycled	ton	27.00	28.74	13.91
		Incinerated	ton	0	0.18	0.04
		Landfilled	ton	0	0	0
		Others	ton	0	11.22	0
	General waste	Total	ton	616.81	539.93	942.10
		Recycled	ton	509.58	516.28	924.45
		Incinerated	ton	107.23	23.65	17.65
		Landfilled	ton	0	0	0
		Others	ton	0	0	0
	Recycling rate		%	83.3	94.0	98.1
	Total		ton	1,852.09	3,673.06	4,396.38
	Designated waste	Total	ton	0	1.47	1.16
		Recycled	ton	0	1.47	1.16
		Incinerated	ton	0	0	0
		Landfilled	ton	0	0	0
		Others	ton	0	0	0
Miryang Plant	Total		ton	1,852.09	3,671.59	4,395.22
	General waste	Recycled	ton	1,803.37	3,473.89	4,122.22
		Incinerated	ton	48.72	197.70	273.00
		Landfilled	ton	0	0	0
		Others	ton	0	0	0
	Recycling rate		%	97.4	94.6	93.8

1) The total figure reflects discrepancies due to rounding differences.
2) The waste disposal calculation standards at the Wonju Plant have been changed from waste generated to waste treated according to the Allbaro System. As the waste classification errors at the Iksan and Miryang Plants were corrected, the figures for 2022~2023 have been revised accordingly for disclosure.
3) The headquarters includes both the main building and the annex located in Wolgok-dong, Seongbuk-gu, Seoul, Republic of Korea.
4) The waste disposal intensity was corrected due to a calculation error and has been revised accordingly for disclosure.

Environmental

Pollutants

Reporting scope: Production Sites

Category		Unit	2022	2023	2024
Water pollutant discharges	Total	ton	52.78	71.77	85.26
	BOD	ton	24.23	33.03	41.72
	TOC	ton	16.6	22.96	28.43
	SS	ton	7.97	11.69	10.90
	T-N	ton	3.83	3.92	4.03
	T-P	ton	0.15	0.17	0.18
Air pollutant emissions	Total	ton	37.93	38.06	22.49
	NOx	ton	34.72	35.38	20.56
	SOx	ton	1.89	1.29	0.37
	Dust (PM)	ton	1.32	1.39	1.56

Raw Materials and Packaging¹⁾

Category		Unit	2022	2023	2024
Usage	Raw materials	kg	915,986,386	1,958,737,423	2,459,190,176
	Renewable materials	ton	0	0	440.37
	Packaging ²⁾	m	292,237,577	279,675,548	336,469,881
		EA	2,127,422,442	3,055,326,904	3,657,810,484
Procurement	Total	kg	214,844,360	247,782,564	316,720,990
	Wheat flour	kg	93,544,530	111,995,088	132,691,329
	Starch	kg	31,200,085	34,768,103	38,111,177
	Oils ³⁾	kg	43,415,969	51,996,285	53,658,517
	Seasonings	kg	12,819,295	16,907,891	24,247,992
	Sugars	kg	6,210,709	7,294,455	10,283,556
	Agriculture products	kg	5,097,504	5,111,852	5,970,539
	Others	kg	22,556,268	19,708,890	51,757,880
Sustainable raw material procurement	Total	kg	934,574	988,967	2,586,838
	Organic raw milk	kg	934,574	988,967	987,838
	RSPO-certified palm oil	ton	0	0	1,599
	Rate of sustainable raw material procurement ⁴⁾	%	0.44	0.40	0.82

1) The figures for 2022–2023 have been revised and disclosed based on the recalculation of raw material usage.
2) Packaging materials are presented separately in units of length (m) and quantity (EA), depending on their physical properties.
3) Procured palm oil is included.
4) (Organic raw milk procurement volume + RSPO-certified palm oil procurement volume) / Total raw material procurement volume

Environmental

Packaging¹⁾

Category		Unit	2022	2023	2024
Packaging usage	Total	kg	12,049,119	11,152,762	32,178,627
	Composite resin	kg	8,036,895	9,265,947	11,303,548
	Polystyrene paper (PSP)	kg	15,509	26,519	4,799
	Polypropylene (PP) sacks	kg	138,265	124,112	2,856,111
	Single material	kg	3,673,631	1,711,137	17,988,825
	Metal can	kg	184,819	25,047	25,344

1) The data was compiled based on reported waste disposal charge payments.

