

# SQUARE THE CIRCLE

2025 Samyang Foods Sustainability Report

# About This Report

Through its third Sustainability Report, Samyang Foods aims to communicate its sustainability management activities and key achievements in a clear and transparent manner to diverse stakeholders. Looking ahead, we will keep gathering feedback from stakeholders through the report and apply their insights to the way we do business.

## INTERACTIVE GUIDE

The 2025 Samyang Foods Sustainability Report has been created in an interactive PDF format. Readers can easily access the content they need by selecting the embedded icons or using the table of contents on the left side of the report.

-  Go to the Table of Contents page.
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-  Go to the previously viewed page.

|                     |                        |
|---------------------|------------------------|
| Reporting Cycle     | Annual                 |
| Date of Publication | June 2026              |
| Inquiries           | Samyang Foods ESG Team |
| Email               | esg@roundsquare.ai     |

## Reporting Standards

Prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, this report also references the Sustainability Accounting Standards Board (SASB) Processed Foods industry standard to disclose activities related to material industry issues. For climate-related reporting, it reflects the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), while also presenting Samyang Foods’ initiatives aligned with the UN Sustainable Development Goals (SDGs).

## Reporting Period

This report presents sustainability performance data for the 2025 calendar year, covering the period from January 1 through December 31. For ease of comparison over time, it provides quantitative data for the past three years—2023 to 2025—together with key qualitative updates from the first half of 2026.

## Reporting Scope

The financial performance disclosed in this report is aligned with the consolidated scope of the Korean International Financial Reporting Standards (K-IFRS). Environmental, social, and other sustainability performance covers Samyang Foods' headquarters and domestic business sites. Where the reporting scope differs by topic, this is noted in the footnotes.

## Third-Party Verification

This report has been verified by the independent assurance provider, Korea Management Registrar (KMR), to ensure the accuracy and reliability of the information disclosed. Detailed information on the verification process and the independent assurance statement can be found on pages 126–127. The third-party assurance statement for reported greenhouse gas emissions (Scope 1, 2, and 3) is available on pages 128–129.

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# OUR COMPANY

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# CEO Message



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

The business landscape is evolving at an unprecedented pace, shaped by climate crises, geopolitical conflicts, and the rapid advance of AI and digital transformation. The challenges that companies must address are also becoming increasingly complex, driven by supply chain restructuring, the strengthening of global regulations, and shifts in consumer expectations. Even in the face of such uncertainty, Samyang Foods achieved meaningful results in 2025, surpassing KRW 2 trillion in revenue and becoming the first company in the food industry to receive the USD 900 Million Export Tower Award. In addition, the company further solidified its foundation for global growth through the relocation to its new headquarters in Myeong-dong, the groundbreaking of its plant in Jiaxing, China, and the expansion of overseas subsidiary establishments. However, as a company's growth and influence expand, so too does its responsibility toward society and the environment. Samyang Foods places sustainable value creation at the core of its management and remains committed to responsible growth.

**We are committed to building a sustainable food culture for generations to come.**

Today, consumers regard health and nutrition as key criteria in their food choices, and their expectations of food are expanding beyond simple nutritional provision and improvement in health to encompass a more diverse range of values, including the enhancement of quality of life. Samyang Foods recognizes that promoting a healthy food culture is an important part of its role. In response to these changes, the company is expanding its product portfolio, including plant-based protein products, to support healthier consumer lifestyles, while increasing investment in future food sectors such as food-tech-based healthcare research, health functional foods, and personalized ingredients.

**We are committed to reducing the environmental footprint of our products and services and reporting our progress with transparency.**

Climate action is now a critical challenge that extends beyond a company's business environment to its supply chain and the broader industry. Samyang Foods is advancing a low-carbon, eco-friendly environmental management framework and continues to reduce its environmental impact through eco-friendly packaging, expanded product certifications, and more efficient production processes. In particular, in 2025, the company strengthened its climate risk response framework by expanding the scope of management beyond direct greenhouse gas emissions from manufacturing processes to include indirect emissions across the entire supply chain. Building on this foundation, Samyang Foods will continue to practice responsible management by transparently disclosing its environmental management activities and performance.

**We will develop a structured approach to risk management and maintain open, ongoing dialogue with our stakeholders.**

Samyang Foods has set up a Risk Management Committee under the Board of Directors to ensure that business risks are managed in a more structured and consistent way. The committee is responsible for reviewing risks across all areas of management and developing an integrated, enterprise-wide framework that enables agile responses to changing market conditions. At the same time, we are reinforcing Board evaluation practices to promote transparent and robust corporate governance, and we continue to advance our ethical management and compliance systems to keep pace with regulatory developments and stakeholder needs. We remain committed to maintaining customer trust and building a sustainable future.

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 Korea's first instant noodle, ramen, Samyang Ramen. With the global success of brands such as Buldak Ramen as a foundation, we have extended our business into ready meal offerings and health functional foods to help shape the future of dining. Going forward, Samyang Foods remains committed to providing reliable, high-quality foods, protecting the environment, and contributing to society as a sustainable company.

## Company Overview

|                       |                             |                  |                                                             |
|-----------------------|-----------------------------|------------------|-------------------------------------------------------------|
| Company Name          | Samyang Foods Inc.          | Major Business   | Food Manufacturing                                          |
| Date of Establishment | September 15, 1961          | Headquarters     | 159 Toegye-ro, Jung-gu, Seoul, Samyang Roundsquare Building |
| CEOs                  | Jung-soo Kim, Dong-chan Kim | No. of Employees | 3,025                                                       |
| Founder               | Late Joong-yoon Chun        | Company Website  | www.samyangfoods.com                                        |

## Business Areas



Noodles and Snacks



Nutrition



Sauces and Seasonings



Frozen Meals

## Financial Performance



## Corporate Philosophy

### LEGACY

|                                                                                                                |                                                                                                                                               |
|----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Food Sufficiency Leads to World Peace (食足平天)</b><br>Having enough to eat ensures peace throughout the world | <b>Live for a Century, Plan for a Millennium (人間百懷千歲憂)</b><br>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.

# Key Milestones

## 1961 - 1979 Pioneering new food culture with innovative ideas and concepts



- 1961** Founded Samyang Foods Inc.
- 1963** Launched Korea's first instant noodle, Samyang Ramen
- 1969** Began Korea's first overseas exports of instant noodle
- 1970** Established Igeon Food Culture Foundation (now Samyang Igeon Scholarship Foundation)
- 1971** Completed construction of the Iksan Plant  
Launched Korea's first noodle snack
- 1972** Established Samyang Livestock Development (now Samyang Roundhill)  
Launched Korea's first cup noodle
- 1975** Founded Samyang Cardboard Manufacturing (now Samyang Squarepack)  
Established Samyang Baker Tank Terminal

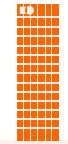
## 1980 - 2020 Establishing systems for leading into a global company



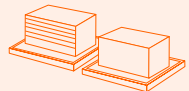
- 1980** Completed construction of the dairy processing plant
- 1981** Launched Korea's first spoonable yogurt  
Formed Samyang Foods Group
- 1988** Established Samyang Motors (now Samyang Logistics)
- 1989** Completed construction of the Wonju Plant  
Launched Korea's first rice-based instant noodle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



## 2021 - 2026 Preparing to develop future markets through the fusion of food and science



- 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 of Samyang Foods Group
- 2024** Broke ground on the Miryang Plant 2  
Established 'SAMYANG FOODS EUROPE B.V.'  
Awarded the USD 700 Million Export Tower on the 61st Trade Day – the first food company in Korea to receive this honor
- 2025** Completed construction of Miryang Plant 2  
Merged with Samyang Squarepack  
Established 'SAMYANG FOODS(SINGAPORE) PTE. LTD.'  
Broke ground on the Jiaxing Plant in China  
Launched Samyang 1963  
Awarded the USD 900 Million Export Tower on the 62nd Trade Day — the first food company in Korea to receive this honor
- 2026** Relocated Samyang Foods' headquarters to Myeongdong



# Turning Globalization



## Samyang Foods' Relocation to the New Myeongdong Headquarters A Leap Toward Becoming a Global Food Company

The new Myeongdong headquarters is a stage for global expansion, a hub for communication, and a space for building a sustainable future. From this new location, Samyang Foods will strengthen our organizational capabilities and business competitiveness as we continue our journey toward becoming a global food company.

### A Stage That Connects Past, Present, and Future — and Communicates with the World

The relocation of our headquarters carries a significance beyond a mere change of office space—it bridges our past, present, and future. Having moved through Susong-dong in Jongno and Haweolgok-dong, Myeongdong is where we now prepare for a new leap forward, embodying both our growth journey and future vision. It is also the symbolic place that inspired the development of Buldak Ramen and a leading cultural and tourism hub where global consumers and K-Food meet—a space where our growth story continues to unfold. Centered on our new Myeongdong headquarters, we will expand touchpoints with consumers and diverse stakeholders to continue growing into a global food company.

### An Organization Instantly Connected Toward a Shared Goal

We have brought together our previously scattered organizations—not only the headquarters but also key affiliates—under one center to lay the foundation for new growth and strengthen collaboration and synergy. We aimed to create a space where members can meet freely across organizational boundaries, share ideas, and focus on their work and collaborate more healthily. The open workspace design enhances the sense of openness, lowers barriers between departments, and fosters flexible communication. We also built infrastructure optimized for hybrid meetings and flexible work, creating an environment where employees can connect seamlessly and stay aligned around shared goals, regardless of location.

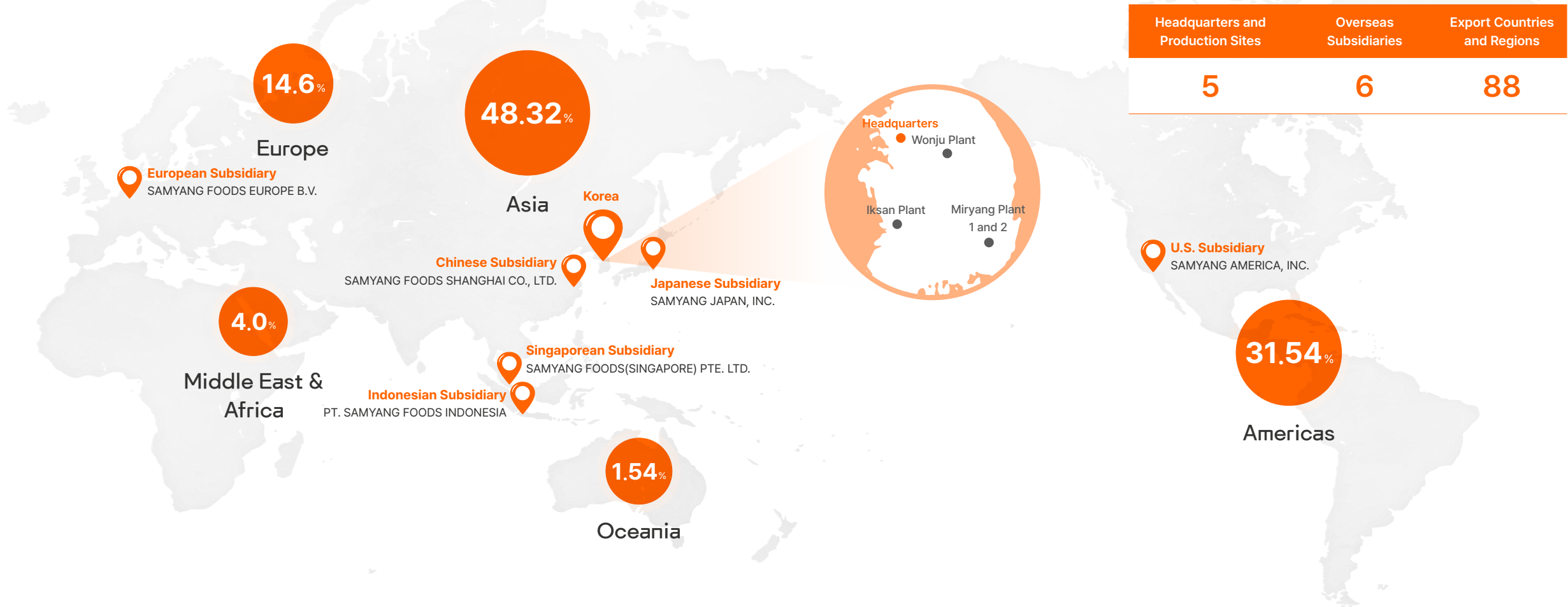
### A Space That Builds Everyday Life for a Sustainable Future

The new Myeongdong headquarters reflects our commitment to a sustainable future. We used eco-certified materials and installed rooftop solar panels to reduce environmental impact, earning an Excellent rating under the Green Building Certification program. We also adopted reusable cups across our in-house café to reduce single-use waste and encourage environmentally responsible habits in daily work life.

# Global Network

Samyang Foods’ global network includes its headquarters, domestic operations, and overseas subsidiaries in the United States, China, Japan, Indonesia, the Netherlands, and Singapore. With the completion of Miryang Plant 2 in June 2025, we strengthened our global supply capacity and exported products to 88 countries and regions around the world. We will continue to strengthen our export capacity and expand our global business competitiveness by strategically expanding production bases and overseas subsidiaries while enhancing operational advancement.

## Overseas Sales by Region



# Flagship Brands



As Korea's first instant noodle, Samyang Ramen was developed with the aim of helping ease the food shortages that followed the Korean War. By continually evolving its signature flavors to meet the tastes of each generation, it has remained Korea's longest-seller. Long loved by Korean consumers, Samyang Ramen is an iconic product that evokes fond memories while retaining its unique retro charm. Today, it continues to hold growing significance as part of Samyang Foods' brand heritage.



Samyang 1963 goes beyond simply recreating the past. It is a modern reinterpretation of Korea's first instant noodle, drawing on the technology and expertise Samyang Foods has built since introducing instant noodle to Korea. A key feature of Samyang 1963 is the use of beef tallow, once essential to its signature deep, rich flavor. Carefully blended into the noodle-frying process, it gives the noodles a rich, savory depth and enhances the broth with a full-bodied flavor. Going forward, Samyang 1963 will continue to bridge the authentic heritage of Samyang Ramen with the present, resonating with consumers across generations.



# Flagship Brands



Buldak Ramen has established itself as the global spicy brand and a driving force behind the global rise of K-food. Powered by its bold and distinctive spicy flavor, the brand surpassed 10 billion units in cumulative sales as of June 2026. With an ever-expanding product lineup—from a diverse range of Buldak series products to Buldak Sauce, snacks, and ready meal offerings—consumers can enjoy the level of spiciness that best suits their tastes. Going forward, Samyang Foods will continue to develop the next breakout flavors, further cementing Buldak as the brand global consumers associate with spicy food.



MEP goes beyond spice intensity, offering layered flavors crafted for those who truly appreciate spice. MEP takes inspiration from global flavors and food trends, pairing carefully selected flavors with a bold kick to deliver a flavor experience that is uniquely its own. MEP was first launched in Korea in August 2023 and has since expanded overseas, reaching markets including Thailand, the United States, China, and Japan from 2025. Going forward, MEP will continue to bring consumers distinctive flavor experiences defined by its signature kick.



# Flagship Brands

Made with chickpeas, tangle is a non-fried, protein-rich pasta that is high in dietary fiber. With simple preparation — just add water — it offers a convenient and nutritious meal option for busy lifestyles. Using Korea's first air-dried process — in which noodles are boiled in water and then dried — tangle achieves a uniquely chewy and tender texture reminiscent of fresh pasta. Pairing its signature sauces with complementary ingredients to deliver restaurant-quality richness, the brand was honored with the 'Superior Taste Award' at the 2025-2026 International Taste Institute.

Pulse Lab, a name that combines 'pulse' and 'laboratory,' represents the brand's vision to lead a new snack culture through innovative experimentation with legumes. Under the philosophy of 'More Craving, Less Guilty,' the brand pursues guilt-free snacks that satisfy both taste and nutrition at the same time. From hummus made with chickpeas to nuggets made with 100% plant-based ingredients, every product is packed with energy, nutrition, and enjoyment. Going forward, Pulse Lab will continue to set a new standard for snacks that provide satisfaction while remaining easy and guilt-free to enjoy in everyday life.

# Business Areas



## Noodles

In 1963, Samyang Foods founder and late Honorary Chairman Joong-yoon Chun introduced Samyang Ramen, Korea's first instant noodle, as part of an effort to help ease post-war food shortages. Since then, the company continued to break new ground by introducing Korea's first non-fried noodles, cup noodles, and rice-based noodle, expanding its possibilities in Korea. 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 protein pasta made with chickpea-based non-fried noodles packed with protein and dietary fiber, and MEP goes beyond spice intensity with multi-layered flavors defined by its distinctive kick 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 noodle snack for children and remains a handy snack enjoyed anytime, anywhere. First introduced in 1973, Changgu is a sweet, tube-shaped snack made to be both enjoyable and nutritious. In response to evolving consumer trends, Samyang Foods launched new variations in 2025, including Samyang Heunddungi Changgu (a rich and creamy cream cheese flavor) and Samyang Maenggu Changgu (a Himalayan rock salt & butter flavor). Launched in 1986, Pop Corn Snack is a soft, Korean-style popcorn snack made by baking rather than frying, making it a longtime favorite among consumers of all ages.

## Nutrition

Building on the founder's commitment to promoting wholesome food, Samyang Foods provides nutrition-focused foods and dairy products that align with today's health-conscious trends. Pulse Lab is a plant-based nutrition brand, launched in 2025 to broaden access to plant-based protein and raise awareness of its benefits, offering snacks that are healthy, convenient, and delicious. 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. With flavors such as Buldak 2x Spicy Hot Sauce, Buldak Carbonara Hot Sauce, and Buldak Mayonnaise Hot Sauce, the lineup caters to diverse preferences. Available in both stick packs and bulk sizes, it allows consumers to enjoy Buldak's signature spicy flavor anytime, anywhere.



## Frozen Meals

Samyang Foods delivers distinctive frozen ready meals through large-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. With its broad distribution network and strong brand presence, Samyang Foods is building out its premium meat business around Imkkeokjeong. Its product range includes high-quality processed meat items such as tteokgalbi and donggeurangttaeng, helping the company better meet consumer needs and grow its market presence.

# APPROACH TO SUSTAINABILITY

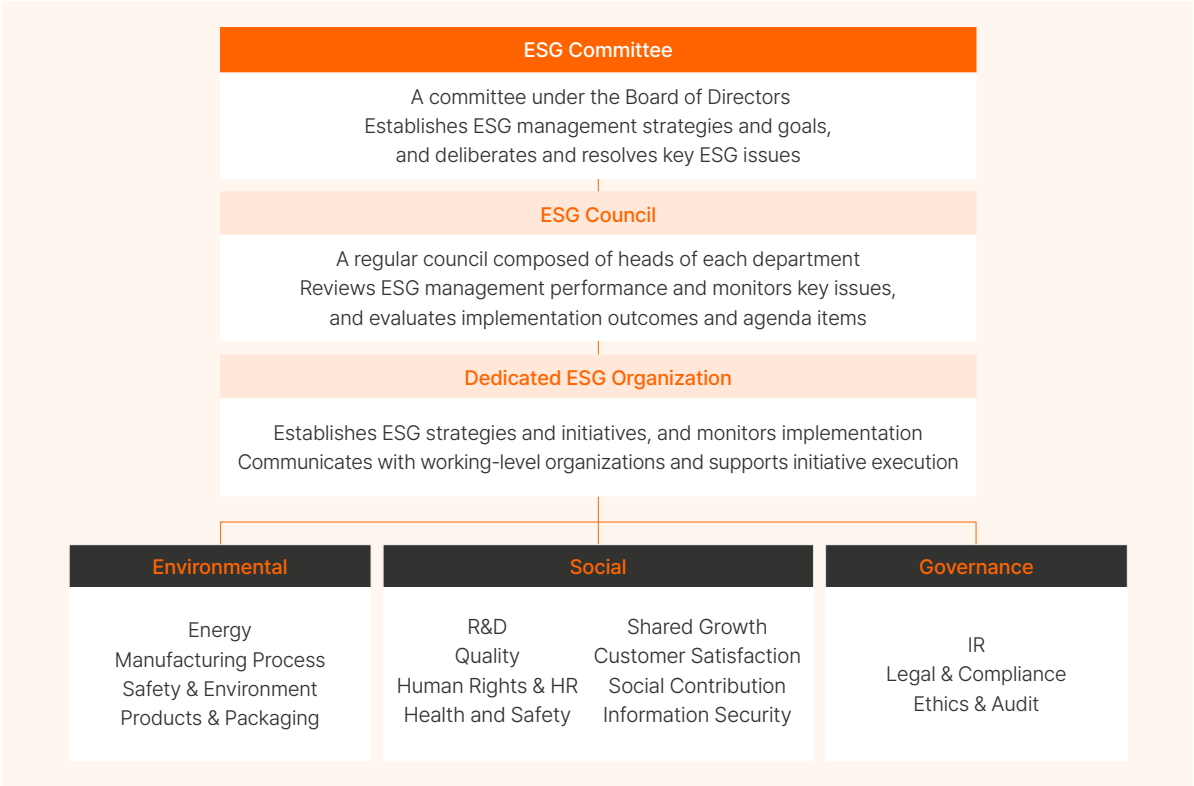
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# Sustainable Management Framework

## Sustainable Management System

Samyang Foods promotes company-wide ESG management centered on the ESG Committee under the Board of Directors. The ESG Committee establishes company-wide ESG management strategies and direction to achieve long-term sustainable growth, deliberates and resolves key issues, and evaluates related performance. In addition, an ESG Council composed of the CEO and the heads of each department is operated regularly to systematically review the implementation status and performance of ESG management initiatives.

### | Governance



## Sustainable Management Implementation Strategy

Samyang Foods, under the vision of becoming a company that provides healthy nourishment for people and the world, has established three strategic directions to systematically realize this vision: building a low-carbon and eco-friendly system, creating a new food culture, and expanding the value of coexistence. We operate key initiatives for each strategic direction. We will use this strategic framework to guide our efforts to deliver positive environmental and social impact.

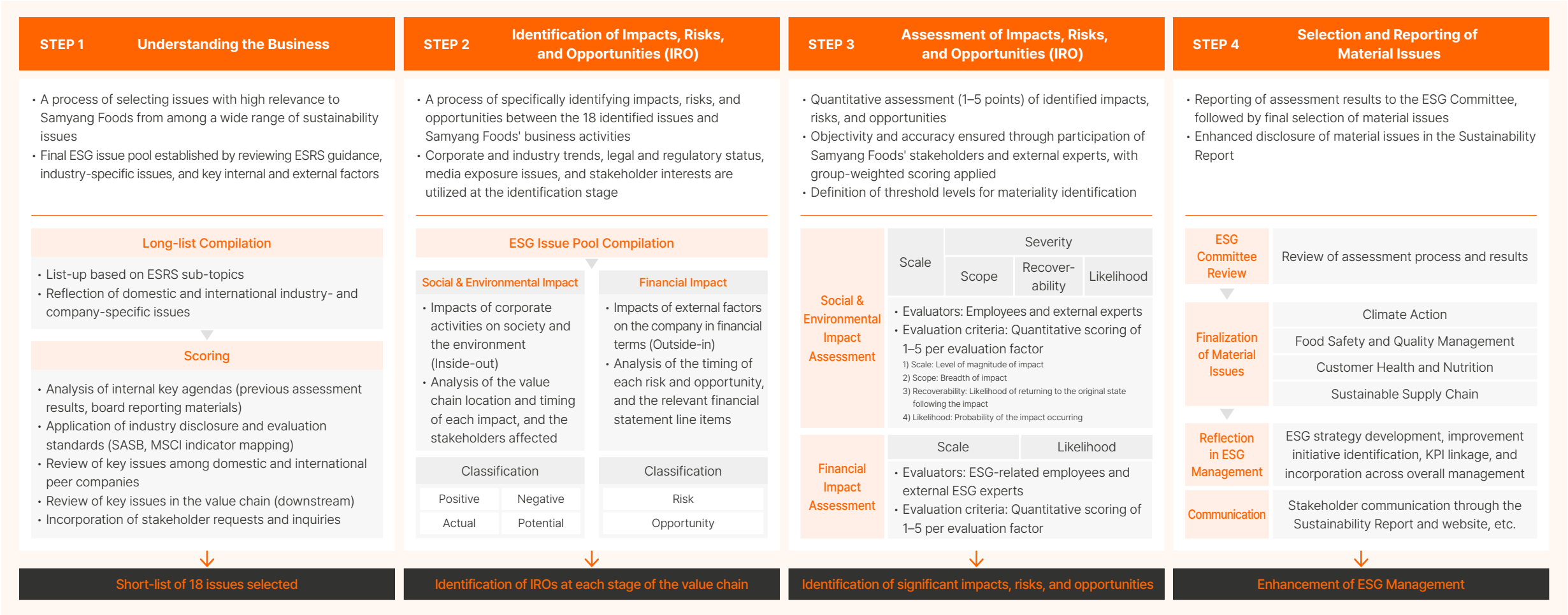
### | Strategic Framework



# Materiality Assessment

## Double Materiality Assessment Process

Samyang Foods conducts an annual double materiality assessment to identify the sustainability topics that matter most to our business and stakeholders. This approach looks at both how our business affects society and the environment, and how external sustainability issues may affect our financial performance. In the 2025 materiality assessment, we reviewed the impacts, risks, and opportunities for each sustainability topic based on our activities across the value chain. Stakeholder surveys and external expert interviews were then used to set priorities, leading to the selection of four material issues.