Green Purchasing

Category		Unit	2022	2023	2024
Green Purchasing	Total	KRW 100 million	86.04	58.07	101.27
	Purchase of third-party certified green products ¹⁾	KRW 100 million	21.22	23.22	51.47
	Construction and operating costs for eco-friendly facilities based on the K-Taxonomy ²⁾	KRW 100 million	64.82	34.85	49.80
	Total purchase amount	KRW 100 million	5,062.04	6,152.30	7,170.21

1) The purchase includes green-certified packaging, organic-certified raw milk, RSPO-certified palm oil, OCS- and RCS-certified backpacks, and FSC-certified calendars and diaries.

2) The costs were calculated for economic activities defined under the K-Taxonomy (2024), including greenhouse gas reduction facilities and operations; renewable energy generation; waste heat-based energy generation; development of ICT-based energy management solutions and implementation and operation of the system; water reuse; manufacturing of products using renewable materials and circular resources; air pollution prevention and treatment; and odor prevention and mitigation activities. Government subsidies are included.

Eco-Friendly Products¹⁾

Category		Unit	2022	2023	2024
Products with Green Certification ²⁾		items	28	35	31
Eco-friendly products	Eco-friendly products	items	1	4	8
	Sales revenue of eco-friendly products ³⁾	KRW million	2,320	7,499	6,864

1) Internal criteria for calculating eco-friendly sales: products using green-certified packaging in accordance with Article 57 of the Enforcement Decree of the Carbon Neutrality Framework Act; low-carbon certified products per Ministry of Environment Notification (No. 2024-15); organic products resulting from low-carbon agricultural activities under the K-taxonomy; and plant-protein products produced through low-carbon feed or alternative processed food manufacturing activities under the K-Taxonomy

2) 2023 data has been revised due to product discontinuation

3) Eco-friendly product sales were calculated based on the total sales

Environmental Management

Category		Unit	2022	2023	2024
Environmental law violation	No. of law violation cases	cases	1	3	0
	Fines incurred by law violation	KRW million	8	22	0
New investments in the environment		KRW 100 million	19.6	46.6	65

Social

Employees¹⁾

Category			Unit	2022	2023	2024
Total no. of employees			persons	1,926	2,083	2,390
By employment type	Executive	Male	persons	24	8	12
		Female	persons	3	2	5
	Permanent	Male	persons	873	934	1,102
		Female	persons	691	733	842
	Temporary ²⁾	Male	persons	196	241	276
		Female	persons	139	165	153
	Executive	Male	persons	24	8	34
		Female	persons	3	2	11
	Above team leader	Male	persons	64	78	73
		Female	persons	8	16	20
By position	Part leader	Male	persons	36	46	74
		Female	persons	7	13	32
	Team member	Male	persons	969	1,051	1,206
		Female	persons	815	869	940
	Under 30	Male	persons	205	174	188
		Female	persons	134	138	122
By age group	30 and above - Under 50	Male	persons	631	719	867
		Female	persons	348	393	484
	50 and above	Male	persons	257	290	335
		Female	persons	351	369	394
By nationality	Korea		persons	1,921	2,078	2,381
	China		persons	1	1	0
	Philippines		persons	1	1	2
	Indonesia		persons	2	2	1
	Amer.Virgin Is.		persons	1	1	1
	Vietnam		persons	0	0	2
	Russia		persons	0	0	1
	Cambodia		persons	0	0	1

Category			Unit	2022	2023	2024
Diversity	Leader	Female leaders ³⁾	persons	18	31	63
		Female leader rate	%	13	19	26
	Veteran employees		persons	4	4	4
	Employees with disabilities ⁴⁾		persons	62	60	68
	High school graduate employees		persons	141	140	178
New recruitment	Total		persons	706	735	906
	By gender	Male	persons	422	428	545
		Female	persons	284	307	361
	By nation	Korea	persons	706	734	901
		United States	persons	0	1	1
		Russia	persons	0	0	2
		Vietnam	persons	0	0	1
		Amer. Virgin Is.	persons	0	0	1
	By age	10s	persons	5	3	0
		20s	persons	218	194	256
		30s	persons	185	210	253
		40s	persons	171	180	220
		50s and above	persons	127	148	177
Years of service	Total average		Years	7	6	6
	Male average		Years	9	7	6
	Female average		Years	6	5	5
Turnover rate	Number of turnover	Total ⁵⁾	persons	711	789	624
		Permanent employees	persons	283	222	202
	Voluntary turnover rate		%	86.78	81.75	94.10
	Non-voluntary turnover rate		%	13.22	18.25	5.90

1) The above numbers and amounts exclude registered executives

2) Our production positions operate under the procedure of 'temporary contract employment → evaluation after 1 year of service → conversion to permanent contract,' and in 2023, the ratio of temporary contract employees significantly increased due to the establishment of the Miryang Plant

3) Executive, Team Leader, Part Leader, Production Manager

4) The figures are based on the data from the Korea Employment Agency for persons with Disabilities

5) Personnel transferred to affiliates are excluded from the data

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Wage

Category		Unit	2022	2023	2024
Total annual compensation ratio ¹⁾	Increase rate of highest-paid employee's compensation	%	-	13.12	(18.49)
	Increase rate of employee compensation ²⁾	%	0.39	15.52	9.02
	Increase rate of employee compensation relative to the highest-paid employee ³⁾⁴⁾	%	-	(0.85)	(2.05)
Salary ratio of women to men ⁵⁾	Salary ratio of employees in the position above team leader	%	117	100	102
	Salary ratio of employees in the position of part leader	%	93	90	97
	Salary ratio of team members	%	90	91	93
	Ratio of initial salary to minimum wage (management position)	%	161	160	162

1) To ensure comparability, data for 2022 have been excluded due to a change in the highest-paid individual in 2021
2) The calculations are based on the average salary of employees with indefinite-term contracts and fixed-term employees, as detailed in the business report
3) Growth rate of the highest-paid employee's compensation / Growth rate of the average employee compensation
4) 2023 data has been revised and disclosed based on recalculations
5) Average salary of female employees / Average salary of male employees x 100, base salary only
* In 2024, the CEO's compensation was 34.6 times the average compensation of employees

Parental Leave¹⁾

Category		Unit	2022	2023	2024
Employees eligible for parental leave ²⁾	Male	persons	93	94	116
	Female	persons	24	29	32
Employees using parental leave ³⁾	Male	persons	2	4	3
	Female	persons	6	5	11
Employees returning after parental leave ⁴⁾	Male	persons	1	2	1
	Female	persons	5	5	4
Employees with 12 months of service after returning from parental leave ⁵⁾	Male	persons	1	2	1
	Female	persons	5	4	2
Return-to-work rate of employees using parental leave ⁶⁾	Male	%	50	50	33
	Female	%	83	100	36
Retention rate of employees using parental leave ⁷⁾	Male	%	50	50	33
	Female	%	83	80	18

1) Calculated based on management positions (excluding production, transportation, and contract positions)
2) Number of employees with children under 8 years old
3) Calculated based on the year parental leave started
4) Calculated based on the return-to-work date
5) Number of employees who returned in the year of calculation and have been employed for at least 12 months as of June 2025 (excluding those who expected to return-to-work using parental leave in the second half of 2024)
6) Number of employees who returned after using parental leave / Number of employees who used parental leave
7) Number of employees who worked for at least 12 months after returning from parental leave / Number of employees who used parental leave

Labor Practice

Category		Unit	2022	2023	2024
Labor union	Membership rate	%	58	69	56
Minimum notice period to employees about operational changes		weeks	2	2	2
Employee grievance handling	No. of cases reported and handled	cases	13	14	17
	Reporting and handling rate	%	100	100	100
Discrimination cases	Total no. of cases	cases	0	0	0
	No. of cases handled and improved	cases	0	0	0

Training

Category		Unit	2022	2023	2024
Total no. of training participants		persons	16,671	26,174	30,128
Total training hours		hours	59,075	61,339	66,341
Total training expenses		KRW 100 million	6.88	6.98	7.31
Average training expenses per employee		KRW 10,000	35.7	33.5	30.6
Average training hours per employee		hours	30.7	29.5	27.8