# Materiality Assessment

## Materiality Assessment Results

Based on the materiality assessment results, four issues were selected as Tier 1 material issues: Climate Action, Food Safety and Quality Management, Health and Nutrition, and Sustainable Supply Chain. In addition to material issues, we identify and manage issues as Tier 2 (Focus Issues) by considering both strategic importance and stakeholder interest. Compared to the previous year, no new material issues were identified. However, due to the expansion of domestic and international carbon emission regulations and climate-related disclosure obligations, as well as growing volatility in food ingredient supply caused by extreme weather events, the Climate Action issue moved up from 4th place in the previous year to 1st place.

| Category                  | Issue                               | Rank | Social & Env. Impact                                                          | Financial Impact                                                              | Source of Impact |             |             | Relevant Stakeholders |             |             |             |                   | Page           |
|---------------------------|-------------------------------------|------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|------------------|-------------|-------------|-----------------------|-------------|-------------|-------------|-------------------|----------------|
|                           |                                     |      |                                                                               |                                                                               | Own Operations   | Upstream    | Downstream  | Customers             | Employees   | Partners    | Environment | Local Communities |                |
| Tier 1<br>Material Issues | Climate Action                      | 1    | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | <div></div>      | <div></div> | <div></div> | <div></div>           | <div></div> | <div></div> | <div></div> | <div></div>       | 19, 35-43, 109 |
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# IRO Analysis of Material Issues

## Material Issue IRO (Impact, Risk & Opportunity)

Samyang Foods applies the double materiality approach to evaluate two perspectives: how the company affects society and the environment, and how social and environmental issues may affect the company's financial performance through risks and opportunities. For each topic, we review the nature, occurrence, and timing of the impact and determine its significance.

| Material Issues                    | Impact                                                                                                                                                                                                        | Risk & Opportunity              |                                |                         |                                                                                                                                                                                                                        |                        |                  |            |
|------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|--------------------------------|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|------------------|------------|
|                                    | Samyang Foods → Society & Environment                                                                                                                                                                         | Impact Characteristics          |                                |                         | Society & Environment → Samyang Foods                                                                                                                                                                                  | Impact Characteristics |                  |            |
|                                    |                                                                                                                                                                                                               | Positive/Negative <sup>1)</sup> | Actual/Potential <sup>2)</sup> | Timeframe <sup>3)</sup> |                                                                                                                                                                                                                        | Risk/Opportunity       | Revenue/Cost     | Timeframe  |
| Climate Action                     | Reduction of environmental burden through eco-friendly packaging adoption and expansion of eco-friendly products including plant-based protein products                                                       | Positive                        | Potential                      | Long-Term               | Establishment of energy transition and reduction strategies through expansion of renewable energy centered on PPA, leading to long-term reduction in operating costs                                                   | Opportunity            | Cost Decrease    | Long-Term  |
|                                    | Acceleration of global warming due to GHG emissions across the entire corporate value chain, including raw material procurement, product manufacturing, and distribution                                      | Negative                        | Actual                         | Short-Term              | Production disruptions, logistics delays, and sales decline caused by extreme weather events (heatwaves, floods, typhoons, etc.)                                                                                       | Risk                   | Revenue Decrease | Short-Term |
| Food Safety and Quality Management | Protection of consumer health and safety through safe product supply based on a rigorous quality management system                                                                                            | Positive                        | Potential                      | Short-Term              | Increased sales through enhanced consumer trust in product safety via acquisition and maintenance of food safety and quality-related certifications                                                                    | Opportunity            | Revenue Increase | Mid-Term   |
|                                    | Increased environmental burden including soil and water pollution and GHG emissions from the collection and disposal processes during product recalls                                                         | Negative                        | Potential                      | Mid-Term                | Costs arising from recalls, fines, administrative sanctions, and legal actions due to non-compliance with food safety regulations or occurrence of harm                                                                | Risk                   | Cost Increase    | Short-Term |
| Health and Nutrition               | Improvement of consumer nutrition and promotion of health through the development and launch of low-sodium, low-sugar, high-protein, and plant-based protein products                                         | Positive                        | Actual                         | Mid-Term                | Strengthened market competitiveness through advancement of product portfolio aligned with global health-conscious consumption trends                                                                                   | Opportunity            | Revenue Increase | Mid-Term   |
|                                    | Contribution to national public health improvement and long-term reduction of national healthcare costs through the development of healthier food options                                                     | Positive                        | Actual                         | Mid-Term                | Increased R&D costs for improving existing products and developing new products in response to strengthened health and nutrition regulations (such as sodium and sugar reduction) and health-conscious consumer trends | Risk                   | Cost Increase    | Short-Term |
| Sustainable Supply Chain           | Enhancement of partner competitiveness and improvement of industry competitiveness through financial, technical, and educational support                                                                      | Positive                        | Potential                      | Long-Term               | Stable supply chain infrastructure achieved through partner support, minimizing disruptions in production and reducing emergency procurement costs                                                                     | Opportunity            | Cost Decrease    | Mid-Term   |
|                                    | Undermining of sustainability across the company's entire value chain due to inadequate management of supply chain ESG risks including safety incidents, human rights violations, and environmental pollution | 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 |

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

# Overview of Material Issues

Material Issue 1

Material Issue 2

Material Issue 3

Material Issue 4

Climate Action

Social & Environmental Impact

Financial Impact

Despite signs of slowing momentum in global climate policy, including the U.S. withdrawal from the Paris Agreement and the absence of a global agreement on phasing out fossil fuels, regulations on greenhouse gas emissions are continuing to tighten. The Korean government confirmed an upwardly revised 2035 Nationally Determined Contribution (NDC) in 2025, and from 2026 onwards has been implementing a strengthened Emissions Trading Scheme (ETS), including reductions in total emission allowances and an expansion of the paid allocation ratio. This is expected to lead to carbon price increases of approximately double the 2025 level, resulting in higher costs for companies to purchase emission credits for their GHG emissions. At the same time, opportunities are also emerging — such as growing demand for eco-friendly products reflecting consumer expectations on climate action, and an expansion in government green finance programs. Climate change is no longer just an environmental issue; it now has a growing impact on corporate management and financial performance. As a result, companies’ ability to respond proactively to climate risks has become a key driver of competitiveness.

Stakeholder Interview

Tae-han Kim, Director, Korea Sustainability Investing Forum

**Reducing GHG emissions is no longer optional. By setting clear targets and acting ahead of change, companies can strengthen their competitive position.**

Climate change is the ESG issue with the most systematic response framework in global capital markets. Following revisions to the Stewardship Code, institutional investors are expected to formally demand that investee companies implement key climate frameworks such as science-based targets (SBTi). In particular, global companies place the greatest emphasis on transition plans — with the existence of a transition plan approved through a shareholder vote, rather than one developed internally, serving as a key evaluation criterion. It is worth noting that failure to set reduction targets is assessed as a greater investment risk than explaining the rationale for changing targets after they have been set. Therefore, companies are advised to proactively set reduction targets, and to transparently communicate the reasons if changes become necessary. In light of these global trends, it is important for Samyang Foods to proactively develop a transition plan aligned with the 1.5°C target and communicate transparently with investors.

GOVERNANCE

At Samyang Foods, climate action governance is overseen by the ESG Committee under the Board of Directors, the company's highest governing body. The committee reviews key climate-related risks and opportunities, approves response strategies and goals, and monitors implementation performance on a regular basis. A regular council composed of heads of each department establishes climate action strategies and goals, and reviews the business impact of regulatory and market changes. The dedicated ESG team supports company-wide strategy development and monitors implementation progress, while key departments — including planning, finance, plant environment, packaging, and procurement — execute climate-related initiatives and continuously manage performance. In addition, Samyang Foods seeks to secure practical execution by incorporating environmental management indicators into the KPIs of the CEO, executives, and relevant department heads.

STRATEGY

| Category    | Risk & Opportunity                                                                                                                                                                                                                                                                                                                                                | Response Strategies                                                                                                                                                                                                                                                                                                             |
|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Risk        | <ul style="list-style-type: none"><li>Revenue decline from production and logistics disruptions caused by extreme weather events</li><li>Increased carbon costs from business expansion and tightening of the ETS</li><li>Increased investment costs for GHG reduction equipment to comply with emissions regulations</li></ul>                                   | <ul style="list-style-type: none"><li>Conduct regular facility safety inspections and emergency evacuation drills for employees</li><li>Review process workflows and transition to energy-efficient facilities</li></ul>                                                                                                        |
| Opportunity | <ul style="list-style-type: none"><li>Long-term reduction in operating costs through energy transition driven by expansion of PPA-centered renewable energy</li><li>Revenue growth through acquisition of new customers via expansion of eco-friendly products</li><li>Cost savings through subsidies from participation in government support programs</li></ul> | <ul style="list-style-type: none"><li>Expand adoption of renewable energy including installation of solar power generation facilities</li><li>Develop eco-friendly packaging technologies including application of recycled raw material packaging</li><li>Participate in government-supported GHG reduction programs</li></ul> |

RISK MANAGEMENT

As part of its commitment to carbon neutrality by 2050, Samyang Foods is implementing site-level emissions reduction initiatives, including the adoption of low-carbon facilities and the expansion of renewable energy, to lower GHG emissions from its business activities. In addition, in accordance with the climate risk management process, the company analyzes transition and physical risks and their associated financial impacts, and develops and implements action strategies based on the results. 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 | No. of products assessed by LCA |
|----------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-------------------------------------------|---------------------------------|
| <ul style="list-style-type: none"><li>Reduce GHG emissions intensity by 5%</li><li>Reduce energy consumption intensity by 5%</li></ul> | <ul style="list-style-type: none"><li>Reduce GHG emissions by approx. 20% by 2030 compared to the base year (2023)</li></ul> | 17.6%                                | 9.5%                                      | cumulative 4                    |

## Material Issue 1

## Material Issue 2

### Material Issue 3

## Material Issue 4

## Food Safety and Quality Management

## Social & Environmental Impact



### Financial Impact



As food safety and quality management regulations tighten, corporate management responsibilities and the need for response systems aligned with global standards are expanding. The government finalized its 6th Basic Plan for Food Safety Management covering 2026–2030, with five key strategies focused on areas such as AI and digital innovation in food safety, improved lifecycle-based safety management, and stronger prevention and response measures for food safety risks. In addition, the U.S. FDA announced in 2026 that stronger oversight of imported food would be a key policy priority. It also plans to implement food traceability rules from 2028 to better identify supply chain risks and help prevent foodborne illness. The updated FSSC 22000 food safety certification will take effect in May 2027 and adds requirements in areas such as supply chain management and climate change. As food safety and quality management expands from production sites to the broader supply chain, companies need to shift toward a more proactive response system that reflects domestic and international policy requirements.

## Stakeholder Interview

Se-won Park, Team Head, Kiwoom Asset Management ESG Investment Management Team

**As global value chains expand, managing increasingly complex regulations across different markets is critical to effective food safety management.**

The food industry has a broad value chain, from sourcing raw materials to consumer use, which makes it particularly vulnerable to ESG regulations that increasingly look beyond individual business sites and across the full product lifecycle. In many cases, ingredients approved for use in one region are subject to different regulations elsewhere, making regulatory compliance increasingly complex as products expand into more markets. In this context, Samyang Foods stands out among industry peers for the 'Farm to Table' value chain management system and Life Cycle Assessment (LCA) practices disclosed in its quality management reporting. Going forward, the company plans to track and disclose relevant indicators for key products over time, providing external stakeholders with more meaningful insights.

## GOVERNANCE

Our food safety and quality management function is led by the Quality Safety Department and Quality Assurance teams at each plant. The Quality Safety Department comprises the Quality Policy, Additives/Labeling Compliance, Manufacturing Safety, Quality Innovation, Food Safety Analysis, and Customer Satisfaction teams, while Quality Assurance teams oversee quality certification and process management. As our global business grows, managing supply chain risks has become a key priority. In response, we are reinforcing supply chain-wide quality and safety management, including rigorous supplier qualification assessments through the Material Safety Management (MSM) Part under the Manufacturing Safety Team.

## STRATEGY

| Category    | Risk & Opportunity                                                                                                                                                                                                                                                                                                                                                                                | Response Strategies                                                                                                                                                                                                                                                                                                                                                       |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Risk        | <ul style="list-style-type: none"><li>Financial losses from product recalls, export restrictions, and other consequences of product quality defects or failure to obtain mandatory certifications</li><li>Revenue decline due to administrative sanctions, legal action, and reputational damage arising from food safety regulatory non-compliance or consumer harm caused by products</li></ul> | <ul style="list-style-type: none"><li>Strengthened partner capabilities through supplier food safety and quality assessments and development of digital audit systems</li><li>Enhancement in regulatory compliance capabilities through monitoring of domestic and international food safety regulations and operation of the Quality &amp; Food Safety Academy</li></ul> |
| Opportunity | <ul style="list-style-type: none"><li>Reduction in operating costs through advancement and streamlining of food safety and quality management</li><li>Increased sales through enhanced consumer trust in product safety via acquisition and maintenance of food safety and quality-related certifications</li></ul>                                                                               | <ul style="list-style-type: none"><li>Strengthen quality improvement systems based on digital quality management systems</li><li>Acquisition and maintenance of domestic and international certifications such as FSSC 22000, HACCP, and KFS</li></ul>                                                                                                                    |

## RISK MANAGEMENT

To strengthen food safety and quality management, we analyze significant claims and key quality issues and follow up with improvement actions to prevent recurrence. We also keep track of overseas food regulations and labeling standards, supported by compliance review processes designed to manage export-related legal risks in advance. In addition, we control external quality risks through supplier selection, regular audits, grade classification, post-management, and an AMS (Audit Management System)-based framework, and proactively respond to global supply chain risks by strengthening supplier qualification assessments and enhancing OEM claim analysis and improvement activities.

## METRICS & TARGETS

| Short-Term                                                                                                                                                                                                                                                                                                                               | Mid-to Long-Term                                                                                                                                                                                                                                                                                                                                                                   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Develop global food labeling guidelines</li> <li>Establish Laboratory Information Management System (LIMS) and Quality Management System (QMS)</li> <li>Build and stabilize AMS operations</li> <li>Address quality management issues and standardize practices at manufacturing sites</li> </ul> | <ul style="list-style-type: none"> <li>Introduce AI-based big data analysis for issue prediction models</li> <li>Enhance overseas subsidiary quality management capabilities and standardize global quality levels</li> <li>Establish a company-wide food safety management network based on AMS and implement a data-driven supply chain performance management system</li> </ul> |

# Overview of Material Issues

Material Issue 1

Material Issue 2

Material Issue 3

Material Issue 4

Health and Nutrition

Social & Environmental Impact

Financial Impact

Through the 6th National Health Promotion Master Plan (2026–2030), the government has set goals such as strengthening sodium and sugar reduction policies and developing dietary guidelines for chronic disease prevention. Revised nutritional labeling regulations have also been in effect since 2026 to give consumers accurate information on sugar substitutes and sodium content. In global markets, nutrition-related regulations are becoming stricter. The U.S. plans to establish its first government-level definition and classification of ultra-processed foods in 2026 for policy and regulatory use, while France, Germany, and the Netherlands have strengthened penalties for sugar and sodium in nutrition rating systems since 2025 to promote public health. Consumers are also becoming more focused on wellness, actively managing their health through regular exercise and more balanced eating and drinking habits. As regulations tighten and consumer preferences evolve, food companies are increasingly expected to provide products that support healthier lifestyles—making this both a business advantage and a social responsibility.

Stakeholder Interview

Kyung-sang Park, Partner, Samil PwC Sustainability Team

Developing products with health and nutrition in mind is a critical factor determining food companies' sustainability competitiveness.

Health and nutrition have become a major sustainability challenge for the food industry, going well beyond product development. Food companies are now expected to move beyond competition on taste and price to build product portfolios that support healthy eating. This is especially important for convenient, palatable food categories, which consumers eat repeatedly, making nutritional improvement and balanced design essential. It requires ongoing review of key nutrients such as sodium, fat, and calories, along with sustained efforts to enhance competitiveness in line with consumer needs and market changes. Systematically managing and transparently communicating the direction and results of health-related improvements is also vital. As these efforts accumulate, companies can earn greater consumer trust and further strengthen their foundation for sustainable growth in global markets.

GOVERNANCE

Samyang Foods operates its R&D governance system centered on three specialized research organizations — the Food R&D Institute, Spindle)Mitomics Institute, and Food 2.0 R&D Division — to develop products with customer health and nutrition in mind. The performance of each research organization is structured to be reported up to the highest decision-making body, thereby strengthening the alignment between R&D direction and management strategy.

STRATEGY

| Category    | Risk & Opportunity                                                                                                                                                                                                                                                                                                                                                                                                | Response Strategies                                                                                                                                                                                                                                                                                              |
|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Risk        | <ul style="list-style-type: none"><li>Increased R&amp;D costs for improving existing products and developing new health-functional products in response to tightening health and nutrition regulations and health-conscious consumption trends</li><li>Administrative sanctions and legal costs arising from non-compliance with nutritional labeling standards, false or exaggerated advertising, etc.</li></ul> | <ul style="list-style-type: none"><li>Strengthened in-house R&amp;D capabilities based on specialized research organization structure</li><li>Acceleration of product development through joint research with specialized companies</li><li>Monitoring regulations related to labeling and advertising</li></ul> |
| Opportunity | <ul style="list-style-type: none"><li>Securing new customers and increasing sales by launching premium health products tailored to segmented groups such as the elderly and infants</li><li>Strengthened market competitiveness through advancement of product portfolio aligned with global health-conscious consumption trends</li></ul>                                                                        | <ul style="list-style-type: none"><li>Development of alternative foods incorporating health-conscious ingredients such as high-protein and high-dietary-fiber</li><li>Development of data-driven personalized products through new ingredient exploration and food research</li></ul>                            |

RISK MANAGEMENT

Samyang Foods is responding to tightening domestic and international sodium and sugar reduction regulations and building an efficient product improvement system through research on proprietary manufacturing methods and plant-based protein property prediction systems. To actively address health-conscious consumption trends, the company is launching plant-based, high-nutrient-density products and developing products free of artificial additives. It is also pursuing diverse research in healthcare solutions and future ingredients, including securing research capabilities and multiple licensing pathways through joint clinical studies with specialized firms such as Helsbaioime and Biobank Healing.

METRICS & TARGETS

| Short-Term                                                                                                                                                                                                                                                                                      | Mid-to Long-Term                                                                                                                                                                                                                                                                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>Design biomarker and human data-based analysis framework</li><li>Establish proprietary Clean Label guidelines</li><li>Develop and expand sales of health-oriented convenience frozen snacks using plant-based ingredient formulation technology</li></ul> | <ul style="list-style-type: none"><li>Secure new ingredients for improving mitochondrial function based on mechanism of action</li><li>Conduct research on developing products with sodium-reducing ingredients applied</li><li>Secure functional Meal-like snack portfolio</li></ul> |

# Overview of Material Issues

Material Issue 1

Material Issue 2

Material Issue 3

Material Issue 4

Sustainable Supply Chain

Social & Environmental Impact

Financial Impact

The volatility in the food procurement is increasing for various reasons, including geopolitical conflicts and extreme weather. Regulations expanding corporate responsibility for supply chain management are also tightening. The EU has introduced due diligence for environmental and social risks under the Corporate Sustainability Due Diligence Directive (CSDDD) and the EU Deforestation Regulation (EUDR). In the United States, supply chain labor and human rights risks are being addressed through the Uyghur Forced Labor Prevention Act (UFLPA). Domestically, fines for breaches of fair trade regulations have been strengthened to encourage more transparent relationships between companies and their partners. Key policies on shared growth have also been elevated to the national agenda, with ongoing amendments to the Mutual Cooperation Act promoting ESG risk management and support across partner networks. At the same time, rising ethical consumption standards among stakeholders are making supply chain oversight and responsible sourcing essential drivers of corporate competitiveness.

Stakeholder Interview

Wang-gun Shin, Center Head, Samil PwC Governance Center

Proactively establishing a supply chain data management system amid global expansion is key.

As Samyang Foods accelerates its expansion into global markets, sustainable supply chain management is becoming increasingly important to its long-term competitiveness. Given the continued development of sustainability disclosure standards, structured and reliable data management is especially important for companies operating overseas supply chains and responding to multiple stakeholder groups. Moreover, to comply with the expanding requirements for Scope 3 greenhouse gas emissions calculation and disclosure, the company must first put in place a stable data management system. With the proportion of overseas subsidiaries growing, strengthening data management on a consolidated basis is urgent. Rather than waiting for regulations to take effect, however, responding proactively is far more advantageous for securing long-term competitiveness. I therefore hope Samyang Foods will move quickly to build a supply chain data management system aligned with global standards.

GOVERNANCE

Samyang Foods maintains a sustainable supply chain management system designed to promote sustainable products and raw materials, foster fair and transparent business practices, and establish a solid foundation for shared growth. The Board of Directors and the ESG Committee provide oversight of key supply chain ESG risks and strategic priorities. The Procurement Division is responsible for the fair trade and subcontracting management framework, partner shared-growth initiatives, supplier evaluations, and follow-up management. The Quality Safety Department oversees supplier quality management, including facility audits, process inspections, and responses to non-conformities, while the Finance Team manages payments and the ESG Team conducts supply chain ESG assessments.

STRATEGY

| Category    | Risk & Opportunity                                                                                                                                                                                                                                                                                                                                                                                                       | Response Strategies                                                                                                                                                                                                                                                           |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Risk        | <ul style="list-style-type: none"><li>Incurring financial losses from trade disruptions and export restrictions due to non-compliance with overseas legal requirements</li><li>Increased instability in raw and subsidiary material supply and production delays due to supply chain risks</li><li>Increased procurement costs from expanded sourcing of sustainability-certified raw and subsidiary materials</li></ul> | <ul style="list-style-type: none"><li>Signing Partner Code of Conduct compliance pledges</li><li>Strengthening risk management based on partner ESG assessments</li><li>Pursuing R&amp;D and production process improvements through joint investment with partners</li></ul> |
| Opportunity | <ul style="list-style-type: none"><li>Minimized of production disruptions through establishment of a stable supply chain system supported by partner technology and education</li><li>Increased sales and enhanced consumer trust through responsible sourcing</li></ul>                                                                                                                                                 | <ul style="list-style-type: none"><li>Developing shared-growth programs for SMEs</li><li>Facilitating partner communication channels</li><li>Reviewing establishment of sustainable raw material sourcing policy</li></ul>                                                    |

RISK MANAGEMENT

Samyang Foods systematically manages ESG, fair trade, and operational risks across its supply chain by reviewing the full supplier lifecycle, from partner selection to transaction management and ongoing oversight. The company conducts preliminary assessments and audit based on credit ratings and financial indicators, reviews trading conditions, and carries out regular evaluations. It also advances sustainable supply chain management through shared-growth initiatives and codes of conduct for ethical business practices. Drawing on the four major fair trade practices and the compliance self-inspection checklist, Samyang Foods takes a proactive approach to identifying and preventing subcontracting and unfair trade risks. All Procurement Division employees receive regular training on the Subcontracting Act. If an issue arises, the company quickly coordinates with the relevant departments to formulate response measures and minimize the potential impact on the broader supply chain.

METRICS & TARGETS

Partners Signed Code of Conduct

179 partners

Early Payment Amount

58.7 KRW billion

Partners Receiving Quality Guidance

43 partners

# Stakeholder Communication

## Samyang Foods' Stakeholders

Samyang Foods identifies customers, shareholders and investors, employees, partners, local communities, and government bodies as key stakeholders with a material influence on its business operations. The company maintains communication channels tailored to each stakeholder group to actively collect feedback and reflect their views in its sustainable management practices.

| Category                      | Customers                                                                                                                                                                                                                                                            | Shareholders and Investors                                                                                                                                                                                                                                             | Employees                                                                                                                                                                                                                                                 | Partners                                                                                                                                                                                                                                          | Local Communities                                                                                                                                                                                                 | Government                                                                                                                                                                                                                                                |
|-------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Definition                    | Stakeholders who purchase, consume, and experience Samyang Foods' products and brands, and mutually interact with the company                                                                                                                                        | Stakeholders who invest in or finance Samyang Foods and whose interests are shaped by the company's business performance, corporate value, and sustainable management efforts                                                                                          | Internal stakeholders refer to individuals employed by Samyang Foods who contribute to areas such as product development, production, sales, and corporate support, while being directly influenced by the company's performance and workplace conditions | Stakeholders who provide products and services necessary for product manufacturing and business operations within Samyang Foods' supply chain, and mutually interact with the company through quality and supply chain stability                  | Individuals and groups in regions that may be affected by Samyang Foods' business activities, and who mutually interact with the company through business operations and local community shared-growth activities | Stakeholders that shape and implement regulatory and policy frameworks in areas such as food safety, the environment, labor, imports and exports, and other business activities, influencing Samyang Foods' operations across domestic and global markets |
| Main Issues                   | <ul style="list-style-type: none"><li>• Customer Centered Management</li><li>• Health and Nutrition</li><li>• Food Safety and Quality Management</li><li>• Eco-Friendly Products</li><li>• Sustainable Supply Chain</li><li>• Responsible Business Conduct</li></ul> | <ul style="list-style-type: none"><li>• Strengthening Future Growth Drivers</li><li>• Climate Action</li><li>• Human Rights Management</li><li>• Sustainable Supply Chain</li><li>• Ethical Management and Compliance</li><li>• Responsible Business Conduct</li></ul> | <ul style="list-style-type: none"><li>• Talent Management</li><li>• Health and Safety Management</li><li>• Human Rights Management</li><li>• Ethical Management and Compliance</li><li>• Responsible Business Conduct</li></ul>                           | <ul style="list-style-type: none"><li>• Supply Chain Management</li><li>• Health and Safety Management</li><li>• Ethical Management and Compliance</li><li>• Responsible Business Conduct</li><li>• Strengthening Future Growth Drivers</li></ul> | <ul style="list-style-type: none"><li>• Contribution to Local Community</li><li>• Climate Action</li><li>• Natural Capital Management</li><li>• Waste Management</li><li>• Water Resource Management</li></ul>    | <ul style="list-style-type: none"><li>• Climate Action</li><li>• Sustainable Supply Chain</li><li>• Ethical Management and Compliance</li><li>• Strengthening Future Growth Drivers</li><li>• Responsible Business Conduct</li></ul>                      |
| Stakeholder-Specific Channels | <ul style="list-style-type: none"><li>• Customer Satisfaction Center</li><li>• Customer Satisfaction Survey</li><li>• Global Consumer Survey</li></ul>                                                                                                               | <ul style="list-style-type: none"><li>• General Meeting of Shareholders</li><li>• Business Report</li><li>• Corporate Governance Report</li><li>• IR Page</li><li>• Quarterly Report</li></ul>                                                                         | <ul style="list-style-type: none"><li>• Labor-Management Council</li><li>• Organizational Culture Survey</li><li>• CEO Letter</li><li>• Grievance Reporting Channel</li></ul>                                                                             | <ul style="list-style-type: none"><li>• Partner Portal</li><li>• Partner VOC</li><li>• Ethical Surveys among Partners</li></ul>                                                                                                                   | <ul style="list-style-type: none"><li>• Samyang Igeon Scholarship Foundation</li><li>• Samyang Wondong Cultural Foundation</li><li>• Local Community Council</li></ul>                                            | <ul style="list-style-type: none"><li>• Business Report</li><li>• Policy Briefings and Seminars</li></ul>                                                                                                                                                 |
| Common Channels               |  Corporate Website                                                                                                                                                                |                                                                                                                                                                                                                                                                        |  YouTube                                                                                                                                                             |                                                                                                                                                                                                                                                   |  Instagram  Sustainability Report       |                                                                                                                                                                                                                                                           |

# PLANET

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# PLANET

## UN SDGs



### ESG Issues of Samyang Foods

Responsible Environmental Management

**Climate Action** MATERIAL ISSUE 1

Eco-Friendly Products

### ESRS Topics

E2 Pollution  
E3 Water and Marine Resources  
E4 Biodiversity and Ecosystems

E1 Climate Change

E5 Resource Use and Circular Economy

## WHY IT MATTERS

Climate change and environmental challenges are key risks directly affecting production stability and business continuity. The international community is tightening greenhouse gas regulations through Nationally Determined Contributions (NDCs), the Carbon Border Adjustment Mechanism (CBAM), and the Emissions Trading Scheme (ETS) to achieve carbon neutrality by 2050, while circular economy policies such as the EU Packaging and Packaging Waste Regulation (PPWR) are also taking shape. Requirements for natural capital management—covering water resources, soil, and biodiversity—are likewise intensifying. The food industry is particularly exposed, relying on climate-sensitive raw materials such as wheat and palm oil and dependent on natural capital, while facing environmental risks from energy-intensive processes and high packaging usage. The ability to respond to these challenges is emerging as a core competency that, alongside supply chain stability and cost competitiveness, determines market access and brand trust.