Performance Evaluation¹⁾

Category		Unit	2022	2023	2024
By gender	Male	%	69.71	66.52	63.20
	Female	%	30.29	33.48	36.80
By position	Executive	%	4.01	4.91	5.29
	Manager position	%	10.90	12.35	10.30
	Staff	%	85.10	82.74	84.30

1) Evaluation of employees with annual salary contract

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Local Communities

Category		Unit	2022	2023	2024
Business sites operating community development programs	Ratio of business sites conducting social impact assessments	%	100	100	100

Health & Safety

Category		Unit	2022	2023	2024
Certification	Ratio of business sites under ISO 45001	%	100	100	100
Occupational injuries	No. of Lost Time Injury (LTI)	cases	10	5	3
	Lost Time Injury Rate (LTIR) ¹⁾	case/200,000-hour	0.52	0.26	0.12
Occupational illness	No. of occupational diseases	cases	2	1	1
	Occupational Illness Frequency Rate (OIFR) ²⁾	case/200,000-hour	0.10	0.05	0.04
Occupational accident rate ³⁾⁴⁾		%	0.62	0.31	0.16
Fatality rate per 10,000 workers ⁵⁾		% ₀₀₀	-	-	-

1) (No. of occupational accident cases occurring within a 12-month period / Total hours worked by all employees during the same 12-month period) × 200,000
2) (No. of occupational disease cases occurring within a 12-month period / Total hours worked by all employees during the same 12-month period) × 200,000
3) (No. of occupational illness and accident victims / No. of employees covered by occupational accident insurance) × 100
4) The occupational accident rate of major partners in 2024 is 0.76%.
5) (No. of fatalities within a 12-month period / No. of employees covered by occupational accident compensation insurance) X 10,000

Product Safety & Labeling

Category		Unit	2022	2023	2024
Food safety	No. of violations of safety regulations for products and services	cases	0	0	0
	Global Food Safety Initiative (GFSI) audit results	No. of major and minor non-conformances	5	1	2
		No. of related corrective actions	5	1	2
	Ratio of major products and services assessed for health and safety impacts	%	100	100	100
	Total no. of food safety violation notices received	cases	0	0	0
	No. of food safety violation notices corrected	cases	0	0	0
	No. of announced recalls	cases	0	0	0
	No. of recalled products	items	0	0	0
Labeling	Total weight of recalled products	ton	0	0	0
	No. of violations of labeling or marketing regulations for products and services	cases	1	0	0

Investment and R&D

Category		Unit	2022	2023	2024
Research and Development	No. of R&D personnel	persons	53	69	78
	R&D expenses	KRW million	2,571	5,825	7,888

Social

Information Security

Category	Unit	2022	2023	2024
No. of complaints regarding customer privacy breaches	cases	0	0	0
No. of personal data leakage cases	cases	0	0	0
No. of cyber security accidents	cases	0	0	0
No. of data breaches	cases	0	0	0

Customer Satisfaction

Category	Unit	2022	2023	2024
No. of VOC collection channels	cases	7	7	7
No. of general inquiries received	cases	2,150	1,900	2,455
No. of consumer complaints received	cases	15,091	16,093	14,177
Consumer complaint handling rate	%	100	100	100
No. of external grievances received	cases	6	5	21

Supply Chain

Category		Unit	2022	2023	2024
Partner status	Total no. of partners ¹⁾	cases	191	197	210
	No. of key partners ²⁾	cases	30	30	30
	Purchase amount	KRW 100 million	4,987	6,083	7,286
ESG evaluation of partners	No. of partners evaluated	cases	23	23	25

1) Selected based on the partners which are available for actual transactions, proposals and cooperations
2) Selected the top 29 partners considering purchase amount and proportion

Social Contribution

Category		Unit	2022	2023	2024
Shared growth with local communities ¹⁾	No. of sponsoring organizations	companies	58	80	92
	Sponsorship amount	KRW 100 million	6.87	9.72	4.50
Culture and art	No. of sponsoring organizations	companies	10	13	7
	Sponsorship amount	KRW 100 million	0.33	0.33	0.06
Others ²⁾	No. of sponsoring organizations	companies	-	2	5
	Sponsorship amount	KRW 100 million	-	1.08	1.74
Total no. of sponsoring organizations		companies	68	95	104
Total sponsorship amount		KRW 100 million	7.20	11.13	6.30
Employees' volunteer activities ³⁾	Total volunteering hours	hours	29,119	15,576	16,484
	Volunteering hours per employee	hours	15.1	7.5	6.8
Political donations		KRW 100 million	-	-	-

1) The number of sponsoring organizations and the amount for 2022–2023, including disaster relief support for regional co-prosperity, have been revised and disclosed
2) The data includes sponsorships for associations and universities
3) The step donation campaign for Walk Together, among employees' volunteer activities, also includes some performance from Samyang Roundsquare employees and the On-Us Delicious Sharing Volunteer Group.