## HOW WE RESPOND

Samyang Foods has set 'Establishing a Low-Carbon and Eco-Friendly System' as its environmental management goal, advancing key initiatives in climate action, eco-friendly product expansion, and natural capital management. The ESG Committee under the Board deliberates on climate risks and environmental strategies, linking key environmental KPIs to executive performance assessments to strengthen execution. To achieve carbon neutrality by 2050, the company is developing reduction roadmaps and advancing site-level implementation frameworks. In 2025, it identified transition and physical risks through climate scenario analysis and calculated Scope 3 emissions to gain a comprehensive view of supply chain-wide GHG status, establishing a more systematic climate action foundation. Taking into account the food industry's high dependence on natural capital, Samyang Foods also applies the TNFD-based LEAP approach, continuously expanding its environmental risk management scope to encompass nature-related issues beyond climate change.

## KEY PERFORMANCE

### GHG Emissions Intensity

Compared to the previous year

**17.6%** ↓

### Energy Consumption Intensity

Compared to the previous year

**9.5%** ↓

### Water Consumption Intensity

Compared to the previous year

**25%** ↓

### Average Carbon Emissions Reduction from Packaging Renewal

Compared to the previous year

Approx. **7.8 tons** ↓

# Responsible Environmental Management

Samyang Foods regards climate change and natural capital management as core business challenges. Under an environmental governance framework led by the highest decision-making body, the company is taking steps to reduce its environmental impact by managing carbon emissions, reducing pollutants, improving water efficiency, and minimizing waste. The company has also conducted TNFD-based biodiversity analysis to identify nature-related risks and opportunities and establish a foundation for managing them. Going forward, Samyang Foods will continue to minimize environmental impacts across all products and services, and proactively respond to climate risks and changes in environmental regulations to enhance the sustainability of its overall business operations.

## Environmental Management System

### Environmental Management Strategies

Samyang Foods has set 'Establishing a Low-Carbon and Eco-Friendly System' as the strategic direction of its environmental management, and is advancing its strategy centered on three key initiatives: reducing GHG emissions, expanding eco-friendly product offerings, and managing natural capital. In 2025, the company operated wood pellet boilers to reduce GHG emissions, and expanded the application scope of eco-friendly packaging materials to include reduction of ink usage and improvements in recyclability. In addition, Samyang Foods has also put in place a roadmap to lower water usage at the Wonju Plant as part of its efforts to enhance resource efficiency. Going forward, the company plans to update the roadmap to account for scheduled facility expansions across its sites, while strengthening initiatives for water reduction and the advancement of reuse systems.

| Strategic Direction | Establishing a Low-Carbon and Eco-Friendly System                                                                                                                                                            |                                                                                                                                                                                             |                                                                                                                                                                                                         |
|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Key Initiatives     | Reduction of GHG Emissions                                                                                                                                                                                   | Expansion of Eco-Friendly Product Offerings                                                                                                                                                 | Management of Natural Capital                                                                                                                                                                           |
| Projects            | <ul style="list-style-type: none"><li>• Introduction of low-carbon energy sources</li><li>• Expansion of renewable energy usage</li><li>• Enhancement of energy efficiency and operational systems</li></ul> | <ul style="list-style-type: none"><li>• Application of sustainable packaging materials</li><li>• Improvement of product recyclability</li><li>• R&amp;D in eco-friendly packaging</li></ul> | <ul style="list-style-type: none"><li>• Establishment of water reuse systems</li><li>• Identification and expansion of circular resources and recycling</li><li>• Enhancement of biodiversity</li></ul> |

### Metrics & Targets

| Core Objectives | Short-Term                                                                                                                                                                                                                        | Mid-to Long-Term                                                                                                                                                                                                                                                                                                            |
|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                 | <ul style="list-style-type: none"><li>• Total waste generation: 8,692.64 tons</li><li>• Waste recycling rate: 85.36%</li></ul><br><ul style="list-style-type: none"><li>• Scope 1+2 emissions: 79,637 tCO<sub>2</sub>eq</li></ul> | <ul style="list-style-type: none"><li>• Reducing waste generation by 40% by 2028 compared to 2023</li><li>• Achieving 100% waste recycling rate by 2030</li></ul><br><ul style="list-style-type: none"><li>• Reducing GHG emissions by 20% by 2030 compared to 2023</li><li>• Achieving carbon neutrality by 2050</li></ul> |

### Environmental Management Policy

Samyang Foods has established and implemented 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 all business sites, and partners and other related parties also actively comply with it.

 Environmental Management Policy

#### | Key Contents



Reduction of GHG Emissions and Energy Usage



Reduction of Water Usage



Reduction of Carbon Emissions from Products and Services

Environmental Management Organizations

Samyang Foods has established the ESG Committee under the company's highest decision-making body — the Board of Directors — to deliberate and resolve on major environmental agenda items, including environmental risk management, climate action, water management, and waste management. Under the ESG Committee, Samyang Foods operates an ESG Council to build an organic collaboration framework among key departments and working-level organizations. The ESG Council regularly reviews company-wide environmental performance and conducts preliminary reviews of items to be submitted to the ESG Committee, thereby enhancing the expertise and execution capability of decision-making. In 2025, Samyang Foods regularly reported to the ESG Committee, following review by the ESG Council, on the progress and performance of key environmental initiatives — including GHG management (Scope 1-2 emission intensity management and Scope 3 emission calculation), water resource management (water usage intensity management and recycling measures), and eco-friendly packaging expansion (application of easily recyclable materials and low-carbon transition). In addition, key divisions — including manufacturing, research, new business, and marketing — collaborate to implement initiatives and generate ESG outcomes.

| Organizational Structure



| ESG Committee Environmental Agenda Items

| Date       | Committee Agenda                                                                                                           |
|------------|----------------------------------------------------------------------------------------------------------------------------|
| 2025.3.26  | Agenda Item 1: Approval of ESG Management Plan<br>Agenda Item 2: Report on Publication Status of Sustainability Report     |
| 2025.5.12  | Agenda Item 1: Review of Risks and Opportunity Factors by Material Issue                                                   |
| 2025.8.12  | Agenda Item 1: Report on Publication of Sustainability Report<br>Agenda Item 2: Report on Progress of 2025 ESG Initiatives |
| 2025.12.16 | Agenda Item 1: Report on Sustainability Management Performance<br>Agenda Item 2: Report on Results of 2025 ESG Initiatives |

Environmental Management Activities

Establishment of Environmental Management KPIs

To embed environmental responsibility across leadership and relevant functions, Samyang Foods includes environmental management indicators in the KPIs of the CEO, executives, and related department personnel. Performance ratings are determined based on the degree to which environmental targets and results are achieved, with direct implications for compensation.

| Subject                       | KPIs                                                                                                                                                                        | Incentives            |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|
| CEO                           | Strengthening the ESG management framework                                                                                                                                  |                       |
| Executives (excluding CEO)    | Reduction of carbon emissions through solar power facility installation / 40% reduction in waste generation year-on-year / promotion of Circular Resource Recognition, etc. | Monetary compensation |
| Relevant department personnel |                                                                                                                                                                             |                       |

Emissions Trading Scheme

Alongside its reduction activities, Samyang Foods manages GHG emissions through the Emissions Trading Scheme (ETS). In 2025, the company purchased a total of 9,689 tCO<sub>2</sub> in emission allowances and plans to lower both its emissions and its reliance on allowance purchases through reduction activities such as facility improvements and energy efficiency enhancements.

Establishment of Environmental Regulatory Response Framework

As environmental regulations become increasingly sophisticated worldwide, the importance of corporate regulatory response capabilities is growing. Based on preliminary review and impact analysis of major environmental regulations including the PPWR<sup>1)</sup> and Extended Producer Responsibility (EPR) schemes, Samyang Foods operates an 'Integrated Business Site Regulatory Response Framework' linked to its business divisions. Through this framework, the company reviews the compliance status of each regulation and identifies improvement initiatives to enhance its regulatory response capabilities.

1) PPWR, Packaging and Packaging Waste Regulation: An EU regulation on packaging and packaging waste

| Key Regulations                                                | Response Strategies                                                                                                                                          |
|----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Clean Air Conservation Act                                     | Management of air pollutant emission facilities and prevention facilities, training for responsible personnel, etc.                                          |
| Water Environment Conservation Act                             | Management of wastewater discharge facilities, training for responsible personnel, etc.                                                                      |
| Waste Control Act                                              | Management of proper waste separation and storage, training for responsible personnel, etc.                                                                  |
| Act on Promotion of Transition to Circular Economy and Society | Operation of Circular Resource Certification and promotion of expanded recycling                                                                             |
| Act on Liability for Environmental Damage and Relief Thereof   | Investigation of the status of environmental damage, enrollment in environmental liability insurance                                                         |
| Chemical Substances Control Act                                | Inspection of chemical substance handling facilities, operation of chemical accident prevention management systems, training for responsible personnel, etc. |
| Framework Act on Carbon Neutrality and Green Growth            | Establishment and implementation of GHG reduction targets                                                                                                    |
| Noise and Vibration Control Act                                | Management and reduction of noise and vibration sources, training for responsible personnel, etc.                                                            |
| Malodor Prevention Act                                         | Monitoring of odor concentration and operation of reduction facilities                                                                                       |

Environmental Investment

Samyang Foods keeps investing in the environment to cut the impact of its work sites. It focuses on adding low-carbon equipment, using more clean energy, and setting up systems to prevent pollution. In 2023, the company worked to build a Smart Eco-Factory and carbon-neutral equipment at the Wonju Plant through a project backed by the Korea Environment Corporation. These systems have been running well since then. In addition, in 2024, wood pellet boilers were introduced through an emission reduction facility support project by the Ministry of Trade, Industry and Energy, and full-scale operations commenced after trial runs in 2025. Through this, the company achieved an annual GHG emissions reduction of approximately 16,162 tCO<sub>2</sub>eq. In addition, the company continues to invest in the expansion of renewable energy. Following the introduction of a 443 kW solar power generation facilities at Miryang Plant 1 in 2022, the scope was expanded in 2025 to Miryang Plant 2, with a 750 kW rooftop solar power system integrated across Plants 1 and 2. In addition, to respond to the expansion of production capacity centered on Miryang Plant 2, the company also invested in pollution reduction facilities, strengthening wastewater and air pollutant management capabilities through expansion of the wastewater treatment flow equalization tank, replacement of dewatering equipment, and introduction of electrostatic precipitators, etc. Samyang Foods plans to continue expanding environmental investment to systematically improve environmental performance across all sites.

| Key Investment Status

|                                                               |                     |                                                                                                                                                                                                           |
|---------------------------------------------------------------|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Introduction of Low-Carbon Facilities                         | Wonju Plant         | <ul style="list-style-type: none"><li>• Construction of Smart Eco-Factory (2023)</li><li>• Introduction of carbon-neutral equipment (2023)</li><li>• Introduction of wood pellet boilers (2024)</li></ul> |
| Expansion of Renewable Energy                                 | Miryang Plant 1     | <ul style="list-style-type: none"><li>• Introduction of BIPV (Building Integrated Photovoltaics) system (2022)</li></ul>                                                                                  |
|                                                               | Miryang Plant 1 & 2 | <ul style="list-style-type: none"><li>• Introduction of rooftop solar power generation facilities (On-site PPA) (2025)</li></ul>                                                                          |
| Introduction of Environmental Pollution Prevention Facilities | Miryang Plant 2     | <ul style="list-style-type: none"><li>• Additional introduction of air pollutant reduction facilities (2025)</li></ul>                                                                                    |

Environmental Education

Samyang Foods holds annual environmental training programs to enhance employee awareness of environmental management and improve their ability to put it into practice. In 2025, the company conducted training for working-level staff in environment-related departments to strengthen awareness of business site safety and environmental management. In particular, the company offered training in hazardous chemical safety management, waste management, and air engineering for technical staff, helping embed practical environmental management expertise across worksites

| Training Program                                   | Training Hours | Number of Trainees | Total Training Hours |
|----------------------------------------------------|----------------|--------------------|----------------------|
| Hazardous Chemical Safety Training (Managers)      | 16             | 1                  | 16                   |
| Hazardous Chemical Safety Training (Handlers)      | 16             | 24                 | 384                  |
| Waste Generator Training                           | 4              | 1                  | 4                    |
| Professional Air Environmental Technician Training | 28             | 1                  | 28                   |
| Environmental Technician Practical Training        | 4              | 1                  | 4                    |

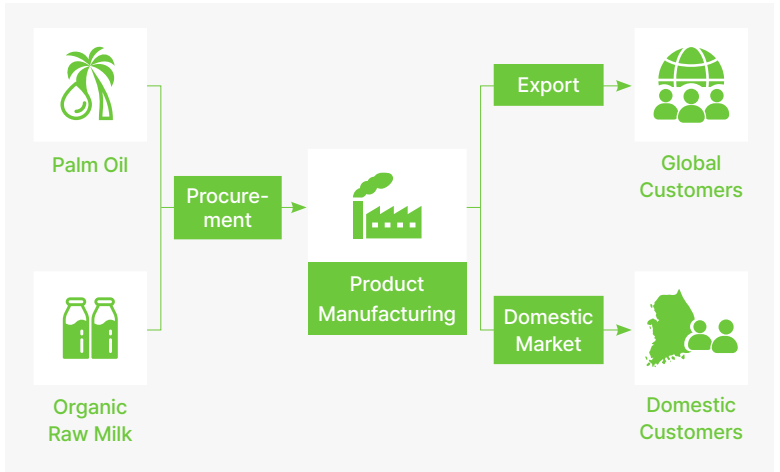
Environmental Management System Certifications

Samyang Foods is working to obtain ISO 14001 certification for all business sites as part of its efforts to build a company-wide environmental management system that meets international standards. As of June 2026, the Wolgok Office and all domestic production sites have obtained ISO 14001 certification, the international standard for environmental management systems. In addition, the Wonju Plant, Iksan Plant, and Miryang Plants 1 and 2 obtained ISO 50001 certification, the international standard for energy management systems, in December 2025. Through this, the company analyzes its energy usage structure and identifies improvement initiatives to strengthen its overall energy management capabilities. The Myeongdong Office is set to obtain ISO 14001 certification in July 2026, and the company will continue to expand the foundation of its environmental management system.

Sustainable Sourcing of Raw Materials

Around the world, companies are placing greater emphasis on environmental and social responsibility when sourcing raw materials. Demand for organic ingredients is also increasing as consumers pay closer attention to health and the environment. To respond to these changes, Samyang Foods is expanding sustainable raw material sourcing centered on RSPO<sup>1)</sup>-certified palm oil and organic raw milk. In the case of palm oil, the company has been using RSPO-certified palm oil in noodles exported to Europe since 2024, and 'Samyang Farm Organic Milk' is produced and sold using 100% organic raw milk. Samyang Foods plans to gradually expand the application scope of RSPO-certified palm oil and organic raw milk going forward.

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



Management of Environmental Pollutants

Management of Water Pollutants

To comply with relevant legal standards on water pollutants and manage discharge impacts, Samyang Foods operates an integrated water quality management system. The company improves wastewater treatment process efficiency to minimize pollutant discharge and treats wastewater through physical and chemical processes before discharge. It also conducts regular water quality analysis and facility inspections to prevent wastewater leakage and spill accidents. In 2025, the company upgraded its wastewater treatment infrastructure to address rising wastewater volumes from higher production. In response to increased wastewater from the Miryang Plant 2 expansion, the company additionally installed a flow equalization tank, replaced the existing filter press-type dewatering equipment with a decanter centrifuge, and introduced one new dissolved air flotation (DAF) tank to secure the operational stability of the wastewater treatment plant. In addition, the Wonju Plant plans to expand its wastewater treatment plant in preparation for greater treatment demand from its planned soup sauce plant expansion. By increasing the capacity of its aeration and sedimentation tanks and replacing the existing filter press-type dewatering equipment with a decanter centrifuge, it will secure the capacity to handle future wastewater increases. Going forward, Samyang Foods will continue improving its water quality management facilities to reflect wastewater characteristics resulting from changes in business site operating conditions, operating a stable water quality management system across all business sites.

Management of Air Pollutants

Samyang Foods manages air quality through an emissions source control system implemented across all business sites. Pollutant concentrations are measured regularly at each outlet to ensure that major air pollutants, such as nitrogen oxides (NOx), sulfur oxides (SOx), and particulate matter, are consistently kept below regulatory limits. The company also uses air pollution control equipment, including bag filters and once-through boilers, with regular inspections and maintenance conducted to maintain consistent performance. To minimize the air quality impact of higher production, it has expanded these facilities centered on Miryang Plant. In connection with the Miryang Plant 2 expansion, it newly introduced 7 once-through boilers, added 40 bag filter units, and replaced

and expanded existing activated carbon adsorption facilities with electrostatic precipitators and scrubbers. These improvements helped control pollutants more effectively and reduce odors from the seasoning production process. After treatment, odor levels were measured at roughly one-hundredth of the source levels. Going forward, Samyang Foods will improve its air pollution prevention facilities to reflect site-specific emission characteristics and equipment operation status, advancing its air management system to ensure legal compliance and minimize environmental impacts on local communities.

Management of Hazardous Chemicals

To manage the safety and environmental risks of hazardous chemical use, Samyang Foods has established a company-wide chemical management process covering procurement, handling, storage, use, and disposal. It enhances employee safety awareness through MSDS<sup>1)</sup> compliance and emergency response training, and applies separate management standards to chemicals used in wastewater treatment to control potential risks in advance. To reduce the use of organic solvents in manufacturing, the company is also transitioning to eco-friendly printing processes. In 2025, by applying water-based flexo printing to all packaging for the 'Changgu 115g' product, it reduced solvent use by approximately 87.4% compared to conventional gravure printing—cutting usage from about 3.1 tons to about 0.39 tons for the same production volume. Going forward, Samyang Foods will continue to enhance its chemical management standards to reflect process-specific chemical and organic solvent usage characteristics, strengthening chemical management across all business sites.

1) MSDS, Material Safety Data Sheet: A document containing information necessary for the safe use and management of chemical substances

Management Process



Water Management

Management Strategy

All Samyang Foods production sites systematically manage water pollutant discharge and comply with applicable laws. The company also manages water use with a focus on recycling and reuse, aiming to reduce water use intensity by 5% each year. However, in 2025, municipal water use rose by 0.97% year on year due to increased production after Miryang Plant 2 began operations. In response, Samyang Foods is reviewing mid- to long-term reduction plans to manage the increase in water use associated with higher production volumes. In particular, in preparation for the increased wastewater treatment demand from the planned additional expansion of dried noodle facilities in 2026, the company is analyzing facility-specific wastewater generation characteristics and developing reduction measures. In parallel, the company is also upgrading its facilities and processes to improve water efficiency and gradually increase the use of municipal and industrial water recycling systems. Alongside these efforts, it is taking part in water resource protection initiatives, including environmental cleanup activities near water sources.

| Key Management Measures

|                               |                                                                                                                                                                                                                                                                                    |
|-------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Enhancing Water Efficiency    | <ul style="list-style-type: none"><li>• Upgrading facilities and process infrastructure</li><li>• Introducing municipal water recycling facilities (reusing water from noodle production)</li><li>• Introducing industrial water recycling facilities (reusing RO water)</li></ul> |
| Water Conservation Activities | <ul style="list-style-type: none"><li>• Environmental cleanup activities near water sources</li><li>• Reducing river and soil pollution through wastewater management</li></ul>                                                                                                    |

| Water Consumption and Intensity

| Category          | Unit             | 2023    | 2024    | 2025    |
|-------------------|------------------|---------|---------|---------|
| Water consumption | tons             | 319,983 | 344,853 | 348,188 |
| Intensity         | tons/KRW million | 0.29    | 0.24    | 0.18    |

| Water Recycling Volume<sup>1)</sup>

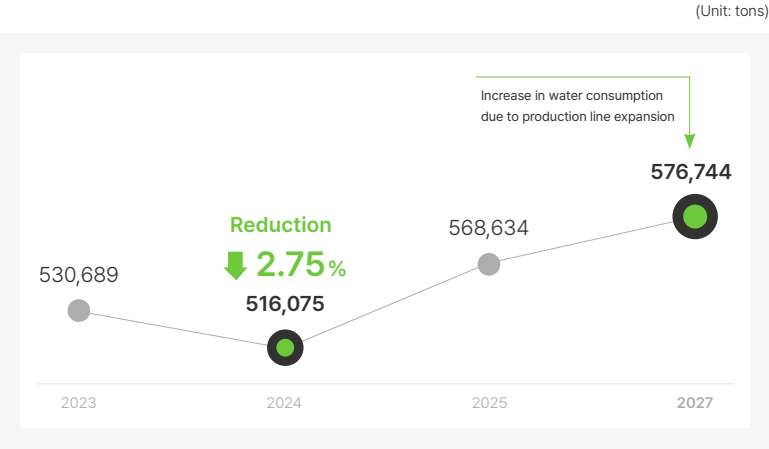
| Category                             | Unit | 2023  | 2024   | 2025   |
|--------------------------------------|------|-------|--------|--------|
| Reusing water from noodle production | tons | 2,161 | 23,927 | 23,885 |
| Reusing RO water                     | tons | 0     | 9,046  | 10,105 |
| Total                                | tons | 2,161 | 32,973 | 33,990 |

1) Calculated based on the water recycling facility introduced at the Wonju plant

Industrial Water Management

The Wonju Plant, which accounts for the highest share of water usage among all business sites, has established and operates an industrial water reduction roadmap for efficient water resource utilization. In 2025, industrial water consumption at the Wonju Plant temporarily increased to 568 thousand tons due to the expansion of production lines and higher boiler operation rates. In response, Samyang Foods aims to reduce industrial water consumption through facility and process improvements and water usage management. Going forward, the company plans to reflect the scale of facility expansion and production conditions in the industrial water reduction roadmap.

| Usage Status and Plans



Waste Management

Management Strategy

Samyang Foods has built a management system centered on recycling to cut waste and help move toward a circular economy. In accordance with the Act on Promotion of Transition to Circular Economy and Society, the company considers various recycling methods for organic waste generated across its sites and continues to adapt its circular economy activities to regulatory developments. In 2025, the company conducted waste separation and discharge training for employees centered on the Miryang Plant and carried out waste management activities such as separately discharging synthetic resins as recyclable waste. As a result, waste generation intensity across all sites fell by 44% from the previous year, surpassing the annual 5% reduction target. Samyang Foods also strengthened its sorting process for recyclable materials by classifying mixed synthetic resin waste into separate recyclable categories. Going forward, Samyang Foods will continue to expand the recycling of waste from its operations and steadily improve its resource-circulation performance through systematic management.

Expanding Waste Recycling

The total waste recycling rate reached 85.36% in 2025, representing a slight year-on-year decrease. The decline was mainly attributable to revised calculation criteria after certain process by-products were recognized as circular resources and excluded from waste figures. Samyang Foods keeps track of its waste discharge and continues to enhance waste management by identifying new opportunities for reuse and recycling. The company has changed its wastewater sludge treatment method from recycling it as earthworm feed to using it as feedstock for CNG production. It is also moving decomposition residues, soup sauce, sauce powder and food waste from incineration to biomethane-based energy recovery and recycling. The company is also taking steps to reduce incineration and increase recycling, while reviewing additional measures to support these efforts. It aims to further improve resource circulation based on the waste management system in place across all business sites.