Governance

Board of Directors and Audit Committee

Category		Unit	2022	2023	2024
Composition	Board composition	Total no. of board members	persons	8	8
		Inside directors	Male	persons	3
			Female	persons	1
		Independent directors	Male	persons	3
			Female	persons	1
	Ratio of independent directors	BOD	%	50	50
		Audit Committee	%	100	100
Operation	BOD	No. of board meetings held		times	10
		No. of agenda items discussed		cases	32
		Attendance rate	Inside directors	%	100
			Independent directors	%	95
		No. of reported major concerns		cases	0
		No. of Audit Committee meetings held		times	7

Shareholders

Category		Unit	2022	2023	2024
Share ownership	No. of shares owned by the CEO	shares	325,850	325,850	325,850
	No. of shares owned by inside directors excluding the CEO	shares	0	0	0

Anti-corruption

Category		Unit	2022	2023	2024
Confirmed cases of corruption and bribery	No. of ongoing investigations		cases	0	0
	No. of violations		cases	0	0
	No. of employees dismissed or disciplined		cases	0	0
	No. of contracts terminated or not renewed with partners		cases	0	0
Corruption risk assessments	Business sites conducting corruption-related risk assessments	items	5	4	4
		%	100	100	100

Ethical Management

Category		Unit	2022	2023	2024
Ratio of signing the pledge for ethical practice		%	80.44	98.96	99.86
Ethics reporting	Ethics reports received	Total	cases	0	8
		Fair trade	cases	0	5
		Internal ethics	cases	0	3
				0	2
	Ethics report handling completion rate		%	-	100

Compliance Management

Category		Unit	2022	2023	2024
Employee compliance violations	Fair trade	cases	0	0	0
	Anti-corruption	cases	0	0	0
	Labeling and advertising	cases	0	0	0
	Others	cases	0	0	0

GRI Index

Overview	Samyang Foods has reported information for the period from January to December 2024 in accordance with the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021
GRI Sector Standards Applied	As of May 2025, the applicable sector standards for Samyang Foods have not yet been released.

	Disclosures	Page	Remarks
GRI 2: General Disclosures			
The organization and its reporting practices	2-1	Organizational details	6
	2-2	Entities included in the organization's sustainability reporting	2, 8
	2-3	Reporting period, frequency and contact point	2
	2-4	Restatements of information	91~94, 96, 98
	2-5	External assurance	108~109
Activities and workers	2-6	Activities, value chain and other business relationships	8~11
	2-7	Employees	95
	2-8	Workers who are not employees	95
	2-9	Governance structure and composition	80
Governance	2-10	Nomination and selection of the highest governance body	81
	2-11	Chair of the highest governance body	80
	2-12	Role of the highest governance body in overseeing the management of impacts	14
	2-13	Delegation of responsibility for managing impacts	14
	2-14	Role of the highest governance body in sustainability reporting	14
	2-15	Conflicts of interest	80~81
	2-16	Communication of critical concerns	84
	2-17	Collective knowledge of the highest governance body	81
	2-18	Evaluation of the performance of the highest governance body	82
	2-19	Remuneration policies	82
	2-20	Process to determine remuneration	82
	2-21	Annual total compensation ratio	96

	Disclosures	Page	Remarks
Strategy, policies and practices	2-22	Statement on sustainable development strategy	5
	2-23	Policy commitments	25, 43, 48, 60, 72, 75, 81, 84, 85
	2-24	Embedding policy commitments	25, 43, 48, 60, 72, 75, 81, 84, 85
	2-25	Processes to remediate negative impacts	32, 54, 64, 65, 84, 87
	2-26	Mechanisms for seeking advice and raising concerns	49, 54, 84
	2-27	Compliance with laws and regulations	99
	2-28	Membership associations	41
	2-29	Approach to stakeholder engagement	22
Stakeholder engagement	2-30	Collective bargaining agreements	61, 96

Disclosures			Page	Remarks
Material Topics				
GRI 3: Material Topics				
GRI 3: Material Topics	3-1	Process to determine material topics	15	
	3-2	List of material topics	16	
Material Topic 1. Food Safety and Quality Management				
GRI 3: Material Topics	3-3	Management of material topics	17, 18, 38	
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	43~47	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	97	
Material Topic 2. Customer Health and Nutrition				
GRI 3: Material Topics	3-3	Management of material topics	17, 19, 38	
Material Topic 3. Sustainable Supply Chain				
GRI 3: Material Topics	3-3	Management of material topics	17, 20, 52	
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	69~70	
	308-2	Negative environmental impacts in the supply chain and actions taken	69~70	
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	68~71	
	414-2	Negative social impacts in the supply chain and actions taken	68~71	
Material Topic 4 . Climate Action				
GRI 3: Material Topics	3-3	Management of material topics	17, 21, 24	
GRI 302: Energy	302-1	Energy consumption within the organization	91	
	302-2	Energy consumption outside of the organization	-	N/A
	302-3	Energy intensity	91	
	302-4	Reduction of energy consumption	33	
	302-5	Reductions in energy requirements of products and services	33	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	91	
	305-2	Energy indirect (Scope 2) GHG emissions	91	
	305-3	Other indirect (Scope 3) GHG emissions	-	N/A
	305-4	GHG emissions intensity	33	
	305-5	Reduction of GHG emissions	33	
	305-6	Emissions of ozone-depleting substances (ODS)	-	Not applicable

Disclosures			Page	Remarks
GRI 200: Economic Topics				
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed (EVG&D)	90	
	201-2	Financial implications and other risks and opportunities due to climate change	32	
	201-3	Defined benefit plan obligations and other retirement plans	-	Refer to the business report
	201-4	Financial assistance received from government	-	Refer to the business report
GRI 202: Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	96	
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	99	
	205-2	Communication and training about anti-corruption policies and procedures	86	
	205-3	Confirmed incidents of corruption and actions taken	99	
GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	Refer to the business report
GRI 207: Tax	207-1	Approach to tax	88	
	207-2	Tax governance, control, and risk management	88	
	207-3	Stakeholder engagement and management of concerns related to tax	88	
	207-4	Country-by-country reporting	90	
GRI 300: Environmental Topics				
GRI 301: Materials	301-1	Materials used by weight or volume	93	
	301-2	Recycled input materials used	93	
	301-3	Reclaimed products and their packaging materials	-	N/A
GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource	28	
	303-2	Management of water discharge-related impacts	27	
	303-3	Water withdrawal	91	
	303-4	Water discharge	91	
	303-5	Water consumption	28, 91	
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	30	
	304-2	Significant impacts of activities, products and services on biodiversity	30	
	304-3	Habitats protected or restored	30	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	30	

Disclosures			Page	Remarks
GRI 300: Environmental Topics				
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	27, 29	
	306-2	Management of significant waste-related impacts	29	
	306-3	Waste generated	92	
	306-4	Waste diverted from disposal	92	
	306-5	Waste directed to disposal	29, 92	
GRI 400: Social Topics				
GRI 401: Employment	401-1	New employee hires and employee turnover	95	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	58~59	
	401-3	Parental leave	96	
GRI 402: Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	96	
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system	62~63	
	403-2	Hazard identification, risk assessment, and incident investigation	64~65	
	403-3	Occupational health services	66	
	403-4	Worker participation, consultation, and communication on occupational health and safety	62~63	
	403-5	Worker training on occupational health and safety	65	
	403-6	Promotion of worker health	66	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	64~67	
	403-8	Workers covered by an occupational health and safety management system	64~67	
	403-9	Work-related injuries	97	
	403-10	Work-related ill health	97	
GRI 404: Training and Education	404-1	Average hours of training per year per employee	96	
	404-2	Programs for upgrading employee skills and transition assistance programs	55~57	
	404-3	Percentage of employees receiving regular performance and career development reviews	96	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	95, 99	
	405-2	Ratio of basic salary and remuneration of women to men	96	