Total Waste Recycling Rate

Approx. **85.36%**

| Waste Recycling by Type

| Waste Type                                | Recycled Output                                        |
|-------------------------------------------|--------------------------------------------------------|
| Waste synthetic resins                    | Cement kiln feedstock, plastic pallets, plastic pipes  |
| Wastewater sludge                         | Organic fertilizers, solid fuel products <sup>1)</sup> |
| Plant-based residues (decomposition cake) | Organic fertilizers, animal feed, solid fuel products  |
| Waste plastics                            | Recycled plastic chips (pipe materials)                |
| Waste metal cans                          | Steelmaking raw materials                              |
| Soup sauce and powder                     | Solid fuel products                                    |
| Intermediate-processed food waste         | Solid fuel products                                    |
| Waste paper                               | Recycled paper                                         |

1) Newly added recycling items in 2025

Recognition of Circular Resources

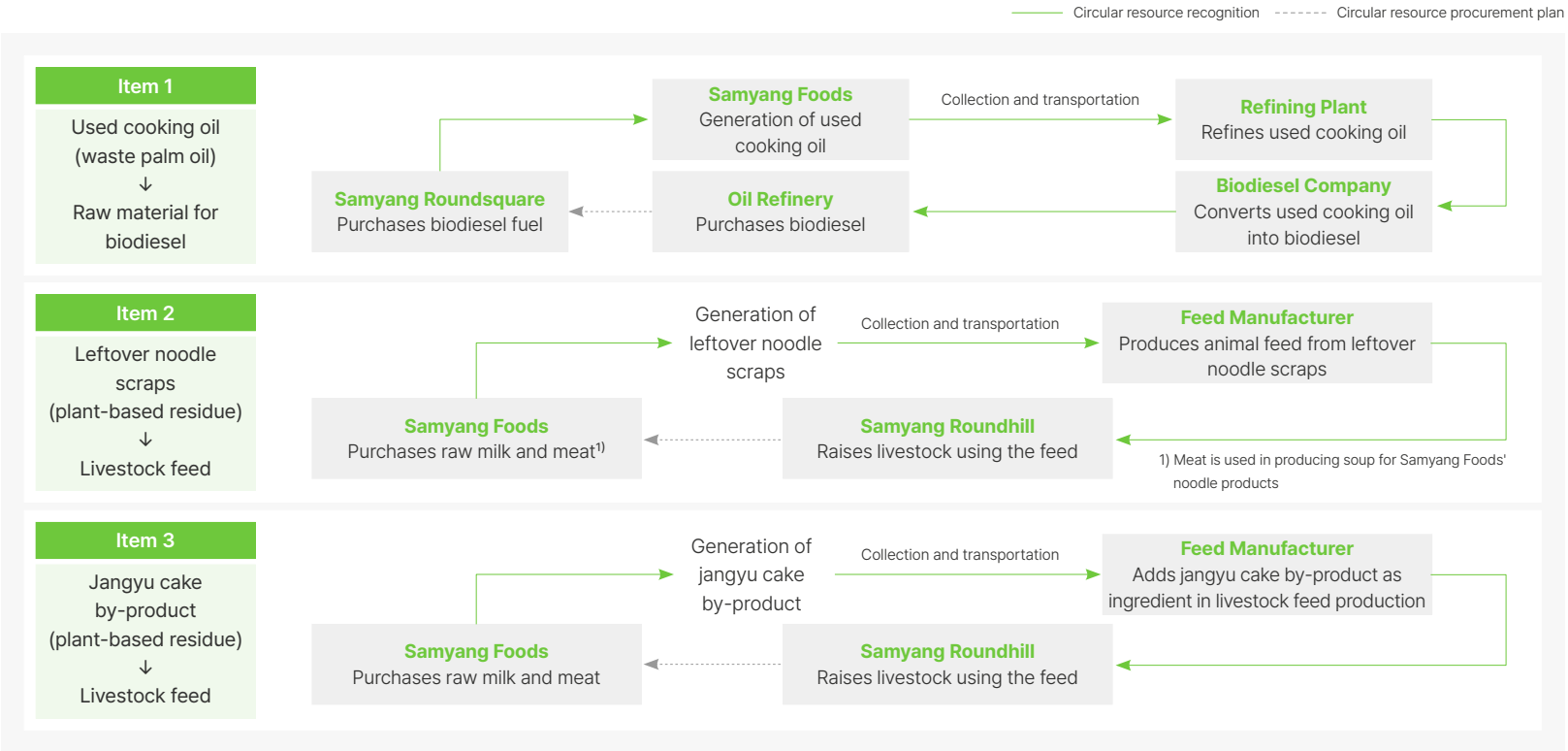
Samyang Foods participates in the Circular Resource Designation program to expand the recycling of waste resources generated in its processes. In late 2024, the company obtained Circular Resource Designation for used cooking oil and noodle scraps generated during the production of noodles and snacks, repurposing them as raw materials for biodiesel and livestock feed, respectively. In 2025, Samyang Foods further expanded its circular resource efforts by gaining recognition for 'jangyu cake,' a plant-derived byproduct from the Wonju Plant. With a target of achieving a 40% reduction in waste discharge by 2028 compared to 2023, the company plans to expand the scope of designated circular resource items, advance its site-specific resource circulation system, and continue its waste reduction activities.



Target for Waste Reduction through Circular Resources

Reduction by 2028  
from a 2023 baseline **↓40%**

| Circular Resource Process



• Scope of item 1 & 2: Wonju, Iksan, and Miryang Plants / Scope of item 3: Wonju Plant

| Business Site | Unit | Type of Circular Resources |                  |                        |
|---------------|------|----------------------------|------------------|------------------------|
|               |      | Leftover Noodle Scraps     | Used Cooking Oil | Jangyu Cake By-product |
| Wonju         | tons | 2,509.4                    | 1,078.1          | 82.7                   |
| Iksan         | tons | 1,291.6                    | 72.2             | -                      |
| Miryang       | tons | 6,411.5                    | 106.1            | -                      |



Circular Resource Certificates

Management of Biodiversity Impacts

Biodiversity Management System

As the importance of assessing corporate impacts on nature continues to rise, the TNFD — a global framework for disclosing and managing nature-related financial risks — is drawing increasing interest worldwide. Samyang Foods is building a biodiversity management system in accordance with TNFD recommendations, and has established a direction for identifying, evaluating, and managing nature-related impacts and dependencies based on the LEAP (Locate, Evaluate, Assess, Prepare) approach.

Natural Capital Risk Analysis

Samyang Foods uses the LEAP approach to assess its dependencies and impacts on natural capital, as well as to identify key nature-related issues and risks. The analysis covered major domestic sites, including the Myeongdong Office, Wolgok Office, Wonju Plant, Iksan Plant, and Miryang Plant. The scope was defined based on each site's operational characteristics and its level of interaction with natural capital. In particular, the characteristics of manufacturing facilities, which have a high level of interaction with natural capital through water use, raw material inputs, waste generation, and other activities, were taken into consideration. International operations were not included in the analysis, as they have comparatively low exposure to natural capital and face limitations in obtaining country-level data. Going forward, the company plans to gradually expand the scope of analysis by comprehensively considering business characteristics and data availability.

LEAP Analysis Process



Locate

In accordance with TNFD recommendations, Samyang Foods assessed whether its five domestic business sites are located in sensitive areas. The assessment showed that each site and its surrounding area met at least one TNFD sensitive location criterion, highlighting the importance of nature and biodiversity management across the company's operations.

5 Criteria for Sensitive Locations

|   |                                                     |                                                                                                                                                    |
|---|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Biodiversity-Important Areas                        | • Areas that play an important role in biodiversity (e.g., protected areas)                                                                        |
| 2 | Areas with High Ecosystem Integrity                 | • Areas essential for protecting natural capital and maintaining ecosystem services                                                                |
| 3 | Areas with Rapidly Declining Ecosystem Integrity    | • Areas where ecosystem service capacity and stability are rapidly deteriorating within a short period                                             |
| 4 | Areas with High Physical Water Risk                 | • Areas where risks such as water resource depletion and flooding have been identified                                                             |
| 5 | Areas Important for Provision of Ecosystem Services | • Areas where ecosystem services have a significant impact on indigenous peoples, local community livelihoods, and the realization of human rights |

Evaluate

Samyang Foods used ENCORE, an online tool recommended by the TNFD, to assess how its food manufacturing operations at five domestic sites depend on and affect ecosystem services. The assessment found that Samyang Foods has a high dependency on water-related ecosystem services, including water supply, water purification, and flow regulation. It also showed that noise and light pollution, water use, toxic pollutant releases, and waste discharge may have a moderate impact on nature. In particular, noise and light pollution were identified as key factors that can negatively impact biodiversity by affecting the habitats and behavior of species near business sites. Based on a comprehensive consideration of the ecosystem services and key impact factors on nature identified through the dependency and impact assessment, Samyang Foods selected water resources, pollutants and waste, and biodiversity as the key natural capital topics that require strategic management.

Assessment Framework for Major Dependencies and Impacts

| Datasets Used | Methodology                                                                                                                       |
|---------------|-----------------------------------------------------------------------------------------------------------------------------------|
| ENCORE        | <ul style="list-style-type: none"><li>Analysis timing: January 2026</li><li>Analysis scope: 25 dependencies, 13 impacts</li></ul> |

Key Natural Capital Topics

| Activity           | Dependencies |                          |                       | Impacts   |             |                  |               |
|--------------------|--------------|--------------------------|-----------------------|-----------|-------------|------------------|---------------|
|                    | Supply       | Regulation & Maintenance |                       |           |             |                  |               |
|                    | Water Supply | Water Purification       | Water Flow Regulation | Water Use | Solid Waste | Toxic Pollutants | Noise & Light |
| Food Manufacturing | High         | Very High                | High                  | Medium    | Medium      | Medium           | Medium        |

Water Resources

Waste & Pollution

Biodiversity

Assess

Water Resource Risk Assessment

Samyang Foods uses WRI's (World Resources Institute) Aqueduct Water Risk Atlas to analyze and manage water resource risks at each business site. The results showed that water resource risks at the Iksan Plant are relatively high compared to other sites. In these high-risk areas, climate change could lead to water shortages, creating operational risks such as limits on water intake and disruptions to production. This may result in product supply interruptions, higher production costs, and lower revenue. In response, Samyang Foods will ensure a stable water supply by regularly assessing water resource risks, including real-time monitoring of water use and supply status.

Biodiversity Risk Assessment

Samyang Foods analyzed the distribution of KBAs<sup>1)</sup>, PAs<sup>2)</sup>, and IUCN Red List<sup>3)</sup> species within a 5 km radius of each business site. The results identified 1 KBA near the Myeongdong Office and 2 PAs each near four sites, excluding the Iksan Plant. On the IUCN Red List, no CR (Critically Endangered) species were found, while EN (Endangered) species numbered 7 to 10 and VU (Vulnerable) species 16 to 18. As stakeholders such as local communities grow more interested in biodiversity, reputational risks may arise, potentially harming business operations through a weaker corporate image and reduced revenue. Samyang Foods plans to continuously monitor biodiversity-related risks and manage potential risks through species protection activities near its sites.

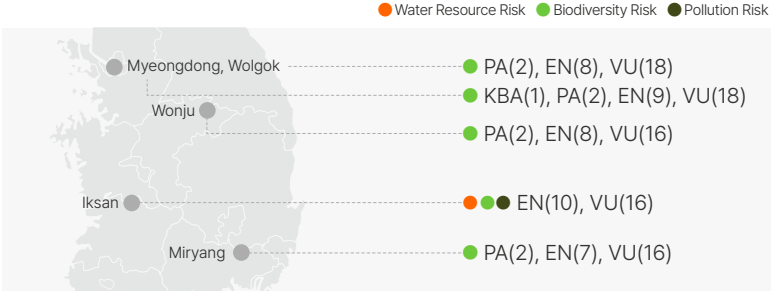
Pollution Risk Assessment

Samyang Foods assessed pollution risks using the WWF (World Wildlife Fund for Nature) Biodiversity Risk Filter, applying the pollutant-related S5\_4 (Pollution) indicator. The results showed the Iksan Plant has the highest pollution risk among all sites. If the company fails to meet pollution-related environmental requirements, it could face fines or, for major violations, administrative measures such as temporary shutdowns of business sites, causing financial losses.

Natural Capital Risk Assessment Framework

| Category                       | Datasets Used                                                                                                                          | Analytical Criteria                                                                                                                                                                                                                     |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Water Resource Risk Assessment | <ul style="list-style-type: none"><li>WRI Aqueduct Water Risk Atlas</li></ul>                                                          | <ul style="list-style-type: none"><li>Date: January 2026</li><li>Temporal scope: Baseline</li><li>Indicators: Total water risk, physical quantity risk, water stress, physical quality risk, regulatory and reputational risk</li></ul> |
| Biodiversity Risk Assessment   | <ul style="list-style-type: none"><li>World Database on Protected Areas</li><li>Key Biodiversity Areas</li><li>IUCN Red List</li></ul> | <ul style="list-style-type: none"><li>Date: January 2026</li><li>Scope of analysis: 5km radius from business sites</li><li>Scope of analysis: KBA, PA, IUCN Red List</li></ul>                                                          |
| Pollution Risk Assessment      | <ul style="list-style-type: none"><li>WWF Biodiversity Risk Filter</li></ul>                                                           | <ul style="list-style-type: none"><li>Date: January 2026</li><li>Indicators: WWF Biodiversity Filter 5. Pressures on Biodiversity S5_4Pollution</li></ul>                                                                               |

Risk Assessment Results



1) KBA (Key Biodiversity Areas): Areas identified by international standards as important from a biodiversity conservation perspective worldwide

2) PA (Protected Areas): Areas managed by countries or international organizations to protect the natural environment and ecosystems

3) IUCN Red List: International standards that assess the degree of extinction risk for all living species worldwide

- CR (Critically Endangered): A species in which the probability of extinction is extremely high in the wild even if conservation measures are not taken
- EN (Endangered): A species facing a high risk of extinction in the near future unless conservation measures are implemented
- VU (Vulnerable): A species that is at risk of extinction in the mid-to long-term and is experiencing a sustained decline

Prepare

Samyang Foods is taking steps to address risks associated with water resources, waste and pollution, and biodiversity, the priority areas identified through its natural capital assessment. In addition, the company is building a more structured approach to managing its impact on nature by reorganizing and further developing its key ongoing initiatives in line with the AR3T framework — Avoid, Reduce, Regenerate & Restore, and Transform — proposed by the Science Based Targets Network, or SBTN. Going forward, the company plans to continuously reduce nature-related impacts across all business operations and to gradually enhance the level of its natural capital management.

| Risk Improvement Activities

| AR3T                 | Water Resources                                                                  | Waste & Pollution                                                                                                       | Biodiversity                                                                             |
|----------------------|----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| Avoid                | Monitor water usage status                                                       | Monitor waste and pollutant discharge and improve recyclable resource management                                        | Use sustainable raw materials, including RSPO-certified palm oil and organic milk        |
| Reduce               | Expand water recycling facilities                                                | Operate pollution prevention facilities, expand recycling, and participate in the Circular Resource Designation Program | Conduct wildlife surveys and conservation activities near business sites                 |
| Regenerate & Restore | -                                                                                | -                                                                                                                       | Conserve forests at Samyang Roundhill, Asia's largest grassland ranch                    |
| Transform            | Upgrade facility and process infrastructure and enhance water management systems | Transition to a circular industrial structure                                                                           | Source sustainable raw materials, including RSPO-certified palm oil and organic raw milk |

Biodiversity Conservation and Protection Activities

To minimize the impact of its business site operations on local ecosystems and enhance the sustainability of the natural environment, Samyang Foods continuously monitors biodiversity near its business sites and expands its conservation activities. The company manages environmental impacts centered on endangered wildlife and ecologically sensitive areas near its business sites. At its Wonju Plant, Samyang Foods collaborated with Chiaksan National Park to support the conservation of endangered bats. As part of its nature-based pest control efforts, the company planted oak, cherry blossom, and snowbell trees to help restore local native vegetation. Through local environmental cleanup efforts, the Miryang Plant contributed to improving the surrounding ecosystem and protecting habitats. The Iksan Plant also participated in tree planting activities at Naejangsan National Park and joined initiatives aimed at ecosystem restoration and increasing green coverage. Going forward, the company plans to continue monitoring endangered wildlife around its business sites and expand biodiversity conservation efforts in partnership with local communities.

| Endangered Wildlife Near Business Sites

| Business Site | Endangered Wildlife |                                 |                                                                         |
|---------------|---------------------|---------------------------------|-------------------------------------------------------------------------|
|               | Total (species)     | Endangered Wildlife Class I     | Endangered Wildlife Class II                                            |
| Myeongdong    | -                   | -                               | -                                                                       |
| Wolgok        | -                   | -                               | -                                                                       |
| Wonju         | 13                  | Red Bat, Otter, Suwon Tree Frog | Siberian Ginseng, Big-headed gudgeon, and 8 other species <sup>1)</sup> |
| Iksan         | 5                   | Suwon Tree Frog                 | Gold-spotted Pond Frog, Prickly waterlily, Oriental waterfern, Ural Owl |
| Miryang       | 4                   | Otter, Spotted white nose loach | Long-billed Plover, Leptalina unicolor                                  |

1) Danyang Aster, Short-barbel gudgeon, Korean Bitterling, Lady's Slipper Orchid, Paradise Flycatcher, Korean Flying Squirrel, Han River Bitterling, Kentish Plover

| Key Activities

| Business Site | Details                                             | Species Involved                                                        | Location                          | Duration |
|---------------|-----------------------------------------------------|-------------------------------------------------------------------------|-----------------------------------|----------|
| Wonju         | Conservation activities for endangered wild bats    | Golden bat, Brown Long-eared Bat, Horseshoe Bat                         | Chiaksan National Park            | 16 hours |
|               | Removal of invasive species and wild plant planting | Korean Bellflower, Manchurian turk's-cap lily, False Lily of the Valley |                                   | 8 hours  |
| Miryang       | Environmental cleanup activities                    | -                                                                       | Orye-ri, Gamcheon-ri, Jeonsapo-ri | 4 hours  |
| Iksan         | Tree planting                                       | Maple trees                                                             | Naejangsan National Park          | 2 hours  |



Conservation activities for endangered wild bats



Environmental cleanup activities

# Climate Action

As climate change risks become more visible, the responsibilities and roles of companies are expanding accordingly. Samyang Foods has set the achievement of carbon neutrality (Net-Zero) by 2050 as its mid-to long-term goal, reflecting the demands of consumers, investors, and the international community, and has established and is implementing a phased action plan that includes GHG reduction and expansion of renewable energy use. In 2025, the company conducted climate scenario analysis based on TCFD recommendations to systematically identify business risks and opportunities arising from climate change, and measured Scope 3 GHG emissions, thereby enhancing its climate action capabilities.

## Governance

### Governance of Climate-Related Risks and Opportunities

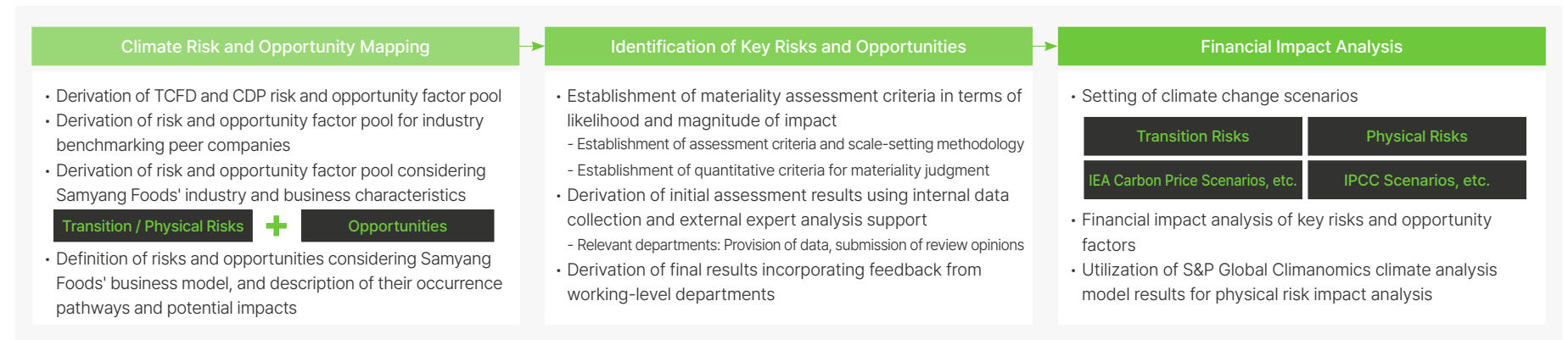
Samyang Foods manages climate-related risks and opportunities through its ESG Committee, which reports to the Board of Directors, the company's highest decision-making body. The Committee reviews climate action strategies, targets, major risks and opportunities, and the progress of response activities on a regular basis. It also oversees related policies and decisions to help ensure the company's climate strategy is implemented effectively. ESG functions across the company identify and evaluate climate-related risks and opportunities, put response initiatives in place, and regularly review implementation progress and results. Key climate issues and the outcomes of response activities are shared with senior management, who consider their business and financial impacts and decide on the company's response direction and priorities. Major climate-related developments and performance are then reported to the ESG Committee, which oversees the adequacy of response strategies, the effectiveness of the management framework, and progress against targets. In addition, the ESG Committee examines major climate action agenda items and guides the further development of sustainable management, ensuring alignment with the company's overall risk management system.

## Strategy

### Analysis of Climate-Related Risks and Opportunities

Samyang Foods applied the framework presented in the TCFD recommendations to examine relevant policies, market and industry conditions, and climate-related disclosure and rating standards both in Korea and internationally. This enabled the company to establish a list of potential climate-related risks and opportunities across the full value chain. The company also used industry benchmarking and external environment analysis to identify transition risks, physical risks, and business-specific opportunities aligned with its operating characteristics. The company then established materiality assessment criteria from the perspectives of likelihood and impact, and assessed the potential impacts of each risk and opportunity factor on current and future business activities through external expert consultation and internal review by relevant departments. Based on this, the company has selected and is prioritizing key risks and opportunities that may have significant impacts in the short-term (by 2025) and medium-term (by 2030). In addition, the company applied climate scenarios to analyze the potential impacts of key risk and opportunity factors on financial performance and financial condition, and based on the analysis results, is establishing climate action strategies and risk management directions.

### | Analysis Process



Identification Results of Key Risks and Opportunities

Samyang Foods conducted a comprehensive materiality assessment, taking into account both the likelihood of occurrence and the scale of potential impact. As a result, the company identified three key risks related to changes in regulations, market conditions, and stakeholder expectations, as well as one key opportunity driven by growth in the eco-friendly market. These factors were chosen based on their expected short- and medium-term impact on business operations and financial results. They were also assessed as issues that could have a material effect on business competitiveness, such as reduced revenue, rising costs, reputational risk, and changes in corporate value. Samyang Foods will prioritize the management of these risks and opportunities while continuously reviewing and enhancing its response measures.

| Risk and Opportunity Materiality Assessment<sup>1)</sup> Results

T Transition Risks P Physical Risks O Opportunities



| Category         | Type                | Risk Factors                                                                                                                                       | Materiality(Impact) |     |      |
|------------------|---------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|-----|------|
|                  |                     |                                                                                                                                                    | Short               | Mid | Long |
| Transition Risks | Policy / Regulation | T1 Carbon taxes or carbon surcharges incurred due to carbon pricing and trade barriers (carbon taxes, carbon border adjustments)                   | ●                   | ●   | ●    |
|                  |                     | T2 Increased carbon credit costs when emission allowances are exceeded due to tightening of the Emissions Trading Scheme                           | ●                   | ●   | ●    |
|                  |                     | T3 Increased costs or fines for responding to climate-related disclosure regulations and information disclosure requirements                       | ●                   | ●   | ●    |
|                  |                     | T4 Revenue opportunity losses and cost increases due to product packaging regulations                                                              | ●                   | ●   | ●    |
|                  |                     | T5 Legal sanctions, reputational damage, and cost incurrence due to stakeholder litigation related to climate change and greenwashing              | ●                   | ●   | ●    |
|                  | Technology          | T6 Increased electricity costs due to tightening of GHG reduction and renewable energy expansion policies                                          | ●                   | ●   | ●    |
|                  |                     | T7 Revenue losses from declining market share due to the emergence of low-carbon alternatives to existing products and services                    | ●                   | ●   | ●    |
|                  |                     | T8 Cost incurred from the need to change production processes and operational procedures for low-carbon technology transition                      | ●                   | ●   | ●    |
|                  | Market              | T9 Revenue opportunity losses from declining market share due to failure to respond to growing demand for low-carbon products                      | ●                   | ●   | ●    |
|                  |                     | T10 Increased raw material procurement costs and manufacturing costs                                                                               | ●                   | ●   | ●    |
|                  | Reputation          | T11 Corporate value deterioration from products or businesses being stigmatized as high-carbon, anti-environmental, or environmentally destructive | ●                   | ●   | ●    |
|                  |                     | T12 Business disruption (revenue opportunity losses) and asset losses due to river flooding                                                        | ●                   | ●   | ●    |
| Physical Risks   | Acute               | P1 Increased manufacturing costs due to flood-related site flooding and operational disruptions                                                    | ●                   | ●   | ●    |
|                  |                     | P2 Increased costs from production and supply chain disruptions due to heavy rain                                                                  | ●                   | ●   | ●    |
|                  |                     | P3 Increased manufacturing costs due to production and logistics disruptions from typhoons of increased frequency and intensity                    | ●                   | ●   | ●    |
|                  |                     | P4 Increased losses due to landslide-related accessibility and operational disruptions                                                             | ●                   | ●   | ●    |
|                  | Chronic             | P5 Increased costs due to business site flooding and logistics disruptions from coastal flooding caused by rising sea levels                       | ●                   | ●   | ●    |
|                  |                     | P6 Increased manufacturing costs due to supply chain disruptions and operational disruptions caused by wildfires                                   | ●                   | ●   | ●    |
|                  |                     | P7 Increased water costs and manufacturing costs due to disruptions in water and raw material supply from worsening droughts                       | ●                   | ●   | ●    |
|                  |                     | P8 Financial losses from operational disruptions or increased water costs due to worsening water shortages                                         | ●                   | ●   | ●    |
|                  |                     | P9 Revenue losses, increased labor costs, and increased cooling costs from decreased productivity due to heatwaves                                 | ●                   | ●   | ●    |

● Very Low ● Low ● Medium ● High ● Very High

| Category      | Type                | Opportunity Factors                                                                                                                                                             | Materiality(Impact) |     |      |
|---------------|---------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|-----|------|
|               |                     |                                                                                                                                                                                 | Short               | Mid | Long |
| Opportunities | Resource Efficiency | O1 Cost savings from adopting energy-efficient transportation means                                                                                                             | ●                   | ●   | ●    |
|               |                     | O2 Cost savings from reducing GHG emissions and discharge through optimization of production processes and logistics systems                                                    | ●                   | ●   | ●    |
|               |                     | O3 Cost savings from reducing raw material usage and reducing waste treatment costs through the recycling of materials and waste used at business sites                         | ●                   | ●   | ●    |
|               |                     | O4 Energy cost savings from designing energy-efficient buildings (offices, research institutes, etc.) and relocating to such buildings                                          | ●                   | ●   | ●    |
|               |                     | O5 Cost savings on water usage through the development of efficient water resource management systems                                                                           | ●                   | ●   | ●    |
|               | Energy Sources      | O6 Cost savings through the use of low-carbon or renewable energy electricity                                                                                                   | ●                   | ●   | ●    |
|               |                     | O7 Cost savings by utilizing incentives from government energy-related policy support                                                                                           | ●                   | ●   | ●    |
|               |                     | O8 Revenue generation through the sale of surplus emission credits from GHG reduction activities in carbon markets                                                              | ●                   | ●   | ●    |
|               | Products / Services | O9 Securing energy supply stability through the use of distributed energy (wind, solar, fuel cells, etc.) generation                                                            | ●                   | ●   | ●    |
|               |                     | O10 Revenue generation through the development and sale of low-carbon products and services                                                                                     | ●                   | ●   | ●    |
|               |                     | O11 Revenue generation from the sale of products and services to maintain business continuity after climate-related risk events or from a climate change adaptation perspective | ●                   | ●   | ●    |
|               | Market              | O12 Revenue generation through securing stable demand in the market by utilizing government and public institution incentives for low-carbon businesses                         | ●                   | ●   | ●    |
|               |                     | O13 Cost savings on financing through the utilization of sustainable green finance products                                                                                     | ●                   | ●   | ●    |
|               | Resilience          | O14 GHG emissions reduction and raw material supply stabilization through substitution or diversification toward low-carbon options                                             | ●                   | ●   | ●    |

Response Strategies for Key Risks and Opportunities

Samyang Foods is advancing strategies and detailed action initiatives to respond to climate-related key risks and opportunities. To minimize carbon credit purchase costs arising from increased energy consumption due to business expansion and exceeding emission limits, the company is implementing phased action initiatives — including the transition to renewable energy such as bio and solar energy and upgrading to high-efficiency equipment — in line with its 2050 carbon neutrality roadmap. In addition, to respond to plastic packaging regulations such as the PPWR set to take effect in the EU, the company is advancing the expansion of recycled material applications and product lightweighting, and is working to secure GHG data across its supply chain through the calculation of Scope 3 GHG emissions and the establishment of a product-level carbon footprint management system. Furthermore, the company is expanding its low-carbon and plant-based protein-based product portfolio, and is delivering new value to consumers through the acquisition of carbon footprint certification.