Disclosures			Page	Remarks
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	61	
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	61	
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	Not applicable
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	30, 72~74	
GRI 415: Public Policy	415-1	Political contributions	98	
GRI 417: Marketing and Labeling	417-1	Requirements for product and service information and labeling	-	N/A
	417-2	Incidents of non-compliance concerning product and service information and labeling	97	
	417-3	Incidents of non-compliance concerning marketing communications	97	
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	98	

SASB Index

To provide industry-specific sustainability information to stakeholders, Samyang Foods has structured this report based on the Sustainable Industry Classification System (SICS) developed by the Sustainability Accounting Standards Board (SASB). Using the 'Processed Foods' industry standard, which corresponds to our primary business area, we have identified relevant disclosure topics and selectively presented the corresponding information throughout the body text and appendix.

SASB Standards: Processed foods

Topic	Metric	Code	Page
Energy Management	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	FB-PF-130a.1	91
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	28, 91
	Number of incidents of noncompliance associated with water quantity and/or quality permits, standards, and regulations	FB-PF-140a.2	94
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-PF-140a.3	28
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) minor non-conformances	FB-PF-250a.1	N/A
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	FB-PF-250a.2	N/A
	(1) Total number of notices of food safety violation received, and (2) percentage corrected	FB-PF-250a.3	97
	(1) Number of recalls issued and (2) total amount of food product recalled	FB-PF-250a.4	97
Health & Nutrition	Revenue from products labelled and/ or marketed to promote health and nutrition attributes	FB-PF-260a.1	N/A
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-PF-260a.2	39
Product Labeling & Marketing	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	FB-PF-270a.1	N/A
	Revenue from products labelled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	FB-PF-270a.2	N/A
	Number of incidents of non-compliance with industry or regulatory labelling or marketing codes	FB-PF-270a.3	97
	Total amount of monetary losses as a result of legal proceedings associated with labelling or marketing practices	FB-PF-270a.4	97
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable, or compostable	FB-PF-410a.1	94
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF-410a.2	35~36
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced that are certified to third-party environmental or social standards, and percentages by standard	FB-PF-430a.1	N/A
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-PF-430a.2	70
Ingredient Sourcing	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	FB-PF-440a.1	N/A
	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	FB-PF-440a.2	39

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TCFD Recommended Disclosures	Page
Governance	
a) Describe the board's oversight of climate change-related risks and opportunities.	25
b) Describe management's role in assessing and managing climate change-related risks and opportunities.	25, 26
Strategy	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	17, 32
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	17, 21, 32
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	21, 32
Risk Management	
a) Describe the organization's processes for identifying and assessing climate-related risks.	32
b) Describe the organization's processes for managing climate-related risks.	32
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	32
Metrics and Targets	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	32
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	33
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	33

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Independent Assurance Statement

Introduction

Korea Management Registrar (KMR) was commissioned by Samyang Foods to conduct an independent assurance of its Sustainability Report 2024 (the “Report”). The data and its presentation in the Report is the sole responsibility of the management of Samyang Foods. KMR's responsibility is to perform an assurance engagement as agreed upon in our agreement with Samyang Foods and issue an assurance statement.

Scope and Standards

Samyang Foods described its sustainability performance and activities in the Report. Our Assurance Team carried out an assurance engagement in accordance with the AA1000AS v3 and KMR's assurance standard SRV1000. We are providing a Type 2, moderate level assurance. We evaluated the adherence to the AA1000AP (2018) principles of inclusivity, materiality, responsiveness and impact, and the reliability of the information and data provided using the Global Reporting Initiative (GRI) Index provided below. The opinion expressed in the Assurance Statement has been formed at the materiality of the professional judgment of our Assurance Team.

Confirmation that the Report was prepared in accordance with the GRI standards 2021 included in the scope of the assurance. We have reviewed the topic-specific disclosures of standards which were identified in the materiality assessment process.

- **GRI Sustainability Reporting Standards**
- **Universal standards**
- **Topic specific standards**
 - Management approach of Topic Specific Standards
 - GRI 302: Energy
 - GRI 305: Emissions
 - GRI 308: Supplier Environmental Assessment
 - GRI 414: Supplier Social Assessment
 - GRI 416: Customer Health and Safety

As for the reporting boundary, the engagement excludes the data and information of Samyang Foods’ partners, suppliers and any third parties.