Monitoring of Climate-Related Risks and Opportunities

Senior management and the Board of Directors establish the framework for effective management by guiding strategy development, approving targets, and monitoring execution results. Working-level departments implement detailed initiatives and utilize key indicators to review the level of risks and opportunities. These response systems are expected to contribute to securing business continuity and achieving sustainable growth across diverse scenario situations.

| Response to Key Climate-Related Risks and Opportunities

 Transition Risks  Opportunities (As of 2025)

| Key Risk-Opportunity |                                                                                                                                    | Business Impact                                                                                                                                                                                                                                                                                                              | Financial impact                                                                                                                       | Response Direction                                                                                                                                                                                                                                                                                                                                                                                                                         | Key Outcomes                                                                                                                                                                                                                                                                                                                                                                              |
|----------------------|------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| T2                   | Increased carbon credit costs due to tightening of the Emissions Trading Scheme                                                    | Carbon price increases are expected after 2030 due to tightening of domestic and international carbon emission regulations, and it is projected that carbon credit purchase burdens will increase as a result                                                                                                                | Increased carbon costs from purchasing additional carbon credits                                                                       | <ul style="list-style-type: none"><li>• Reduce emissions by approximately 20% from 2023 levels by 2030, and achieve carbon neutrality by 2050</li><li>• Develop a mid- to long-term strategy to lower energy and carbon credit costs, focusing on energy efficiency improvements and a shift to renewable electricity</li></ul>                                                                                                            | <ul style="list-style-type: none"><li>• Expected annual GHG emissions reduction of approx. 50.5% from the transition of Wonju Plant LNG boilers to biomass-dedicated boilers in March 2025</li><li>• Gradual expansion of renewable energy electricity use and PPA contract share</li></ul>                                                                                               |
| T4                   | Revenue opportunity losses and cost increases due to product packaging regulations                                                 | As plastic packaging regulations tighten, requirements for packaging recyclability and reduction of plastic waste generation are expected to expand, and if legal requirements are not met, operational risks from product recalls, market sales restrictions, etc. are projected to increase                                | Fines from regulatory non-compliance and revenue losses from sales restrictions                                                        | <ul style="list-style-type: none"><li>• Promote 3R-based packaging circularity initiatives and efforts to reduce environmental impact</li><li>• Establish a mid- to long-term strategic roadmap based on the urgency of required actions</li><li>• Advance Scope 3 GHG reduction efforts in line with plastic packaging reduction requirements</li><li>• Strengthen the measurement and management of key performance indicators</li></ul> | <ul style="list-style-type: none"><li>• Application of green-certified packaging to 32 domestic products</li><li>• Application of eco-friendly packaging renewal to 7 products</li><li>• Reduction of approx. 3.3 tons of plastic usage and approx. 7.8 tons of CO<sub>2</sub> emissions through eco-friendly packaging renewal</li></ul>                                                 |
| T5                   | Legal sanctions, reputational damage, and cost incurrence due to stakeholder litigation related to climate change and greenwashing | As stakeholder interest in and regulation of climate change and greenwashing increases, the scope of corporate responsibility to verify/demonstrate environmental performance is expected to expand with projections of increased litigation and reputational risks and growing stakeholder demands for active GHG reduction | Revenue decline and litigation-related costs including legal counsel fees from reputational damage and customer and consumer attrition | <ul style="list-style-type: none"><li>• Strengthen the measurement of product-level carbon reduction contributions and enhance external communication</li><li>• Build a foundation for assessing the environmental impact of raw materials during the product planning stage</li><li>• Expand the plant-based protein product portfolio and reinforce related marketing efforts</li></ul>                                                  | <ul style="list-style-type: none"><li>• Acquisition and continuous renewal of Environmental Product Declarations (EPD) for 3 products (Buldak Ramen, Samyang Ramen, Buldak Sauce)</li><li>• Acquisition of Low-Carbon Product Certification for 1 product (Pop Corn Snack)</li><li>• Acquisition of UK Carbon Trust certification for Buldak Ramen Original single-pack product</li></ul> |
| O10                  | Revenue generation through the development and sale of low-carbon products and services                                            | Demand for eco-friendly and health foods is expected to expand due to intensifying climate change and value consumption trends, with projections of plant-based protein market growth and strengthened competitiveness for low-carbon certified products leading to consumer acquisition-based growth opportunities          | Revenue growth from expanded low-carbon product and service sales through eco-friendly demand response                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                           |

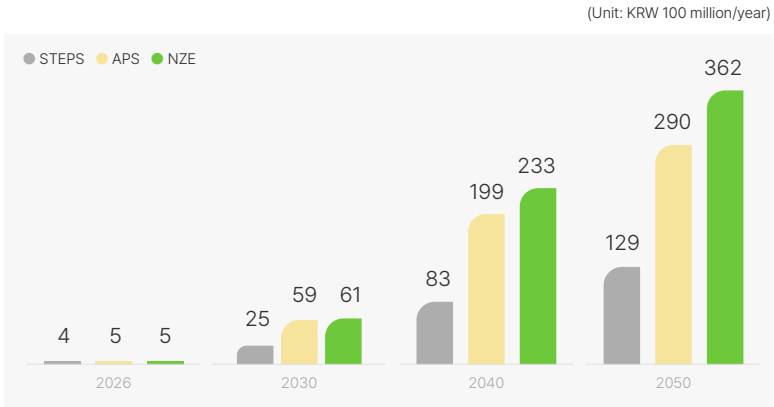
Transition Risk Scenario Analysis

Samyang Foods analyzed transition risks based on the carbon pricing scenarios outlined by the International Energy Agency, or IEA. This analysis applied the IEA's STEPS (Stated Policies Scenario), APS (Announced Pledges Scenario), and NZE (Net Zero Emissions by 2050 Scenario) scenarios to project the scale of future carbon credit purchase cost burdens.

Results and Response Direction

The analysis results showed that if GHG reduction measures are not implemented, carbon credit purchase costs would increase to approximately KRW 2.5 billion under the STEPS scenario, approximately KRW 5.9 billion under the APS scenario, and up to approximately KRW 6.1 billion under the NZE scenario by 2030. In addition, by 2050, costs are projected to rise from KRW 12.9 billion (STEPS) to a maximum of KRW 36.2 billion (NZE), indicating that the financial burden on the company increases significantly as carbon neutrality policies are tightened. This suggests that if effective GHG reduction measures are not taken, there is a high likelihood that this will translate into a significant financial burden for the company. To address this, Samyang Foods aims to reduce its reliance on carbon credit purchases and systematically control related financial risks by carrying out GHG reduction initiatives such as energy efficiency upgrades and expanded renewable energy use.

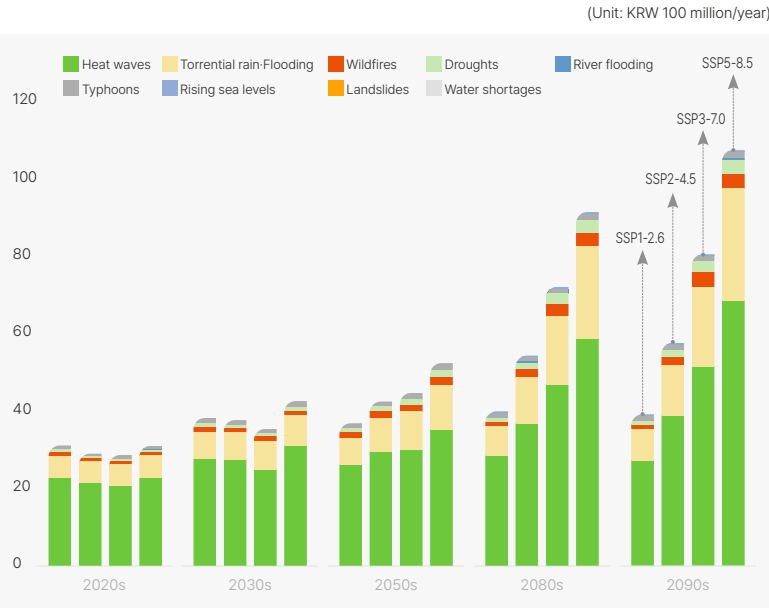
| Expected Costs of Purchasing Carbon Credits



Physical Risk Scenario Analysis

For the physical risk analysis, four SSP (Shared Socioeconomic Pathways) scenarios were applied, with primary focus on the SSP1-2.6 (1.8°C increase) and SSP5-8.5 (4.4°C increase) scenarios, which reflect the latest climate policy directions and recommendations from international organizations. Detailed physical risk assessments were conducted using S&P Global's Climonomics tool, based on climate risk projection data, socioeconomic variables, and econometric models. The analysis covered 10 domestic and overseas business sites, including manufacturing plants<sup>1)</sup>, and considered nine climate hazards: heatwaves, torrential rain and flooding, wildfires, droughts, river overflow, typhoons, sea level rise, landslides, and water shortages. The impact of each hazard was analyzed in 10-year intervals through 2100, with financial impacts assessed based on loss amounts and loss rates relative to asset book value.

| Projected Financial Impact by Physical Risk Factor through the 2090s

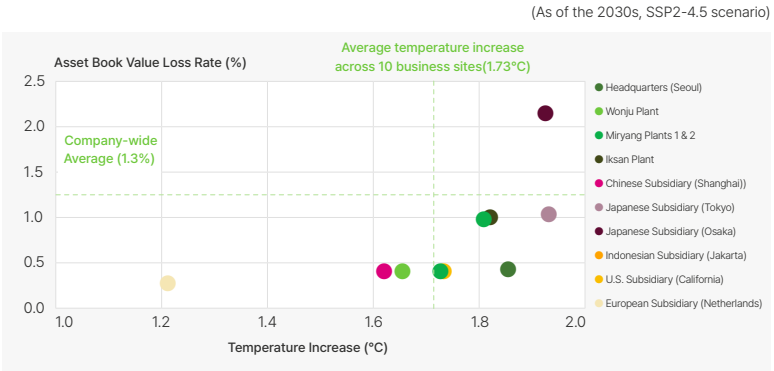


1) Headquarters, Wonju Plant, Miryang Plants 1 & 2, Iksan Plant, Chinese Subsidiary, Japanese Subsidiary(Tokyo, Osaka), Indonesia Subsidiary, U.S. Subsidiary, European Subsidiary

Results and Response Direction

The analysis results identified heatwaves as a key risk with a relatively high potential impact on major business sites among the climate risk factors. In particular, rising temperature levels at the Headquarters and Wonju, Miryang, and Iksan Plants are expected to be relatively high, and the frequency and intensity of heatwaves are projected to continue increasing in the mid- to long-term. However, the overall financial impact level of heatwaves is assessed to be within a limited range. In more detailed terms, HVAC infrastructure performance degradation is a key risk factor for asset value impacts, with the analysis indicating that some productivity decline and increased cooling costs may also be incurred. Samyang Foods, taking into account the fact that the key impacts of heatwave risks are concentrated on HVAC infrastructure and increased energy use, is setting energy efficiency improvements and operational optimization centered on HVAC systems as its primary response direction. Through this, the company plans to efficiently manage energy use, mitigate mid- to long-term energy cost burdens, and contribute to achieving GHG reduction targets. In addition, the company plans to utilize climate projections and weather data from specialized institutions to strengthen the monitoring system for climate risks at each business site and to continuously advance the proactive response framework for extreme weather events.

| Projected Asset Value Loss by Business Site Due to Temperature Increases



Risk Management

Climate Change Risk Management System

Samyang Foods manages climate-related risks and opportunities as part of its enterprise-wide risk management. The company reviews policy, market and industry environment changes, and global climate-related initiative trends to identify climate-related risk and opportunity factors, and evaluates their materiality based on their likelihood of occurrence and their impacts on business and financial performance. Identified risk and opportunity factors are analyzed for their potential impacts on business operations and financial performance through reviews by internal relevant departments and consultation with external experts, and priority management targets and key initiatives are selected based on materiality assessment results. In addition, the company utilizes climate scenario analysis to review financial impacts from a mid- to long-term perspective, and incorporates the results into the development of response strategies. For selected key risk and opportunity factors, responsible departments establish and implement action plans, and regularly monitor progress and performance to identify improvement initiatives. The company also reports the relevant outcomes to senior management and the ESG Committee, allowing them to assess whether response measures are appropriate and whether the management system is operating effectively. Through this framework, Samyang Foods seeks to reduce potential climate-related risks while identifying new opportunities that can support long-term sustainable growth.

| Risk Management Process



Metrics & Targets

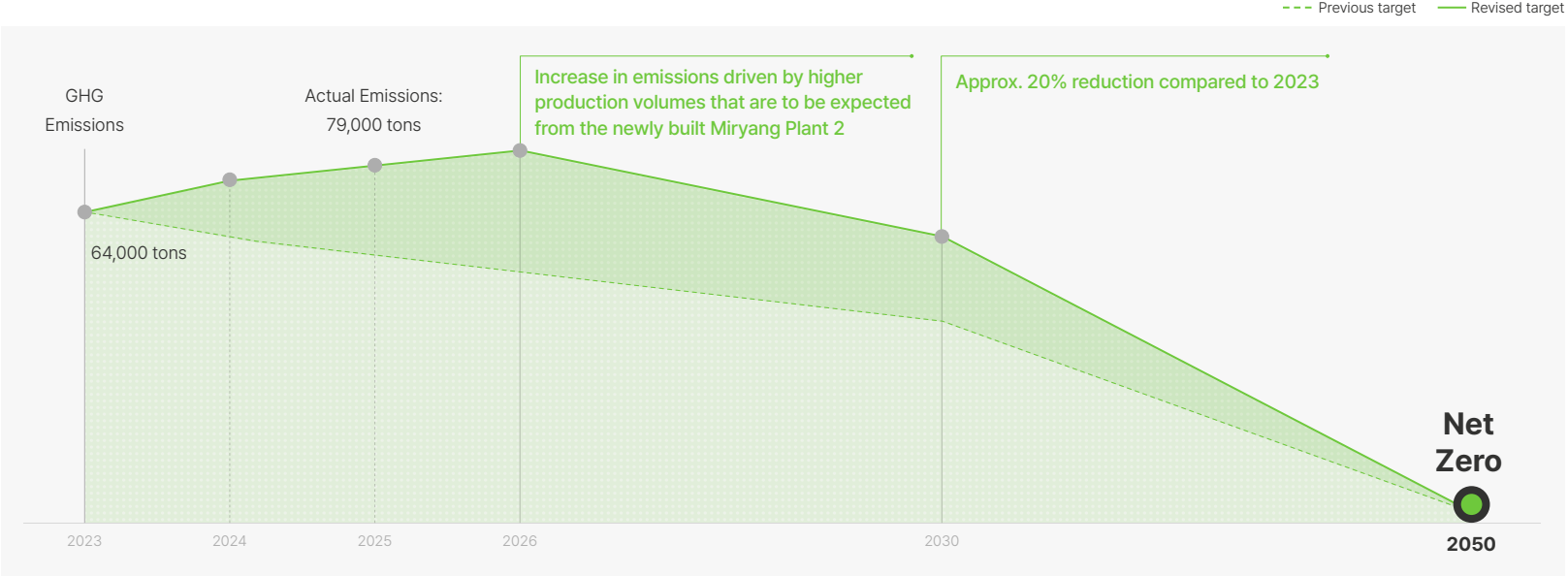
2050 Carbon Neutrality Roadmap

In 2023, Samyang Foods introduced its 2050 Carbon Neutrality Strategy to support global climate action, along with mid- to long-term greenhouse gas reduction goals and detailed implementation plans. At the same time, the company’s production scale has grown due to recent expansion projects, including Miryang Plant 2, which is expected to result in an increase in greenhouse gas emissions. To address these changes, Samyang Foods revised its domestic roadmap to better reflect its evolving business conditions and production structure. The company has established mid- to long-term goals to reduce greenhouse gas emissions by 20% compared with 2023 levels by 2030 and to reach carbon neutrality by 2050. It has also developed a detailed 4M strategy to support structured implementation. As part of these efforts, Samyang Foods is introducing high-efficiency, eco-friendly equipment, expanding renewable energy use, including solar power, and switching from internal combustion forklifts to electric forklifts at its production sites to lower emissions in both logistics and production. The company plans to expand the roadmap to cover future growth initiatives, including the construction of a plant in China, and will develop a carbon neutrality roadmap in line with SBTi standards at a later stage. Moving forward, Samyang Foods will manage greenhouse gas emissions and energy use through quantitative monitoring, assess progress against its reduction targets, and continue building a more sustainable, low-carbon manufacturing system.

| Strategies for 2050 Carbon Neutrality (4M)

|                  |                                                                                 |
|------------------|---------------------------------------------------------------------------------|
| Material         | • Introduction of eco-friendly packaging                                        |
| Management       | • Process efficiency enhancement<br>• Introduction of monitoring systems        |
| Machine          | • Adoption of new and renewable energy<br>• Establishment of a circular economy |
| Mobile Logistics | • Introduction of eco-friendly transportation                                   |

| Roadmap to Achieve 2050 Carbon Neutrality



| Action Plans for 2050 Carbon Neutrality

| ~2030                                                                                                                                                                                                                        | ~2040                                                                                                                                                                                                                                                                                                                                                                                          | ~2050                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• Expansion of eco-friendly facility investment for energy efficiency improvements</li><li>• Introduction of eco-friendly vehicles</li><li>• Pursuit of renewable energy use</li></ul> | <ul style="list-style-type: none"><li>• GHG reduction centered on renewable energy electricity PPA</li><li>• Expansion of renewable energy generation</li><li>• Construction of integrated EnMS<sup>1)</sup></li><li>• Transition to hydrogen-based fuels (adoption of waste heat from hydrogen fuel cell power plant)</li><li>• Continued pursuit of energy efficiency improvements</li></ul> | <ul style="list-style-type: none"><li>• Continued expansion of renewable energy electricity PPA share</li><li>• Introduction of CCUS (Carbon Capture, Utilization, and Storage)</li><li>• Construction of hydrogen- and electricity-based eco-friendly facilities</li><li>• Expansion of new and renewable energy</li><li>• Adoption of future innovative technologies (green hydrogen, etc.)</li><li>• Purchase of Green Premium</li></ul> |

1) Energy Management System

GHG and Energy Management

Management Strategies

All production sites of Samyang Foods set a target to reduce GHG emissions and energy consumption intensity by 5% year-on-year in 2025, pursuing GHG reduction centered on adopting emissions reduction facilities and improving process efficiency. Each site identified reduction tasks based on its energy use structure and process characteristics, implementing them in phases to achieve tangible reduction results. In particular, the Wonju Plant introduced three wood pellet boilers to replace fossil fuel use, and improved energy efficiency and reduced GHG emissions through building a smart eco-factory, upgrading production facilities, and enhancing operational efficiency. These efforts brought 2025 GHG emissions intensity down to 0.042 tCO<sub>2</sub>eq per KRW million, a 17.6% year-on-year reduction that exceeded the target. Energy consumption intensity also fell by 9.5% from the previous year, reflecting the company's regular monitoring and management efforts. Going forward, the company aims to reinforce its GHG and energy management capabilities through continued facility improvements and greater energy efficiency.

Adoption of Renewable Energy

Samyang Foods continues to reduce GHG emissions and transition its energy structure by adopting renewable energy at its sites. Miryang Plant 1, established in 2022, operates BIPV (Building Integrated Photovoltaics) facilities, which generated 309.456 MWh of electricity as of 2025. In 2025, a 750 kW rooftop solar power system (On-site PPA) was also integrated across Miryang Plants 1 and 2, generating 725,775 kWh as of 2025. Renewable Energy Usage Certificates for this electricity were issued by the Korea Energy Agency. The total renewable energy secured through the On-site PPA rooftop solar system and BIPV facilities amounted to 3.7 TJ<sup>1)</sup>. Samyang Foods also continues to participate in K-RE100, organized by the Ministry of Trade, Industry and Energy, and plans to gradually expand its renewable energy transition by reviewing the additional adoption of solar facilities suited to each site's characteristics.

1) Due to the system structure, the solar power generation amount in 2025 Samyang Foods GHG Emissions and Energy Consumption Statement was calculated by applying KEPCO's electricity heat value factor (9.6 MJ/kWh). The figures presented herein were recalculated by applying the renewable energy heat value factor (3.6 MJ/kWh), and therefore differ from those in the Statement.

| Energy Consumption and Intensity<sup>1)</sup>

| Category                 | Unit           | 2023    | 2024    | 2025    |
|--------------------------|----------------|---------|---------|---------|
| Total energy consumption | TJ             | 1,373   | 1,498   | 1,795   |
| Intensity                | TJ/KRW million | 0.00125 | 0.00105 | 0.00094 |

1) Based on the 2025 Samyang Foods GHG Emissions and Energy Consumption Statement

| GHG Emissions and Intensity

| Category                | Unit                            | 2023   | 2024   | 2025   |
|-------------------------|---------------------------------|--------|--------|--------|
| Scope 1+2 <sup>1)</sup> | tCO <sub>2</sub> eq             | 64,173 | 72,404 | 79,637 |
| Scope 1                 | tCO <sub>2</sub> eq             | 44,599 | 50,853 | 51,373 |
| Scope 2                 | tCO <sub>2</sub> eq             | 19,577 | 21,555 | 28,266 |
| Intensity               | tCO <sub>2</sub> eq/KRW million | 0.058  | 0.051  | 0.042  |

1) Discrepancies in the total emissions (Scope 1+2) may occur due to truncation to integers at the business site level.

Greenhouse Gas Emissions and Energy Use Reduction Initiatives

Samyang Foods systematically pursues GHG emissions and energy use reduction at each business site. As of 2025, total energy consumption is 1,795 TJ, of which energy consumption from fuel use was confirmed at 1,205 TJ. As a key GHG reduction activity, the company is replacing fossil fuel use through the full-scale operation of 3 wood pellet boilers introduced at the Wonju Plant, achieving an annual GHG reduction effect of approximately 16,162 tCO<sub>2</sub>eq. In addition, at the Miryang Plant, the company expanded its use of renewable energy by introducing a 750 kW rooftop solar power generation system integrated across Plants 1 and 2. All business sites — Wonju, Iksan, and Miryang — continue to pursue energy efficiency improvement activities, and are enhancing energy use efficiency by recovering and reusing waste heat steam generated within processes.

| Key Activities by Business Site

| (Unit: tCO <sub>2</sub> eq) |                             |                                                           |               |
|-----------------------------|-----------------------------|-----------------------------------------------------------|---------------|
| Business Site               | Activity Category           | Details                                                   | GHG Reduction |
| Wonju                       | Reduction Facilities        | Installation of wood pellet boilers                       | 16,162        |
|                             | Facility Efficiency         | Steam compressor operation efficiency improvement         | 162.67        |
|                             | Facility Efficiency         | Once-through boiler operation efficiency improvement      | 1,790         |
|                             | Waste Heat Recovery         | Waste steam recovery and utilization                      | 1,297.21      |
|                             | Condensate Recovery         | Installation of Ogden pump                                | 11.04         |
| Iksan                       | Reduction Facilities        | Installation of power factor correction capacitors        | 19.01         |
|                             | Waste Heat Recovery         | Blowdown waste heat recovery and utilization              | 81.1          |
| Miryang                     | Renewable Energy Generation | Building-Integrated Photovoltaics (BIPV) Power Generation | 142.17        |
|                             | Renewable Energy Generation | Rooftop Solar (On-site PPA) Power Generation              | 333.43        |
|                             | Cooling Efficiency          | Installation of outdoor unit cooling fog system           | 22.31         |
|                             | Cooling Efficiency          | Installation of sun shading for air handler outdoor units | 21.57         |

Scope 3 GHG Emissions Calculation

In 2025, Samyang Foods calculated its Scope 3 indirect emissions across the full value chain for the first time, in addition to the Scope 1 and Scope 2 emissions it had already been managing. This established a basis for quantitatively assessing the company's broader environmental impact, including emissions from its supply chain. Scope 3 emissions were calculated for 9 of the 15 categories defined by the GHG Protocol that were applicable to the company, with total emissions confirmed at 855,540 tCO<sub>2</sub>eq.

| Scope 3 GHG Emissions

Scope 3 emissions were calculated in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard, taking into account business characteristics, data collection feasibility, and materiality.

| (Unit: tCO <sub>2</sub> eq)                                        |                                                                                                  |                                                                                                                                                                                                                                                                    |                         |
|--------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| Category                                                           | Calculation Scope                                                                                | Calculation Method                                                                                                                                                                                                                                                 | Emissions <sup>1)</sup> |
| 1 Purchased Goods and Services                                     | Major raw materials, packaging, and other purchased items                                        | For certain items where activity data could not be collected in physical units, emissions were calculated using spend-based emission factors                                                                                                                       | 630,586                 |
| 2 Capital Goods                                                    | Tangible and intangible assets acquired during the reporting period                              | Calculated based on expenditure amount as detailed emission information by asset is not disclosed                                                                                                                                                                  | 112,256                 |
| 3 Fuel- and Energy-Related Activities Not Included in Scope 1 or 2 | Upstream emissions from fuel extraction, refining, transportation and power generation processes | National DB emission factors applied                                                                                                                                                                                                                               | 18,317                  |
| 4 Upstream Transportation and Distribution                         | Sea, air, and domestic land transportation of major raw materials                                | Where route-specific transport data is unavailable, calculations are based on annual average transport distances, major delivery conditions, and representative port emission factors. Higher emission factors are used for refrigerated and frozen transportation | 64,747                  |
| 5 Waste Generated in Operations                                    | Domestic business site waste treatment                                                           | Emission factors applied instead of waste treatment company actual values                                                                                                                                                                                          | 2,868                   |
| 6 Business Travel                                                  | Domestic and overseas business travel                                                            | Distances traveled to airports are excluded from calculation                                                                                                                                                                                                       | 912                     |
| 7 Employee Commuting                                               | All domestic employees' commuting                                                                | Estimated using transportation mode share statistics by commuting means                                                                                                                                                                                            | 955                     |
| 9 Downstream Transportation and Distribution                       | Transportation from manufacturing sites to customers or to final delivery                        | Some transport segments within countries of sale are excluded due to data collection limitations                                                                                                                                                                   | 5,543                   |
| 12 End-of-life Treatment of Sold Products                          | Disposal of packaging materials used in sold products                                            | Disposal route data estimated using national statistics and related data for domestic and export products respectively                                                                                                                                             | 19,357                  |
| Total emissions                                                    |                                                                                                  |                                                                                                                                                                                                                                                                    | 855,540                 |

1) Discrepancies in the total figure may occur due to truncation to integers at the category level.

- Category 8 (upstream leased assets), Category 10 (processing of sold products), Category 13 (downstream leased assets), Category 14 (franchises) are excluded from calculation as there are no related emissions during the reporting period.
- Category 11 (use of sold products) is excluded from calculation as the reliability of direct GHG emissions calculation during the product use stage for food products is low and GHG Protocol standard exclusion is applicable.
- Category 15 (investments) is excluded from calculation as there are limitations in securing investment-related data.

Life Cycle Assessment Activities

As requirements for reducing the environmental impact of products are strengthened, Samyang Foods conducts LCA (Life Cycle Assessment) activities for its major products. LCA is an activity that quantitatively assesses environmental impacts occurring across the entire product life cycle, from raw material procurement through production, distribution, and disposal. Since 2021, Samyang Foods has obtained and continuously renewed Environmental Product Declarations (EPDs) for 4 flagship products with high sales volume: Buldak Ramen, Samyang Ramen, Buldak Sauce, and Pop Corn Snack. Of these, all except Buldak Sauce have additionally obtained Low-Carbon Product Certifications, and the Buldak Ramen Original single-pack product has obtained certification from the UK Carbon Trust. Meanwhile, the Low-Carbon Product Certification for Pop Corn Snack expired in February 2026, and the company completed the EPDs renewal in the first half of the year. Samyang Foods will continue to expand the scope of LCA assessments while renewing certifications for existing products.

| Environmental Product Declarations

| (As of 2025)           |                                       |                           |                            |                                    |                                      |                                                       |                                      |
|------------------------|---------------------------------------|---------------------------|----------------------------|------------------------------------|--------------------------------------|-------------------------------------------------------|--------------------------------------|
| Category               | Carbon Footprint (g CO <sub>2</sub> ) | Resource Footprint (g Sb) | Ozone Depletion (g CFC-11) | Acidification (g SO <sub>2</sub> ) | Eutrophication (g PO <sub>43</sub> ) | Photochemical Smog (g C <sub>2</sub> H <sub>4</sub> ) | Water Footprint (L H <sub>2</sub> O) |
| Buldak Ramen Original  | 183                                   | 1.04                      | 0.0195                     | 1.19                               | 1.37                                 | 0.173                                                 | 45.9                                 |
| Samyang Ramen Original | 173                                   | 0.92                      | 0.0139                     | 1.3                                | 1.87                                 | 0.184                                                 | 32.8                                 |
| Buldak Sauce           | 332                                   | 5.77                      | 0.0236                     | 3.58                               | 2.41                                 | 1.56                                                  | 196                                  |

| Environmental Product Declarations & Low-Carbon Certifications

| (As of 2025)   |                                       |                           |                            |                                    |                                      |                                                       |                                      |
|----------------|---------------------------------------|---------------------------|----------------------------|------------------------------------|--------------------------------------|-------------------------------------------------------|--------------------------------------|
| Category       | Carbon Footprint (g CO <sub>2</sub> ) | Resource Footprint (g Sb) | Ozone Depletion (g CFC-11) | Acidification (g SO <sub>2</sub> ) | Eutrophication (g PO <sub>43</sub> ) | Photochemical Smog (g C <sub>2</sub> H <sub>4</sub> ) | Water Footprint (L H <sub>2</sub> O) |
| Pop Corn Snack | 161                                   | 1.04                      | 0.00954                    | 0.531                              | 0.241                                | 0.172                                                 | 5.22                                 |

# Eco-Friendly Products

As global demands for carbon emission reduction and waste management intensify, environmentally conscious design and production have become key competitive factors. Samyang Foods applies the 3R principles (Reduce, Redesign, Recycle) across the entire process—from product design to raw material sourcing, manufacturing, and disposal—to build a resource circulation system, while also working to reduce the environmental impact of its products through eco-friendly packaging and packaging redesign. We will continue our research and development efforts to further enhance the eco-friendliness of our products.

## Building a Resource Circulation System

### 3R Principles

Samyang Foods has built an eco-friendly value chain applying the 3R principles (Reduce, Redesign, Recycle) across the entire process from product design to production, distribution, and disposal. Based on this framework, the company promotes improvements to packaging structure and material transitions to enhance resource efficiency, and design recyclable products. The company is also establishing the foundation for a design and management system that reflects packaging recyclability standards in response to global regulations such as PPWR (Packaging and Packaging Waste Regulation).

|    |          |                                                                               |                                                                                                                                                                                                                                                    |
|----|----------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3R | Reduce   | Processes that minimize resource waste and negative environmental impact      | <ul style="list-style-type: none"><li>• Eco-friendly logistics operations</li><li>• Reduced thickness of shrink film</li><li>• Reduction in ink usage</li><li>• Water reuse</li><li>• Material unification</li><li>• Chemical management</li></ul> |
|    | Redesign | Use of eco-friendly materials that reduce greenhouse gas and carbon emissions | <ul style="list-style-type: none"><li>• Application of green-certified packaging</li><li>• Adoption of flexographic printing</li></ul>                                                                                                             |
|    | Recycle  | Product design for improved recyclability                                     | <ul style="list-style-type: none"><li>• Removal of aluminum vapor deposition</li><li>• Mono-material transition</li><li>• Design based on recyclability</li><li>• Establishment of internal resource circulation platform</li></ul>                |

### Metrics & Targets

|                                                          | 2026                                                                                                                                                                                                                                                                                                                                                                                                             | ~2028                                                                                                                                                                           | ~2030                                                                                                                                                                                                                                                                                                                                                 |
|----------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Core Objectives</b>                                   |                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                       |
| Reducing plastic usage and minimizing carbon emissions   | <ul style="list-style-type: none"><li>• Establish company-wide packaging carbon reduction targets and eliminate waste through structural optimization (4.5 tons plastic reduction, multi-pack/lidding film weight reduction)</li><li>• Remove unnecessary layer from soup powder sachet by switching lamination process</li><li>• Establish company-wide packaging carbon generation reduction targets</li></ul> | <ul style="list-style-type: none"><li>• Build a carbon indicator database for packaging and advance lightweighting technologies</li></ul>                                       | <ul style="list-style-type: none"><li>• Improve distribution efficiency and reduce waste through logistics packaging optimization (standardizing outer box and logistics packaging dimensions)</li></ul>                                                                                                                                              |
| Developing recyclable packaging                          | <ul style="list-style-type: none"><li>• Develop eco-friendly alternatives to non-recyclable packaging (sauce bottles)</li></ul>                                                                                                                                                                                                                                                                                  | <ul style="list-style-type: none"><li>• Establish a development roadmap for alternatives to non-recyclable packaging for expanded product lines (frozen foods, etc.)</li></ul>  | <ul style="list-style-type: none"><li>• Horizontally expand and scale up non-recyclable packaging alternatives</li></ul>                                                                                                                                                                                                                              |
| Strengthening packaging sustainability (PPWR compliance) | <ul style="list-style-type: none"><li>• Establish global hazardous substance management standards and introduce supply chain certification system (submission of accredited test reports)</li></ul>                                                                                                                                                                                                              | <ul style="list-style-type: none"><li>• Set targets for advanced green product design (PPWR based Packaging development-empty space ratio, recycled material content)</li></ul> | <ul style="list-style-type: none"><li>• Expand the scope of mandatory hazardous substance requirements for the supply chain company-wide (for PPWR compliance)</li><li>• Apply recycled materials (10% recycled materials based on non-PET standard)</li><li>• Apply packaging that complies with the space ratio requirements (PPWR based)</li></ul> |

Eco-Friendly Product Solutions

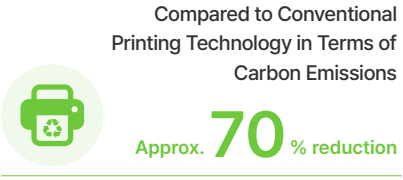
Green Technology-Certified Packaging

Samyang Foods continues to expand the transition to packaging materials certified under Green Technology Certification to reduce greenhouse gas emissions and environmental pollutants. Green Technology Certification is a program administered by the Korea Institute for Advancement of Technology (KIAT), recognizing technologies that minimize environmental impact. Starting with 'Pop Corn Snack' in 2021, Samyang Foods has been expanding the application of green technology-certified packaging, which as of 2025 is now applied to a total of 32 products.



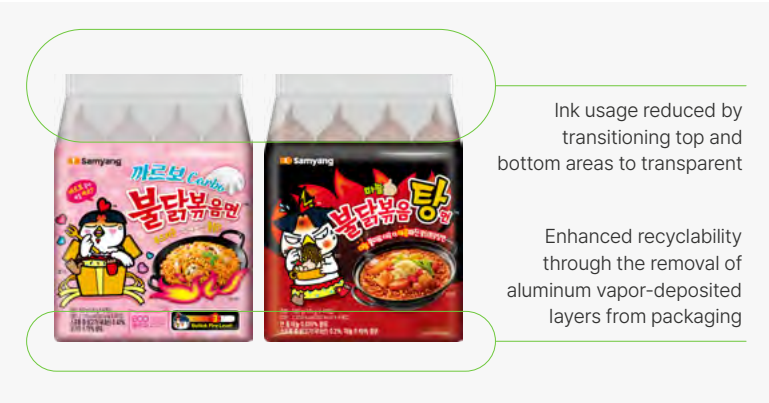
Flexographic Printing

Flexographic printing uses water-based ink and emits approximately 70% less carbon than traditional oil-based gravure printing at the production stage. It also produces no residual solvents, reducing air and soil pollution. Samyang Foods first applied this technology to the packaging of its 'Samyang Heundungi Changgu' snack in 2024. As of 2025, flexographic printing has been used for a total of four products, helping lower the environmental impact of packaging.



Eco-Friendly Packaging Renewal

Samyang Foods is pursuing a comprehensive renewal of its packaging design to reduce resource use and carbon emissions. In 2025, the company transitioned the top and bottom printed areas of multi-pack packaging to transparent areas to reduce ink usage, and removed aluminum from the vapor-deposited film to convert it to a mono-material structure. This not only reduces the environmental impact of the packaging production process but also strengthens resource circularity. By 2025, Samyang Foods had introduced eco-friendly multi-pack packaging for a total of seven products and is gradually expanding its application. The company has also taken steps to reduce packaging materials, including improving the laminated structure of soup powder sachet and making PET shrink labels on sauce containers thinner. As a result, plastic usage was reduced by approximately 3.3 tons and CO<sub>2</sub> emissions by approximately 7.8 tons. Packaging renewal also enhances external barrier properties, mitigating powder condensation, and thereby contributes not only to environmental performance but also to improved product quality, including safer product storage. Samyang Foods will continue to develop eco-friendly packaging technologies and expand the range of products to which they are applied.



Packaging Renewal Process and Results



Consumer Participation-Based Waste Reduction Program

Samyang Foods uses packaging designs that encourage and educate consumers to properly sort and dispose of waste, reducing environmental impact after product use. For selected sauce products, the company has added eco-friendly separation guidance and disposal instructions to encourage sorting by material type. By promoting voluntary consumer participation, Samyang Foods aims to improve waste recyclability and contribute to overall waste reduction.



# FOODCARE

|                                    |    |
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| Health and Nutrition               | 48 |
| Food Safety and Quality Management | 54 |
| Consumer Centered Management       | 61 |

# FOODCARE

## UN SDGs



## ESG Issues of Samyang Foods

### Health and Nutrition

MATERIAL ISSUE 3

### Food Safety and Quality Management

MATERIAL ISSUE 2

Consumer Centered Management

## ESRS Topics

S4 Consumers and End-Users

## WHY IT MATTERS

International standards for food safety and consumer health are evolving at an unprecedented pace. The World Health Organization (WHO) reports that approximately 600 million people suffer from foodborne illnesses each year, resulting in 420,000 deaths, underscoring the need for stronger prevention-focused management and regulation of food safety in each country. Globally, food management standards are rising through policy initiatives such as setting sodium and sugar reduction targets, publishing dietary guidelines, and establishing nutrition labeling systems and ultra-processed food regulations. The U.S. is pushing for mandatory front-of-pack nutrition grading, the EU is tightening approval standards for new foods, and China is fully revising its national food labeling standards—all advancing their food safety management systems. Consumer criteria for choosing food are also shifting fundamentally. Consumers today look beyond price and taste, increasingly considering nutritional value, ingredient information, and transparency as key factors in their purchase decisions. This tightening regulatory environment and evolving consumer demands call for new responsibilities and capabilities across the entire food company value chain—from product planning to production, quality management, information disclosure, and consumer communication.

## HOW WE RESPOND

Samyang Foods places health and safety as its top priority and practices it as a core element of sustainability management. Reflecting the needs of health- and nutrition-conscious consumers, the company develops plant-based protein products, establishes its own Clean Label guidelines, and expands research into nutritional balance such as low-sugar and low-sodium formulations, while extending its research scope to biohealth to strengthen long-term health solution capabilities. For food safety and quality management, it operates a full-process quality management system spanning the entire value chain, from raw material sourcing to consumer delivery. In particular, in 2025 it established a new MSM Part dedicated to assessing the qualification of raw and subsidiary material suppliers, enhancing its capabilities to proactively address global supply chain risks. To practice consumer centered management, the company also expands digital consultation channels such as an integrated VOC system, AI chatbot, and real-time chat, communicating with consumers through various campaigns.

## KEY PERFORMANCE

### R&D Investment

Compared to the previous year

61% ↑

### Number of Food Quality Issue Monitoring Cases

Compared to the previous year

40% ↑

### Claims PPM

Compared to the previous year

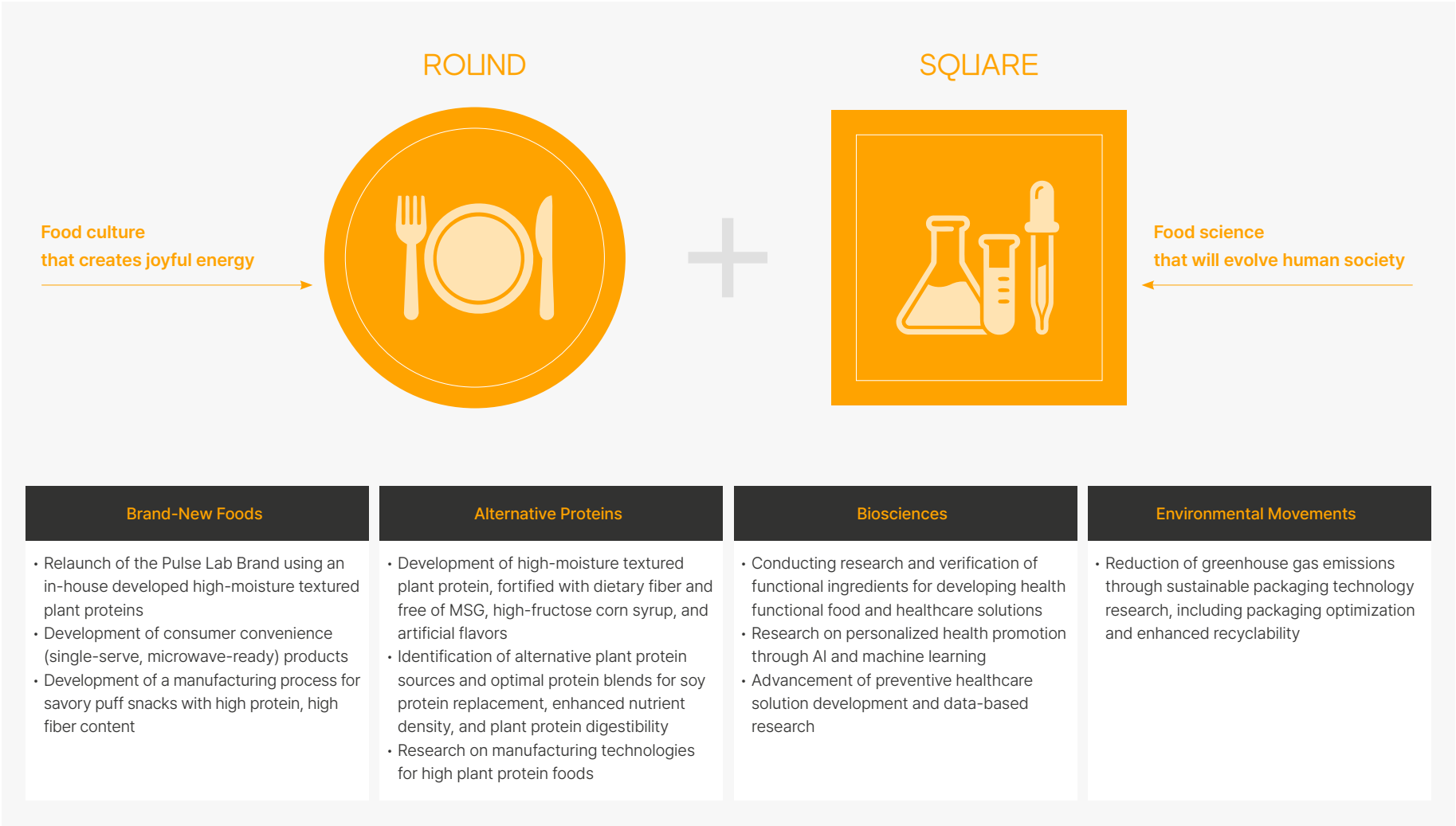
21% ↓

# Health and Nutrition

As wellness values spread, social interest in healthy living is growing. Samyang Foods is strengthening its research into nutritional balance—including high-protein, high-dietary fiber, and low-fat formulations—and launching plant-based protein brands to meet consumer demands. The company is also expanding into new food sectors, including biohealth through the convergence of food science and disciplines such as mitochondria, metabolic health, and anti-aging research. Going forward, we will continue to expand our products and research that contribute to consumers' healthy lives, and work toward building a sustainable future food culture.

## Health and Nutrition R&D Strategy

Samyang Foods aims to become a wellness and healthcare specialist company that contributes to consumers' healthy and enjoyable lives. Guided by the philosophy of Samyang Roundsquare, the company aims to create greater value by bringing together food and science. This includes improving existing products, developing new ones, and conducting foundational research into personalized healthcare solutions. Going forward, Samyang Foods will continue to place consumer health and nutrition at the center of its research and innovation efforts.

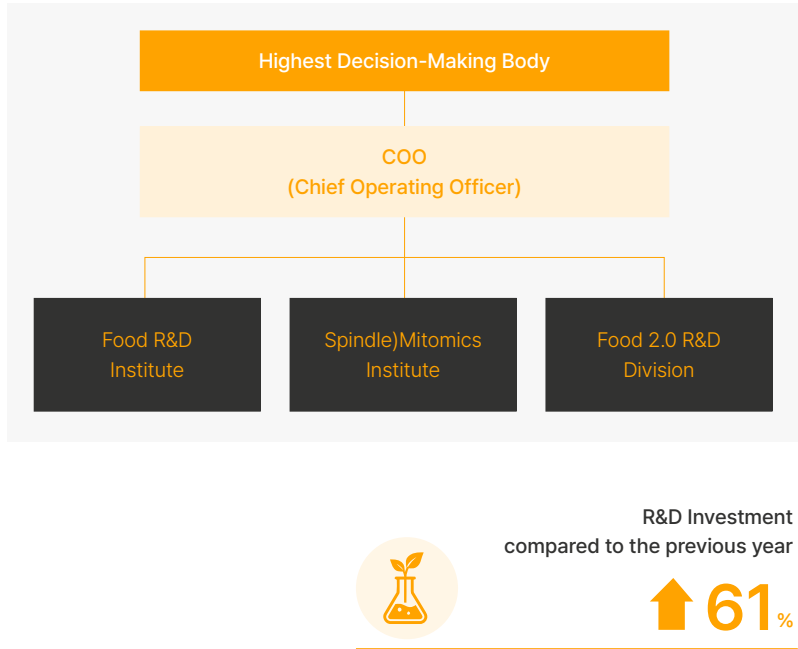


Health and Nutrition R&D System

R&D Organization

Samyang Foods operates an R&D system centered on three specialized research organizations—the Food R&D Institute, Spindle)Mitomics Institute, and Food 2.0 R&D Division—to develop products related to customer health and nutrition. The company has also established a system in which the performance of each research organization is reported to the highest decision-making body, thereby strengthening the alignment between R&D direction and business strategy.

| Organizational Structure



Metrics & Targets

|                                                                  | Short-Term                                                                                                                                                                                                                                                                                                                                                             | Mid-to Long-Term                                                                                                                                                                                                                                                               |
|------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Core Objectives                                                  |                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                |
| Advancement of mitochondria-based functional ingredient research | <ul style="list-style-type: none"><li>• Screening of candidate materials and preliminary efficacy evaluation</li></ul>                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"><li>• Establishment of research/big data and discovery of candidate materials</li><li>• Securing novel materials for mitochondria function enhancement through mechanism-based research</li></ul>                                            |
| Building data-based personalized solution capabilities           | <ul style="list-style-type: none"><li>• Design biomarker and human data-based analysis framework</li></ul>                                                                                                                                                                                                                                                             | <ul style="list-style-type: none"><li>• Establishment of scientific efficacy verification system centered on key biomarkers</li><li>• Expansion of linkage with data-driven personalized healthcare solutions</li></ul>                                                        |
| Expansion of health-focused product portfolio                    | <ul style="list-style-type: none"><li>• Establishment of proprietary Clean Label guidelines</li><li>• Removal of artificial colors, artificial flavors enhancers, and artificial preservatives from existing ingredients</li><li>• Development of new low-sodium ingredients</li><li>• Formulation of sweetener blends to replace sugar in existing products</li></ul> | <ul style="list-style-type: none"><li>• Development of new natural flavor enhancers</li><li>• Launch of Clean Label products</li><li>• Research on product development applying low-sodium ingredients</li><li>• Development and launch of sugar-substitute products</li></ul> |
| Advancement of plant-based business                              | <ul style="list-style-type: none"><li>• Development of healthy convenience frozen snacks with enhanced nutrient density, including high protein and high dietary fiber, using plant-based formulation technologies, and expansion of domestic and global sales</li></ul>                                                                                               | <ul style="list-style-type: none"><li>• Building a portfolio of science-backed functional meal-like snacks through clinical trials</li><li>• Expanding global and domestic food culture in connection with wellness programs</li></ul>                                         |
| Advancement of frozen food business                              | <ul style="list-style-type: none"><li>• Expansion of B2C channel sales of new frozen products through differentiated process research on taste and texture</li></ul>                                                                                                                                                                                                   | <ul style="list-style-type: none"><li>• Securing product portfolio through frozen product research</li></ul>                                                                                                                                                                   |

Food R&D Institute

Samyang Foods' Food R&D Institute is dedicated to developing food technologies that deliver the taste and quality consumers expect. As of 2025, a team of 60 researchers with master's and doctoral degrees is conducting product development research with consumer health and nutrition in mind. Building on the 60-year legacy of 'Samyang Ramen' and the globally renowned K-Food 'Buldak Ramen,' the institute has developed products that reflect diverse tastes and food cultures from around the world. Furthermore, in 2025, Samyang Foods established the CIT (Culinary Innovation Team) to raise the bar on balancing nutrition and taste in its products, and is now actively conducting 'global food culture-based flavor research,' driving healthy and delicious change to tables around the world through challenge and innovation.

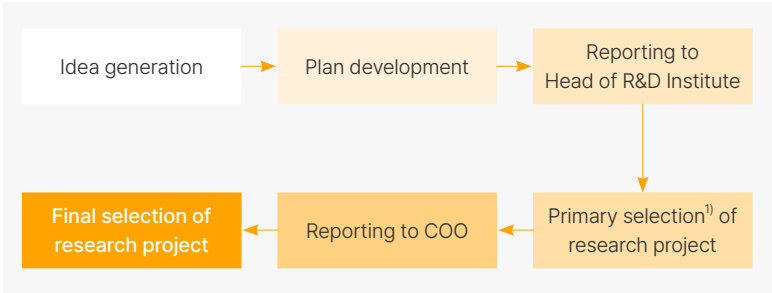
Organizational Structure

| Category                          | Key Roles                                                                           |
|-----------------------------------|-------------------------------------------------------------------------------------|
| NS R&D Department                 | Development of products using fried and non-fried noodle manufacturing technologies |
| HS R&D Department                 | Development of diverse product portfolios including sauces and Ready Meals          |
| Food Convergence Development Team | Research on product application technologies through food ingredient research       |
| Culinary Innovation Team          | Development of product concepts based on global food culture                        |
| Packaging R&D Team                | Packaging optimization and sustainable packaging research                           |

Research Project Organization

| Category                    | Key Project                               |
|-----------------------------|-------------------------------------------|
| Flavor Science & Technology | Securing differentiated flavor technology |
| Process Innovation          | Process innovation                        |
| Better for You              | Development of health-oriented products   |
| Globalization               | Product localization                      |

Research Process



1) Evaluation criteria: Necessity, strategic alignment, product applicability, expected research period, etc.

Research Goals



Spindle)Mitomics Institute

The Spindle)Mitomics Institute comprises 42 researchers with master's and doctoral degrees, conducting research that goes beyond food R&D to advance healthcare solutions and secure future growth engines. The institute continuously pursues research in digital healthcare platform technology development based on multi-omics metadata, personalized solution research based on mitochondrial function regulation, and microbiome and food-biotech convergence research, with the aim of creating sustainable well-being and social value.

Organizational Structure

| Category                | Key Roles                                                                                                                                |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| R&D Strategy Department | Planning R&D projects and developing strategies                                                                                          |
| Research Department     | Fundamental research on metabolic health improvement based on mitochondrial mechanisms, and material exploration                         |
| Development Department  | Building and expanding health functional food portfolio through discovery, verification, and commercialization of functional ingredients |
| OMICS Team              | Analysis of large-scale human-derived OMICS data using AI & machine learning solutions                                                   |

Food 2.0 R&D Division

The Food 2.0 R&D Division is securing a next-generation frozen food platform that combines nutrition, technology, functionality, and convenience based on protein. The division is also advancing its product portfolio centered on ultra-high-protein, high-dietary fiber, low-sugar, and functional products, and building a sustainable future food business centered on 'delicious and healthy.'