KMR's Approach

To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement:

- reviewed the overall Report;
- reviewed materiality assessment methodology and the assessment report;
- evaluated sustainability strategies, performance data management system, and processes;
- interviewed people in charge of preparing the Report;
- reviewed the reliability of the Report’s performance data and conducted data sampling;
- assessed the reliability of information using independent external sources such as Financial Supervisory Service’s DART and public databases.

Limitations and Recommendations

KMR's assurance engagement is based on the assumption that the data and information provided by Samyang Foods to us as part of our review are provided in good faith. Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the organization were applied. To address this, we referred to independent external sources such as DART and National Greenhouse Gas Management System (NGMS) and public databases to challenge the quality and reliability of the information provided.

Independent Assurance Statement

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with Samyang Foods on the revision of the Report. We reviewed the Report’s final version in order to make sure that our recommendations for improvement and revision have been reflected. Based on the work performed, it is our opinion that the Report applied the GRI Standards 2021. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles.

Inclusivity

Samyang Foods 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 Foods 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 Foods 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 Foods’ actions.

Impact

Samyang Foods identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible.

Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of economic, environmental, and social performance data related to sustainability performance. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

Competence and Independence

KMR maintains a comprehensive system of quality control including documented policies and procedures in accordance with ISO/IEC 17021:2015 - Requirements for bodies providing audit and certification of management systems. This engagement was carried out by an independent team of sustainability assurance professionals. KMR has no other contract with Samyang Foods and did not provide any services to Samyang Foods that could compromise the independence of our work.

June 2025
Seoul, Korea

CEO *E. J. Hwang*

GHG Verification Statement

Scope

- The annual GHG emission for the 2024 calendar year inclusive
- GHG emissions for Scope 1 (Direct-emissions) and Scope 2 (Indirect-emissions) as defined in WBCSD/ WRI GHG protocol Chapter 4 'Setting Operational Boundaries'

Data Verified

GHG Emissions for the Scope 1 and Scope 2 for 2024 calendar year as follows.

Business Operations	2024		
	Direct Emissions (Scope 1) (tCO ₂ e/yr)	In-direct Emissions (Scope 2) (tCO ₂ e/yr)	Sub Total (tCO ₂ e/yr)
Wonju Plant	32,640.701	11,646.775	44,287
Dairy Plant	0	7.059	7
Iksan Plant	5,347.227	2,396.723	7,743
Gonjam Logistics Center	0	0	0
Daegwallyeong Training Center	50.593	199.755	250
Homyeondang	0	0	0
Headquarters	257.8	618.98	876
Suwon Branch	337.059	38.511	375
Miryang Plant	12,219.456	6,647.146	18,866
Total (tCO2e/yr)	50,852.837	21,554.949	72,404

* Total emissions may differ due to rounding down of decimal points

GHG Criteria & Protocols used for Verification

The verification was performed at the request of SAMYANG FOODS using the followings:

- Framework Act on Carbon Neutrality and Green Growth for coping with Climate Crisis
- Guideline for Reporting and Certification of Emissions in the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment of Korea)
- Monitoring plan for GHG emission calculation of the company subject to Emissions Trading Scheme that has been reviewed by the Ministry of Environment
- ISO 14064-1: 2018, ISO 14064-3: 2019
- Greenhouse Gas Emission verification manual and detailed verification guidelines
- BSI Greenhouse Gas Emissions Verification Manual

The standard confidentiality principle of BSI Group Korea is applied to all verification activities

Verification Opinion

BSI Group Korea's verification opinions on the result of carrying out verification in accordance with the GHG criteria and protocols mentioned above are as follows.

- This verification of the sites in Korea were conducted to provide a reasonable level of assurance in accordance with the Guidelines for the operation of Emissions in the Greenhouse Gas Emissions Trading Scheme.
- Data quality was considered acceptable in meeting the key international principles for greenhouse gas emissions verification.
- No material misstatement during the verification process for emissions was found, it was confirmed that relevant activity data and evidence were properly managed. Therefore, the BSI Group Korea Verification Team provides a verification opinion that is 'appropriate.'

For and on behalf of BSI:



Managing Director Korea, SeongHwan Lim