Organizational Structure

| Category             | Key Roles                                                                                                                                                                                                                                                                                                                           |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pulse Lab R&D Team   | Research on physicochemical properties of plant-based ingredients, sensory and nutrition improvement research, formulation and physical property optimization of high-nutritional-density frozen snacks, and development of sustainable health-oriented foods through application research of differentiated functional ingredients |
| Frozen Food R&D Team | Development of restaurant-quality frozen foods through flavor and texture innovation research on frozen dumplings and frozen dishes (tteokgalbi, fried items, etc.), differentiated process technology research, and raw material differentiation research                                                                          |

# Health and Nutrition Activities

## Brand-New Foods

### Development of Plant-Based Protein

The Samyang Foods' Food R&D Institute is dedicated to food technology research to make delicious products even healthier. Launched in South Korea in April 2025, tangle reflects these health-oriented trends. It incorporates chickpeas into dried noodles, delivering 15g of protein and 6g of dietary fiber per serving. Plant-based protein is rich in dietary fiber, which promotes bowel movement and supports gut health. In addition, blending ingredients such as chickpeas, soy protein isolate, concentrated soy protein, and various plant-based protein sources enables a balanced amino acid profile to be achieved.

### Air-Dried Process Patent Registration

A chewy, elastic texture is a key element of pasta. To recreate the fresh noodle texture preferred by consumers, a blanching process that boils the noodles in hot water and a drying process were applied. A patent was obtained for the differentiated air-dried method, which differs from conventional dried noodle manufacturing, and through this, a texture similar to fresh pasta was achieved.

## | Product Application Cases



- Increased internal moisture content of noodles to replicate fresh noodle texture
- Dietary fiber content increased by 200% (from 2g → improved to 6g)
- Protein content increased by 50% (from 10g → improved to 15g)

## Alternative Proteins

### Research on Nutrition-Dense, Consumer-Friendly Foods

Samyang Foods' frozen convenience food brand Pulse Lab goes beyond simply offering high-protein and high-fiber products, aiming toward 'Nutritional design that can replace a full meal and provide consumer convenience.' The Pulse Lab R&D Team is developing foods fortified with protein and dietary fiber while reducing saturated fat and eliminating trans fats and cholesterol. The Team also conducts research to transform packaging units to single-sizes for convenient microwave cooking in one minute. Furthermore, to provide consumers with sustained satiety in small portions, support muscle synthesis and prevent muscle loss, the Team is conducting plant-based nutritional design research and product development for delivering not just protein supplementation, but high-efficiency nutrition and health management solutions.

### Discovery of Plant Protein Sources and Food Matrix Research

Plant-based proteins have sensory limitations such as beany off-flavor, lipid oxidation off-flavor, bitterness, astringency, chalkiness, and a gritty texture, which can also effect dough texturization and, ultimately, the final product. To overcome these limitations and constraints of plant-based proteins, the Pulse Lab R&D Team compares and analyzes dozens of protein materials and builds a database to apply the data toward achieving high nutrient density in its products. The Pulse Lab R&D Team is also conducting system research to predict product formula properties based on nutrient contents and their combination.

## | Product Application Cases



- Protein content increased by 36% (from 11g → improved to 15g)
- High-protein (U.S. protein digestibility score of 10g or more per serving)
- High dietary fiber (6g or more fiber per 100g of product)

## Biosciences

### Fundamental Research on Mitochondria

Recent studies have confirmed that the decline of mitochondrial function is closely linked to the progression of aging and the onset of disease. As mitochondrial function regulation is gaining attention as a key strategy for disease prevention and health management, Spindle)Mitomics Institute is conducting research across various areas—including understanding the root causes of metabolic disorders and strengthening preventive healthcare approaches based on mitochondria. In particular, through mitochondrial research, the institute is exploring new possibilities for health promotion and aims to provide personalized health management solutions based on human-derived data.

### Development of Personalized Healthcare Services

As the aging of society deepens and interest in health grows, the healthcare paradigm is shifting from disease treatment to prevention and health management. Spindle)Mitomics Institute is systematically collecting and analyzing human-derived data to develop personalized healthcare services. The institute is identifying and scientifically validating biomarkers that provide a more accurate picture of each person's metabolic health, while also developing highly effective functional foods and personalized healthcare solutions.

## | Product Application Cases



- Contains 30 billion cells of human-derived patented ingredient
- Significant improvement in 7 muscle-related indicators in human clinical trials
- Significant improvement in lower extremity muscle strength and grip strength in older adults
- Significant reduction in myostatin, negative regulator of skeletal muscle growth

Clean Label Solutions

Launch of Artificial Additive-Free Panda Express Exclusive Sauce

In August 2025, through a collaboration with U.S. restaurant brand Panda Express, Samyang Foods developed a Buldak sauce free of artificial additives. This B2B sauce without artificial additives—free of MSG, artificial colors, artificial flavors, fructose—was created to offer healthy menu options in the restaurant market. The Panda Express dish utilizing this sauce, 'Dynamite Sweet & Sour Chicken,' was sold on a limited basis at select U.S. locations for two months, and following a positive consumer response, was adopted as a permanent menu item in March 2026 and is now sold nationwide across the United States.

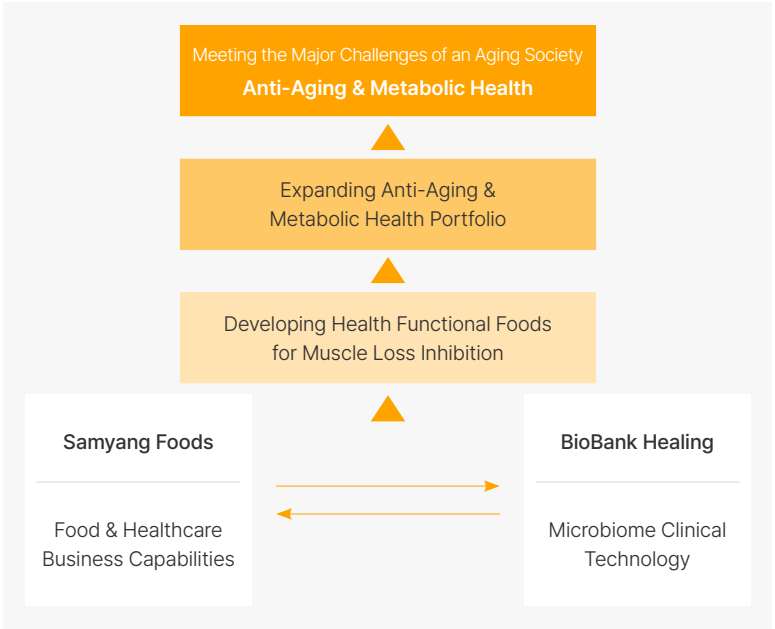
Technology Innovation Award Based on Proprietary Technology

Samyang Foods has developed key technologies in-house for its Buldak Ramen lineup, including production methods for its signature spicy sauce, an optimized sauce-blending system for noodles, and localization technologies designed for global markets. Using its sauce stabilization and flavor profiling technologies, the company has expanded its product lineup for global markets, helping strengthen the international reputation of Korea's food technology. In recognition of these achievements, Samyang Foods received the Technology Innovation Award from the Korean Society of Food Science and Nutrition in 2025.

R&D Collaboration

Joint Research Pursuit for Anti-Aging and Metabolic Health

Samyang Foods signed a 'Joint Research Agreement on Sarcopenia Microbiome Clinical Research and Health Functional Food Development' with BioBank Healing, a company specializing in microbiome drug development. As Korea rapidly approaches a super-aged society interest in anti-aging and metabolic health is growing, and in particular, gut microbiomes are known to be deeply involved in overall bodily functions including muscle function maintenance, prevention of metabolic diseases, and immune regulation. Accordingly, Samyang Foods has identified microbiome research as a key focus in its healthcare R&D and has begun developing related functional health foods. By actively drawing on BioBank Healing's next-generation microbiome research capabilities, the company plans to speed up the development of products targeting anti-aging and metabolic health, including solutions that help reduce muscle loss, while continuing to expand its science-backed healthcare food portfolio.



Academic Exchange and Collaboration

|                                                   |                                                   |
|---------------------------------------------------|---------------------------------------------------|
| Korea Health Functional Food Association          | Korea Food Industry Association                   |
| Korean Society of Food Science and Technology     | The Korean Society of Food Science and Nutrition  |
| Korea Food Research Institute                     | Korea Institute of Science and Technology         |
| Korean Society for Molecular and Cellular Biology | Reproductive Aging Conference                     |
| Liscure Bio                                       | Bio-me                                            |
| BioBank Healing                                   | Biomatz Co., Ltd.                                 |
| Mthera Pharma                                     | Health Biome                                      |
| Gachon University                                 | The Catholic University of Korea                  |
| Konkuk University                                 | Kyung Hee University                              |
| Korea University                                  | Seoul National University AI-Bio Research Center  |
| Ewha Womans University                            | Jeju National University                          |
| Hallym University                                 | Harvard University                                |
| Wageningen University & Research                  | Swiss Federal Institute of Technology in Lausanne |
| Seoul National University Bundang Hospital        |                                                   |

Product R&D with Health and Nutrition in Mind

Launch of Health and Nutrition-Focused Products

Samyang Foods is strengthening its health and nutrition product lineup in response to wellness trends and consumer needs. In 2025, the company rebranded its plant-based nutrition brand 'Jack & Pulse' by combining Pulse and Laboratory into 'Pulse Lab.' In addition, the company added a cashew nut flavor familiar to consumers and adjusted the spiciness to improve taste and quality. To meet changing consumer needs, the company is reviewing plans to introduce single-serve products that can be microwaved in their packaging for added convenience. In addition, it offers small-portion options, including mini cup noodle, so consumers can easily select the right serving size for different occasions.

Health and Nutrition-Focused Product Research

To address the nutrition design consumer trend, Samyang Foods is conducting ingredient research to reduce sugar, fructose, and sodium in existing products, building the foundation for developing products with a balanced taste and health profile.

|                                          |                                                                                                                                                                                                                                                                                                           |
|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sugar Substitution Research              | Conducting research on sweetener blends that can replace 100% of the simple sugars added to existing products, and carrying out product development research to reduce sugar content                                                                                                                      |
| Clean Label Product Development Research | Clean Label products refer to products that minimize artificial additives and enhance ingredient transparency. Developing natural ingredients to replace artificial colors, artificial flavor enhancers, and other artificial additives, and researching Clean Label products utilizing these ingredients |

|                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                          |
|--------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
|  <div>Samyang Farm Organic Milk</div> | 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, organic livestock product certifications for dairy cattle and milk have also been obtained. | <div>Organic</div> <div>Organic Livestock Certified</div>                                                                                |
|  <div>tangle</div>                    | tangle is a dried noodle pasta containing chickpeas, to which Samyang Foods' differentiated process technology has been applied to achieve a fresh pasta-like texture. Plant-based protein has been added to enhance protein and dietary fiber content.                                                                                                                                                                                                                                                      | <div>High-protein</div> <div>Dietary-fiber</div>                                                                                         |
|  <div>Soft Hummus Bites</div>          | Soft Hummus Bites are a plant-based snack inspired by chickpea-based hummus. Each package (2 servings) contains 28–31g of protein and 17–24g of dietary fiber, making it a high-protein, high-fiber product.                                                                                                                                                                                                                                                                                                 | <div>High-protein</div> <div>High-dietary-fiber</div> <div>Zero cholesterol</div> <div>Zero trans fat</div> <div>Low saturated fat</div> |
|  <div>Crispy Plant Bites</div>        | Crispy Plant Bites are bite-sized nugget-shaped products made from plant-based protein, and can be prepared conveniently. Each package (2 servings) contains 47–48g of protein and 21g of dietary fiber, making it a high-protein, high-dietary-fiber product. The included sweet garlic and crushed pepper seasoning is low-sugar, allowing consumers to enjoy it without guilt.                                                                                                                            | <div>High-protein</div> <div>High-dietary-fiber</div> <div>Low-Sugar</div>                                                               |
|  <div>Pop Corn Snack</div>          | Pop Corn Snack is Samyang Foods' long-standing snack made with corn as the main ingredient, offering a soft and savory flavor. It uses no animal-derived ingredients such as eggs, milk, or other livestock products, making it a vegan snack certified both domestically and internationally, with its quality and safety recognized.                                                                                                                                                                       | <div>Vegan</div>                                                                                                                         |

# Food Safety and Quality Management

Food safety and quality are the most fundamental responsibilities and the foundation of sustainable growth for food companies. Samyang Foods operates a systematic food safety and quality management system across the entire process from raw material sourcing to production and distribution. Through prevention-focused quality management and data-based quality analysis, the company proactively manages potential risks, ensuring product safety and quality consistency. The company also continuously strengthens its operating system to meet global quality management standards, contributing to the enhancement of food safety levels.

## Food Safety and Quality Management System

Samyang Foods’ food safety and quality management structure consists of the Quality Safety Department and Quality Assurance Teams at each production site. The Quality Safety Department is made up of six teams, including the Quality Policy Team, while the Quality Assurance Teams are operated at individual plants. Each plant’s Quality Assurance Team includes a Certificate Management Part and a Process Management Part, and the Wonju Plant also has dedicated Quality Claim and Quality Analysis Parts. In 2025, the company newly established the MSM (Material Safety Management) Part within the Manufacturing Safety Team to oversee supplier qualification assessments for raw and packaging materials, proactively addressing global supply chain risks, and has continued to pursue integrated quality and food safety controls from sourcing to manufacturing and the development of a global-standard quality management system.

|                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                       |
|--------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>Food Safety Management Policy | <ol style="list-style-type: none"><li>1 Enhance operational efficiency and safety through communication with food supply-related organizations</li><li>2 Pay close attention to customers' food safety requirements</li><li>3 Comply with domestic and international food safety regulations</li><li>4 Adhere to the guidelines of the food safety management system</li></ol> | <br>Quality Policy | <ol style="list-style-type: none"><li>1 Implement customer-centric quality management through effective communication and standard management</li><li>2 Execute quality management focused on the 3S (See the site, Scrutinize the product, Sense the reality)</li><li>3 Optimize site operations and elevate awareness to align with customer requirements</li></ol> |
|--------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

### | Key Roles

|                                    |                                                                                                                                                                                                                                                                                                                                                        |                            |                                                                                                                                                                                                                                             |
|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Quality Policy Team                | <ul style="list-style-type: none"><li>• Manage domestic and international food safety information</li><li>• Respond to food safety policy and manage government relations</li><li>• Identify potential food safety risks</li><li>• Support reviewing global food regulations</li></ul>                                                                 | Quality Innovation Team    | <ul style="list-style-type: none"><li>• Manage company-wide claims</li><li>• Operate Quality Safety GATE (quality change point management)</li><li>• Build sensory quality indicators</li><li>• Build consumer evaluation process</li></ul> |
| Additives/Labeling Compliance Team | <ul style="list-style-type: none"><li>• Review global compliance of food additives</li><li>• Manage legal risk related to ingredients &amp; labeling</li><li>• Advance management of global ingredient regulations</li><li>• Review and deliberate country-specific food labeling regulations</li></ul>                                                | Customer Satisfaction Team | <ul style="list-style-type: none"><li>• Conduct customer consultations and collect VOCs</li><li>• Support the operation of the VOC system</li><li>• Analyze and manage VOC</li><li>• Operate and manage CCM certification</li></ul>         |
| Manufacturing Safety Team          | <ul style="list-style-type: none"><li>• Manage integrated quality and safety risks from sourcing to manufacturing</li><li>• Support quality management and capability enhancement for internal facilities and OEM suppliers</li><li>• Operate preventive assessments for raw and packaging materials and a data-driven supplier audit system</li></ul> | Food Safety Analysis Team  | <ul style="list-style-type: none"><li>• Manage safety through analysis</li><li>• Develop analytical scientific responses</li><li>• Ensure preemptive safety of raw materials and products</li></ul>                                         |
| Quality Assurance Team             | <ul style="list-style-type: none"><li>• Support global quality certification management</li><li>• Support physical, chemical, microbiological, and trace analysis by site</li><li>• Support process control, quality stabilization, and potential claim minimization by site</li><li>• Support packaging thickness and material improvement</li></ul>  |                            |                                                                                                                                                                                                                                             |

Metrics & Targets

| Core Objectives | Short-Term                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Mid-to Long-Term                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                 | <ul style="list-style-type: none"><li>• Strengthen proactive risk management for food safety policy responses</li><li>• Expand global food safety information management and strengthen communication with regulatory authorities</li><li>• Expand coverage of global food additive reviews by country</li><li>• Strengthen management through global food labeling guidelines</li><li>• Strengthen capability for hazardous substance and regulatory response analysis</li></ul> | <ul style="list-style-type: none"><li>• Enhance global food safety monitoring and intelligence capabilities</li><li>• Introduce AI-based big data analysis issue prediction models</li><li>• Implement global ingredient/labeling risk management system</li><li>• Strengthen management through establishment of global ingredient/labeling review processes</li><li>• Establish a proactive regulatory change response analysis system</li></ul> |
|                 | <ul style="list-style-type: none"><li>• Establish and maintain global standard operating systems (expand global certification countries including HALAL)</li><li>• Establish global-level cross-contamination control measures</li><li>• Enhance overseas OEM product quality through expanded overseas audits</li><li>• Standardize key physicochemical and microbiological test methods</li></ul>                                                                               | <ul style="list-style-type: none"><li>• Establish quality safety verification system</li><li>• Expand quality standard systems for global-level cross-contamination control</li><li>• Enhance the quality management capabilities of overseas subsidiaries and standardize global quality levels</li><li>• Apply international standard test methods for analytical items and achieve zero global issues</li></ul>                                 |
|                 | <ul style="list-style-type: none"><li>• Expand global OEM on-site audits and improve critical processes</li><li>• Conduct specialized audits for raw and packaging materials to assess supplier capabilities and establish risk grading</li><li>• Complete AMS implementation and stabilize operations</li></ul>                                                                                                                                                                  | <ul style="list-style-type: none"><li>• Establish AMS-based company-wide food safety management and implement a data-driven supply chain performance management system</li><li>• Integrate global standards by enhancing the quality management capabilities of overseas subsidiaries and suppliers</li><li>• Ensure a safe food supply chain through the proactive prevention and control of global sourcing risk factors</li></ul>               |
|                 | <ul style="list-style-type: none"><li>• Establish Laboratory Information Management System (LIMS) and Quality Management System (QMS)</li><li>• Identify improvement tasks based on analytical data</li></ul>                                                                                                                                                                                                                                                                     | <ul style="list-style-type: none"><li>• Establish proactive quality anomaly prediction system</li><li>• Secure global-level analytical reliability (ISO/GLP level)</li></ul>                                                                                                                                                                                                                                                                       |
|                 | <ul style="list-style-type: none"><li>• Improve and standardize on-site quality management issues</li><li>• Build process quality MASTER</li><li>• Stabilize Quality Safety Gate operations</li></ul>                                                                                                                                                                                                                                                                             | <ul style="list-style-type: none"><li>• Build site-centered and analytical data-based quality management system</li><li>• Operate Total Quality Management System (TQMS) by manufacturing plant</li><li>• Establish sensory quality indicators and build consumer evaluation processes</li></ul>                                                                                                                                                   |

Testing and Inspection System for Safe Production

Samyang Foods has obtained KOLAS (Korea Laboratory Accreditation Scheme) certification in microbiology and physicochemical analysis to secure the credibility of its testing and inspection capabilities, and operates analysis, quality management, and global certificate issuance systems for exported products. The company has also established a testing quality management system in line with ISO/IEC 17025, the international standard for testing and calibration laboratories. The system covers key areas such as equipment management, laboratory environment control, and sample handling, helping ensure more accurate and reliable analysis. Regular surveillance audits are conducted every two years to confirm the company's testing capabilities and the reliability of its results. The company plans to broaden the scope of this system to include genetic and nutritional analysis, further reinforcing product quality and safety.

Certification for Food Safety

We provide reliable products to consumers by maintaining a preventive food safety management system based on risk assessment and compliant with FSSC 22000 Version 6. We have expanded the scope of FSSC 22000 certification from existing fried noodles and sauces to composite seasoned foods, and plan to continue expanding it to major production items such as confectionery and soy sauce. We have also applied HACCP certification to all production items to enhance hygiene management, and respond to global market demands by securing HALAL, VEGAN, and other diverse certifications. Certifications at each manufacturing plant are maintained in line with the products produced and the requirements of each market. They are continuously updated through regular inspections and third-party audits. Samyang Foods will continue to ensure product safety and consistency through a systematic, certification-based quality management system.

| Category                      |                                                  | Wonju Plant                                   | Iksan Plant                                   | Miryang Plant                                 |
|-------------------------------|--------------------------------------------------|-----------------------------------------------|-----------------------------------------------|-----------------------------------------------|
| Food Safety Management System | HACCP                                            | 10 types including fried noodles              | Fried noodles                                 | 5 types including fried noodles               |
|                               | FSSC 22000 (Version 6)                           | Noodles and sauces                            | Noodles                                       | Noodles                                       |
|                               | KFS                                              | Buldak Ramen Original, Buldak Ramen Carbonara | Buldak Ramen Original, Buldak Ramen Carbonara | Buldak Ramen Original, Buldak Ramen Carbonara |
| HALAL                         | KMF                                              | 339 items including Buldak Ramen              | 92 items including Buldak Ramen               | 101 items including Buldak Ramen              |
|                               | BP JPH                                           | 78 items including Buldak Ramen               | 4 items including Buldak Ramen                | 13 items including Buldak Ramen               |
|                               | IHCC                                             | 7 items including Buldak Ramen                | -                                             | -                                             |
|                               | JIT                                              | 35 items including Buldak Ramen               | 11 items including Buldak Ramen               | 11 items including Buldak Ramen               |
| VEGAN                         | Korea Agency of Vegan Certification and Services | Pop Corn Snack                                | -                                             | -                                             |
|                               | THE VEGAN SOCIETY                                | 20 items including Buldak Ramen               | -                                             | -                                             |
| Sustainable Sourcing          | RSPO                                             | 19 items including Buldak Ramen               |                                               |                                               |



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. By establishing a Farm-to-Table quality management system and clear roles and responsibilities (R&R) across the entire value chain, we will continue to build advanced safety management capabilities that meet global quality standards.



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 MSDA<sup>1)</sup>. 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 15 attributes (6 appearance, 4 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) Modified Spectrum Descriptive Analysis

Implementation of Laboratory Information Management System (LIMS)

Samyang Foods uses a Laboratory Information Management System (LIMS) to maintain reliable, traceable test and analysis data. The system digitally manages data across the entire process from test requests to result reporting, and integrates sample history, test progress, and analytical results to enhance the reliability of data and operational efficiency. It also secures data integrity and minimizes the risk of errors through automatic saving and history/record management functions for test data. Based on this, the company has strengthened its management system to enable rapid root cause analysis and response when quality issues arise. Going forward, the company plans to advance LIMS by expanding linkage with analytical equipment and data automatic collection functions, and to continuously raise the level of data-driven quality management by building a proactive quality anomaly prediction system using accumulated data.

Hazard Analysis in Food Products

Samyang Foods operates an in-house laboratory with precision instruments to analyze key hazards including pesticide residues, heavy metals, and pathogenic microorganisms, and has established microbial identification and 3-MCPD analysis technologies. To further strengthen food safety management, the company is developing analytical capabilities for mineral oils and PFAS. It has also introduced a verification process to assess and classify raw material risks by type in advance, helping prevent potentially hazardous substances from entering the product development stage.

| Main Analytical Tools and Technologies

|                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Microbial Identification Technology | <ul style="list-style-type: none"><li>Strengthening hygiene management through rapid, accurate identification of contaminating microorganisms in food and production processes</li><li>Performing species-level identification using molecular biology-based analytical technologies such as MALDI-TOF MS and PCR</li><li>Addressing quality issues through early detection of pathogenic and spoilage microorganisms and identification of causative bacteria</li></ul> |
| 3-MCPDE/GE                          | <ul style="list-style-type: none"><li>Managing hazardous substances through precise analysis of 3-MCPDE and Glycidyl Esters (GE) in edible oils and processed foods</li><li>Performing quantitative analysis using global test methods such as AOCS Cd 29</li><li>Securing trace-level detection and global regulatory response capabilities through GC-MS/MS-based high-sensitivity analysis</li></ul>                                                                  |
| Mineral Oil (MOSH/ MOAH)            | <ul style="list-style-type: none"><li>Managing hazardous substances by monitoring food- and packaging-derived MOSH/MOAH contamination</li><li>Performing quantitative analysis of MOSH/MOAH fractions using LC-GC-FID-based methods</li><li>Responding to global regulatory and advisory standards, such as those in the EU, through trace-level analysis</li></ul>                                                                                                      |
| Perfluorinated Compounds (PFAS)     | <ul style="list-style-type: none"><li>Monitoring food- and packaging-derived PFAS contamination</li><li>Performing precise analysis of key PFAS items such as PFOA and PFOS using LC-MS/MS-based methods</li><li>Securing safety and responding to global regulations, such as those in the EU and U.S., through trace-level detection</li></ul>                                                                                                                         |

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 2024, claims were reduced by approximately 46% compared to the previous year through improvements based on detailed claim type analysis and in-depth root cause investigations. In 2025, by advancing quality processes to address chronic quality issues and manufacturing-process-related problems at each plant, the company reduced its claim PPM<sup>1)</sup> by 21% compared to the previous year.

1) Part Per Million: The number of defects per one million products

| Claim Classification System

| Manufacturing                                                                                                                                     | Distribution                                                                                                           | Raw and Subsidiary Materials                                                                                                                                                            |
|---------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>Reportable foreign material</li><li>Non-reportable foreign material</li><li>Quality-related issue</li></ul> | <ul style="list-style-type: none"><li>Loading during Distribution</li><li>Transportation during Distribution</li></ul> | <ul style="list-style-type: none"><li>Raw material foreign matter</li><li>Subsidiary material foreign matter</li><li>Raw material quality</li><li>Subsidiary material quality</li></ul> |
| Design                                                                                                                                            |                                                                                                                        | Others                                                                                                                                                                                  |
| <ul style="list-style-type: none"><li>Formulation design quality</li><li>Package design quality</li><li>Process design quality</li></ul>          |                                                                                                                        | <ul style="list-style-type: none"><li>Customer misidentification</li><li>Customer subjectivity</li><li>Occurring during consumption</li></ul>                                           |



Claim PPM Reduction Rate compared to the previous year

21%

Enhancement of Food Safety Systems

Introduction of AI Tools

Samyang Foods has established an automated inspection system for food packaging by introducing AI-based artwork review solutions. Using AI OCR and comparative analysis technology, the company automatically verifies artwork text and compares consistency between the artwork request form and the artwork, as well as pre- and post-revision changes, to directly identify error-prone areas. This has enabled the prevention of human errors such as typos, wrong language, missing text, and translation mismatches, and has improved review accuracy for multiple languages and special languages. In addition, through AI-based automated inspection, artwork review work time has been significantly reduced, improving inter-departmental communication efficiency, and contributed to enhancing global risk response levels, including reducing various costs caused by customs errors and strengthening the capability to produce artwork compliant with export country regulations.

| Key Benefits

|                                                                                                                   |                                                                         |
|-------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|
|  Efficiency Enhancement          | • Reduction in artwork review work time through AI-based verification   |
|  Accuracy Improvement            | • Securing review accuracy for multiple languages and special languages |
|  Cost Reduction                | • Reduction in various costs due to customs errors                      |
|  Enhanced Global Risk Response | • Creation of artwork compliant with export country regulations         |

Food Safety Management Activities

Food Quality Issue Response Process

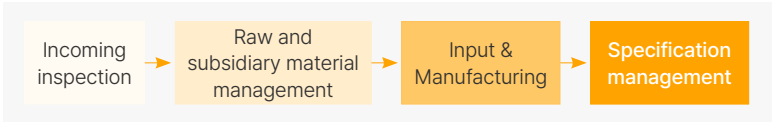
Samyang Foods has established a company-wide response process, including an emergency contact system, to swiftly identify risks and prevent the escalation of product quality issues into major incidents. From root cause analysis to the development of improvement measures, the entire process has been systemized,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



Q-Chain Innovation

Q-Chain Innovation is an activity to inspect quality processes across the entire manufacturing process and standardize company-wide quality standards to build an integrated quality management system. Samyang Foods operates Q-Chain Innovation by selecting themes across key areas such as incoming inspection, raw and subsidiary material management, input/manufacturing process, and specification management, inspecting per-manufacturing-plant operating conditions and identifying weak points. From 2025, the company is preventing potential quality risks such as incorrect material input and misdelivery by establishing per-manufacturing-plant incoming inspection and storage management standard guides to improve the accuracy of raw and subsidiary material management.

| Standard Incoming Inspection Process



Operation of Quality Safety Gate

Samyang Foods operates a Quality Safety GATE to proactively prevent quality and food safety issues throughout the product development process. It inspects changes in raw materials, processes, and quality at each stage and reviews the outputs of each stage, proceeding to the next stage only when safety is confirmed—thereby minimizing quality risks before launch.

Monitoring of Food Quality-Related Issues

To proactively respond to food safety regulations that vary by country, Samyang Foods monitors overseas issues daily. In 2025, it expanded its food safety information monitoring to secure 37,475 items in total, up 40% year-on-year. The collected data is analyzed by origin, food type, and source, then promptly shared with relevant departments and disseminated company-wide as food safety news, regulatory checklists, and policy notices to strengthen food safety issue prevention and response. Going forward, the company plans to enhance big data-based capabilities to predict and prevent global quality risks in advance.

Food Safety Culture

Samyang Foods continues its company-wide efforts to embed a food safety culture. In 2025, it conducted a food safety culture maturity assessment of employees at each site and is pursuing improvements based on the results. To establish this culture, it operates self-hygiene checks for internal workers and applies QR code-based self-hygiene checks and security sticker procedures for external visitors. It also establishes and manages food safety standards across the entire process—from raw material sourcing to production, distribution, and sales—while providing training to strengthen food safety awareness and running an employee participation suggestion program. Through these efforts, the company aims to raise company-wide safety awareness and reliably deliver more trustworthy products to consumers.

Food Safety Management Activities

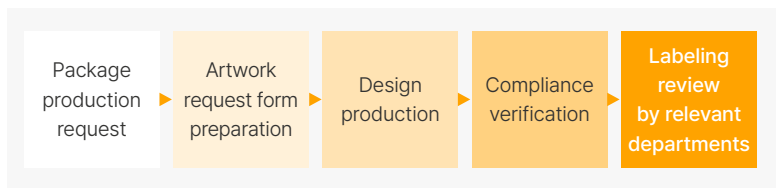
Quality & Food Safety Academy

Annually, Samyang Foods conducts regular training on quality management and food safety for all employees whose roles involve quality-related duties. Its Quality & Food Safety Academy is newly designed each year based on employee needs and current trends, supporting stronger practical capabilities and a better response to changes in the business environment.

| Subject Title                | Description                                                                                                                                    | Satisfaction(Out of 5) |
|------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| Handling Malicious Consumers | Professional methods for responding to unreasonable demands and malicious complaints                                                           | 4.3                    |
| FSSC 22000 Internal Auditor  | Understanding FSSC 22000 requirements and methods for effective certification audit response through strengthening internal audit capabilities | 4.5                    |
| VOC Utilization              | Enhancing understanding of VOC data and analyzing causes of claims through utilization                                                         | 4.2                    |
| Quality Process Management   | Understanding process management techniques based on global standards                                                                          | 3.6                    |
| Partner Management           | Methods for inspecting and managing partners and OEM suppliers                                                                                 | 4.4                    |
| Overall Average              |                                                                                                                                                | 4.2                    |

Labeling Display Process

Samyang Foods has implemented a systematic production process from request to design production, compliance verification, and final review through PLM (Product Lifecycle Management). The department in charge proactively checks for elements that may cause global labeling issues and controls them to comply with country-specific labeling standards, supporting relevant departments to conduct labeling review with consistent standards.



Management of Foods Preferred by Children

Foods preferred by children are foods that children prefer or frequently consume among products regulated under the Food Sanitation Act or the Livestock Products Sanitation Control Act. Samyang Foods applies additional management standards in accordance with the Special Act on Safety Management of Children's Dietary Lifestyle for relevant items, and is reviewing and deliberating more carefully on labeling matters for child-targeted products.

Supplier Management

Supplier Assessment System

Samyang Foods conducts regular audits of its suppliers every year to enhance quality management and capability. Audits are carried out using a checklist that reflects domestic and international food-related regulations, including hygiene status and food safety management systems, and follow-up actions such as regular monitoring, quality management guidance, and corrective measures are implemented based on assessment results. In 2025, a total of 217 suppliers were assessed—104 raw material manufacturers, 45 packaging material manufacturers, 44 material distributors, and 24 OEM suppliers—taking into account the importance of each transaction. Corrective measures were implemented according to the inspection results, thereby enhancing suppliers' capabilities in food safety and quality.



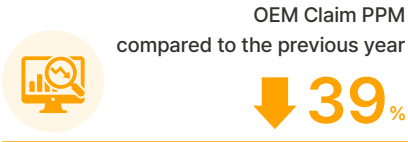
Development of AMS(Audit Management System)

To respond to the expanding global supply chain and broader scope of supplier management, Samyang Foods developed and has been utilizing an AMS to operate its supplier audit process in a more systematic and digitalized manner starting in 2025. By digitalizing previously separate tasks, a systematic audit process has been established, improving the efficiency of task processing and evaluation, and the overall supplier management system has also been strengthened.

OEM Supplier Quality Management

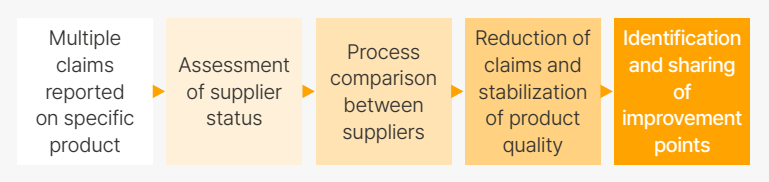
Samyang Foods reviews OEM-related claims on a weekly basis and shares regular reports with relevant departments to raise quality awareness. Monthly performance data for key OEM suppliers is also shared to strengthen accountability. If the same issue occurs 10 or more times in a month at a specific supplier, the company conducts an on-site audit and requests corrective action. Through this management process, OEM claims measured in PPM decreased by approximately 39% in 2025 compared with the previous year.

|                                                                                 |                                                                                                                                                            |
|---------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Establishment of a Preemptive Detection System through Weekly OEM Claim Reports | • Weekly reporting and sharing with relevant departments of claim status by product, supplier, and claim type across all OEM products                      |
| Sharing of Monthly Claim Status by Major OEM Suppliers                          | • Compilation and sharing of claim status by major OEM suppliers<br>• Allocation of integrated VOC accounts to each supplier to enhance data accessibility |
| On-site Audits and Improvements for Major OEM Suppliers                         | • On-site audits and corrective actions for suppliers with high claim frequency                                                                            |



Partnership Program

For products with frequent claims, the company surveys the status of each OEM supplier and analyzes cases from other companies that maintain excellent quality in similar processes to identify improvement points, which are then shared through the Partnership Program.

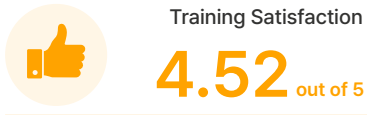


Supplier Food Safety Seminar

Every first half of the year, Samyang Foods holds a food safety seminar for domestic OEM suppliers and raw and packaging material suppliers. In 2025, a total of 21 companies, including all OEM suppliers, participated. Along with a review of regular evaluation results, the seminar shared the latest domestic food safety issues and regulatory amendments and provided training on food hygiene, food defense, and food authenticity documentation. In a satisfaction survey of participating suppliers, 90% gave positive feedback on the seminar's composition and training expertise, with an overall satisfaction score of 4.52. Going forward, the company plans to develop training that helps prevent supplier risks and strengthen the capabilities of quality managers.

| Key Training Content

|                           |                        |                                                   |                                                       |
|---------------------------|------------------------|---------------------------------------------------|-------------------------------------------------------|
| Latest Regulatory Updates | Food Hygiene Awareness | Food Defense & Authenticity Documentation Process | Food Safety Assurance for the Globalization of K-Food |
|---------------------------|------------------------|---------------------------------------------------|-------------------------------------------------------|



Overseas Supplier Technical Assessment

Samyang Foods conducts in-depth on-site technical assessments of new overseas suppliers to respond to regulatory requirements and diversify the supply chain. The company evaluates suppliers across a broad set of criteria, including food safety, quality suitability, supply chain transparency, product authenticity, process reliability, and consistency of operations. These assessments help the company choose suppliers more strategically and strengthen the sustainability of its supply chain.

|                       |                                                                                                                                                              |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Assessment Objectives | • Regulatory Compliance<br>• Navigating non-tariff barriers<br>• Supply chain diversification                                                                |
| Key Assessment Areas  | • Food safety and quality suitability<br>• Supply chain transparency<br>• Food authenticity<br>• Process integrity and operational consistency               |
| Key Benefits          | • Strategic supplier selection<br>• Proactive identification of hidden costs<br>• Building a sustainable supply chain<br>• Enhancing supply chain resilience |

# Consumer Centered Management

Samyang Foods places customer satisfaction as a core value and continuously strengthens its Consumer Centered Management system. Customer voices collected through the integrated VOC system are actively utilized for product quality and service improvements, and we have introduced chatbot and real-time chat consultation systems and customer satisfaction surveys to provide an environment where customers can conveniently share their opinions anytime, anywhere. In addition, we conduct Consumer Centered Management training for all employees to internalize the management value of putting consumers first, and strive to build a virtuous cycle that strengthens customer trust.

## Consumer Centered Management System

### Consumer Centered Management Strategy

Samyang Foods has established an integrated VOC system to systematically collect and manage customer opinions. Professional CS staff are deployed to proactively prevent issues based on VOC data, and customer voices are consistently reflected in improvements to management activities. Samyang Foods' commitment to Consumer Centered Management is publicly disclosed to stakeholders through the Ethical Guidelines outlining ethical principles for customer engagement and the 'Consumer Centered Management Declaration.'

#### Ethical Guidelines

| Vision | Enhancing Customer Trust Through Effective Consumer Centered Management         |                                                                                          |                                                                                 |                                                                                           |
|--------|---------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|
| Goal   | Economy                                                                         | Environmental                                                                            | Society                                                                         | Corporate                                                                                 |
|        | Building a future-oriented business foundation through operational improvements | Fostering sustainable food ingredients and Food Tech Biz for environmental co-prosperity | Creating a win-win corporate culture among the company, employees, and partners | Adopting Consumer Centered Management and enhancing internal and external competitiveness |

### | Consumer Centered Management Declaration

- 1

We place consumers as the top priority in all management values.
- 2

We place the supply of safe and delicious products to consumers as the top priority.
- 3

We actively and humbly accept the voice of customers and prioritize customer care.
- 4

We proactively prevent and eliminate factors that could lead to customer complaints.
- 5

We pursue the sustainable growth of the company by prioritizing the health and happiness of consumers.
- 6

We transparently disclose Safety, Health, and Environment (SHE) management performance to internal and external stakeholders.

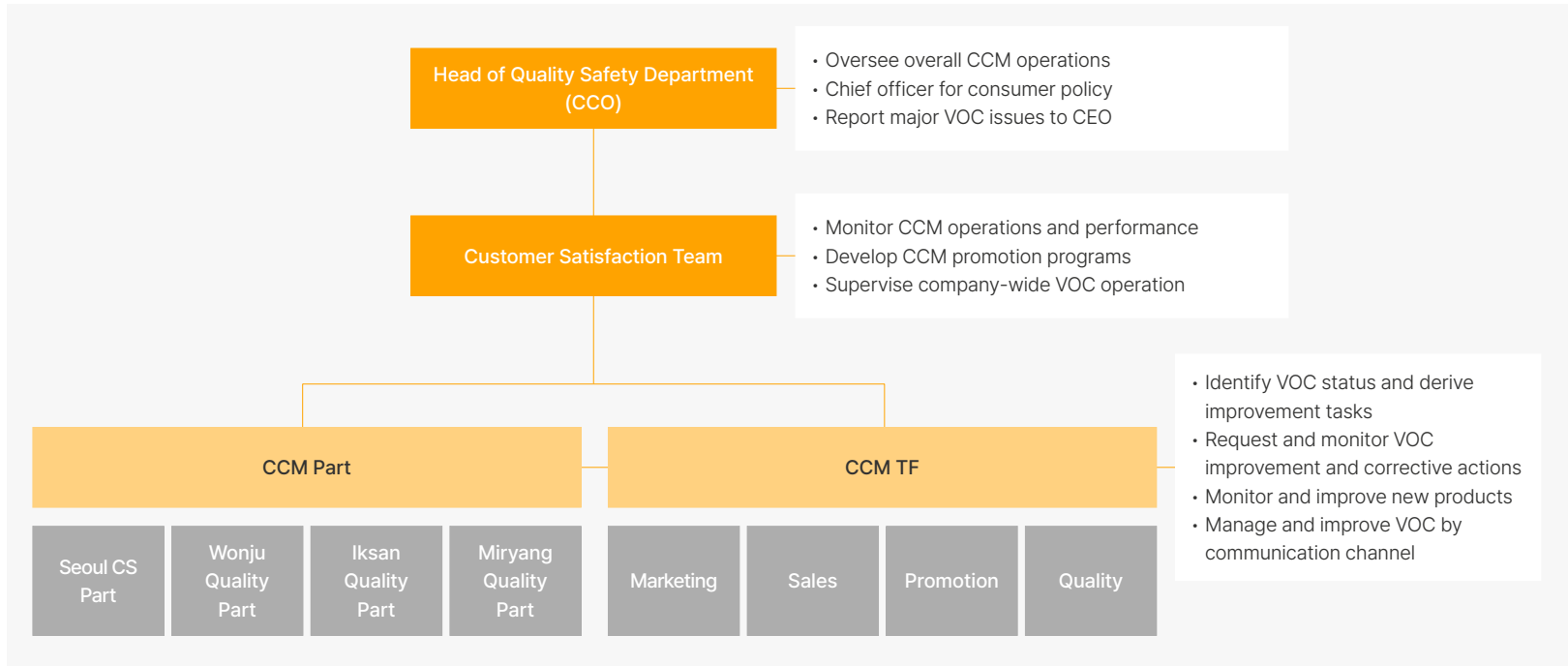
### Metrics & Targets

| Core Objectives                                           |                                                                                                                                                                                                         | Data-Driven CX Intelligence                                                                                                                                                                                                     |                                                                                                                                                                     |  |
|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Objectives<br>-----<br>Initiatives<br>-----<br>Key Result | 2026: Digital Transformation                                                                                                                                                                            | ~2028: Experience Expansion                                                                                                                                                                                                     | ~2030: Value Creation                                                                                                                                               |  |
|                                                           | <ul style="list-style-type: none"><li>Enhancing customer interaction through an AI chatbot</li></ul>                                                                                                    | <ul style="list-style-type: none"><li>Building integrated global management</li></ul>                                                                                                                                           | <ul style="list-style-type: none"><li>Customer experience innovation based on VOC</li></ul>                                                                         |  |
|                                                           | <ul style="list-style-type: none"><li>Building and stabilizing AI services</li><li>Optimizing consultation scenarios (intelligent response)</li><li>Securing 24/365 real-time response system</li></ul> | <ul style="list-style-type: none"><li>Building integrated management for overseas VOC/e-commerce</li><li>Strengthening global multi-language response system</li><li>Building integrated CX data dashboard by channel</li></ul> | <ul style="list-style-type: none"><li>Building proactive customer management system based on VOC</li><li>Implementing dissatisfied customer care programs</li></ul> |  |
|                                                           | <ul style="list-style-type: none"><li>40% increase in simple inquiry chatbot conversion rate</li><li>Enhancement of consultant productivity and quality</li></ul>                                       | <ul style="list-style-type: none"><li>Integrated global Samyang VOC management</li><li>Securing response consistency across channels</li></ul>                                                                                  | <ul style="list-style-type: none"><li>Product/service improvement through VOC feedback</li><li>Maximizing customer retention rate and satisfaction</li></ul>        |  |

Consumer Centered Management Organization

Samyang Foods has built a dedicated organization for Consumer Centered Management centered on the Head of the Quality Safety Department (CCO) to respond swiftly to customer feedback. The department coordinates collaboration across the company by clearly assigning roles and responsibilities to each department. It also manages consumer complaints proactively, with a process for escalating major issues to the CEO so that action can be taken quickly.

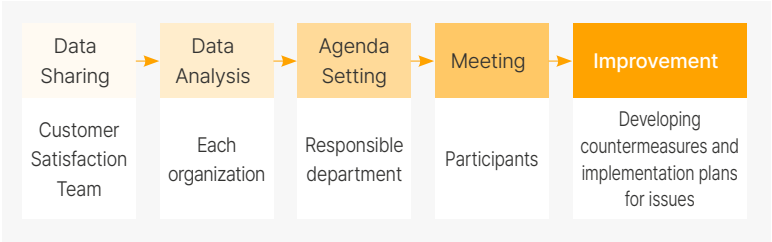
| Organizational Structure



Operation of VOC Committee

To protect consumer rights and drive quality innovation, Samyang Foods operates a regular VOC Committee. VOC data collected by channel is analyzed to identify risks and establish preventive and corrective measures, and the committee strengthens execution. When critical issues arise, the company reports related risk factors and quality improvement plans for products and services to executives, helping management make faster, better-informed decisions. Through these activities, complaints originating from the manufacturing stage fell by 21% year on year in 2025.

| Operation Process



| VOC Committee Operations

| Meeting Title              | Description                                                                                                     | Frequency    | Subject       |
|----------------------------|-----------------------------------------------------------------------------------------------------------------|--------------|---------------|
| S-PPM <sup>1)</sup>        | VOC DB-based performance reporting and discussion of investment or decision-making matters                      | Once a month | Executives    |
| PQC <sup>2)</sup>          | VOC DB-based sharing of performance, issues, and improvement matters among production and quality practitioners | Once a month | Working-level |
| Quality and Safety Meeting | Sharing of quality and safety task progress                                                                     | Once a week  | Working-level |
| Claim ZERO TF              | Sharing of progress by task toward achieving zero claims                                                        | Ongoing      | TF Members    |
| CS Meeting                 | Sharing of response issue cases through weekly VOC review                                                       | Once a week  | Working-level |

1) Single PPM

2) Production & Quality Claim Conference

Consumer Centered Management Activities

Customer Satisfaction Center

The Customer Satisfaction Center of Samyang Foods serves as the primary hub for receiving and processing customer feedback, ensuring swift and accurate handling of inquiries, inconveniences, and complaints. In 2025, the company continued to expand VOC reception channels to diversify customer communication touchpoints in response to changes in the digital environment. In particular, by newly introducing chatbot services and real-time chat consultation systems, the company enhanced accessibility so that customers can conveniently share their opinions anytime, anywhere without restrictions of time and place. Diverse VOC data collected through the expansion of existing communication channels and digital channels is analyzed in real time and leads to practical service improvements such as product quality enhancement, process improvement, and improved usability through collaboration with relevant departments. Samyang Foods plans to continuously enhance the customer experience based on its advanced customer communication system and practice Consumer Centered Management that reflects the voice of customers in all management processes.

VOC Management System

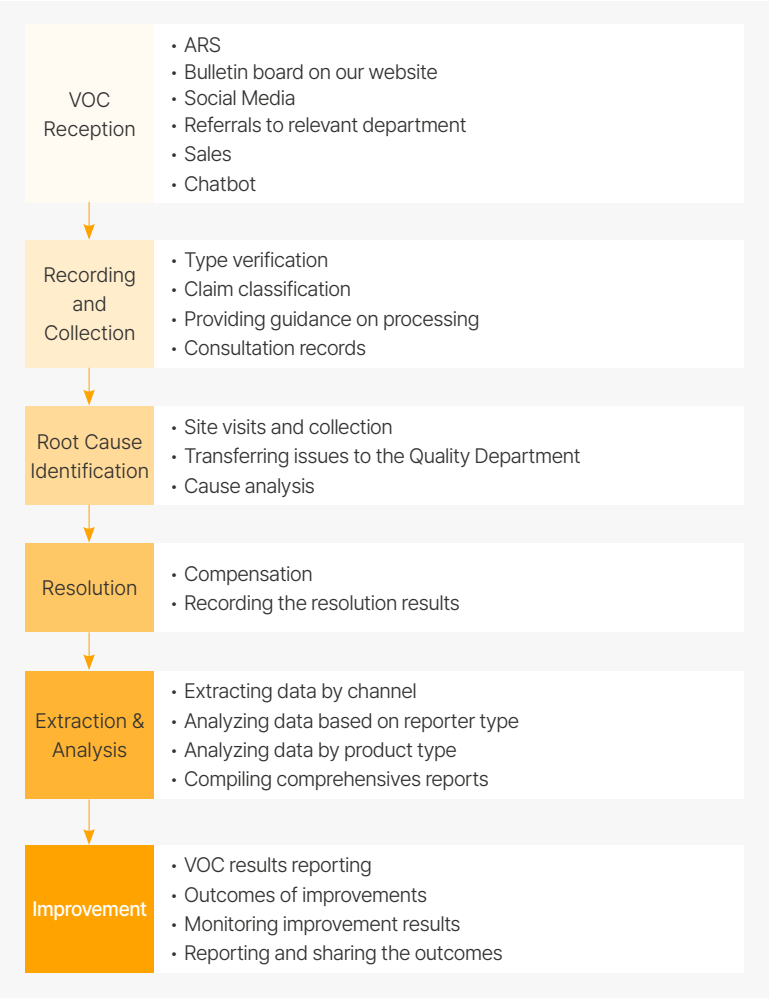
In 2025, as production and sales volume increased, customer touchpoints through chatbots and online digital channels expanded, resulting in an increase in general inquiries and claim receipts. All VOC received as a result of improved customer accessibility was processed at a 100% completion rate, and was utilized for product and service quality improvement through systematic analysis and improvement activities.

| VOC in Numbers

| Category                                          | Unit  | 2023   | 2024   | 2025 <sup>3)</sup> |
|---------------------------------------------------|-------|--------|--------|--------------------|
| No. of general inquiries <sup>1)</sup> received   | cases | 1,900  | 2,455  | 6,712              |
| No. of consumer complaints <sup>2)</sup> received | cases | 16,903 | 14,177 | 19,378             |
| Consumer complaint resolution rate                | %     | 100    | 100    | 100                |

1) Product and service suggestions, ideas, business proposals and partnerships, and compliments  
2) Complaints regarding foreign matter, taste, defective products, etc.  
3) Increase in the number of received cases due to higher production and sales volume and channel expansion

| VOC Process



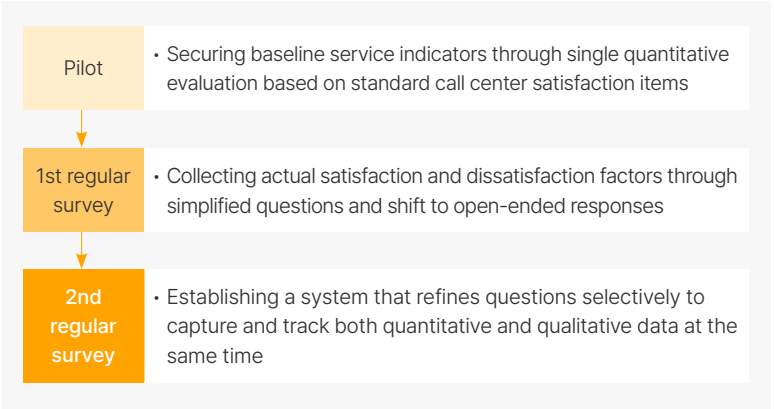
Conducting Customer Satisfaction Surveys

In 2025, the company introduced customer satisfaction surveys across all consultation sessions for the first time to objectively assess the quality of customer consultation services. As a result of the surveys, the overall consultation satisfaction score was 4.5 out of 5, demonstrating the company's service competitiveness. Samyang Foods plans to build a sustainable consultation service ecosystem based on customer trust by actively incorporating customers' valuable opinions into service process optimization and quality improvement measures going forward.

Consultation Service Eco-System

A virtuous cycle ecosystem where the Voice of Customer (VOC) is not confined to consultation channels but spreads internally within the company to drive product and service improvements, ultimately returning greater value to customers.

| Survey Process



Customer Satisfaction

4.5 out of 5

Consumer Centered Management Training

Samyang Foods conducted Consumer Centered Management training for all employees to protect consumer rights. The training covered consumer concepts and safety as key topics, and emphasized the importance of consumer safety in connection with ESG management, providing an opportunity to enhance the sense of responsibility and commitment to practice among all members. The company plans to continue strengthening consumer trust through regular training and to embed a consumer-centric management culture across all business activities.



Consumer-Centered Management Certification

Samyang Foods obtained the Consumer-Centered Management (CCM) certification in 2021 to promote consumer-oriented business practices and has maintained 2 consecutive certifications through to 2026. The company will continue its improvement activities to ensure that consumer rights are further strengthened.



CCM Certification

Consumer Engagement

Global Consumer Survey

To analyze global consumer insights and trends and reflect them in its products, Samyang Foods conducted a global survey targeting consumers in 8 countries who use the company's major brands. This survey went beyond measuring product satisfaction to identify consumers' opinions on 'product value and quality' expected by consumers of various ages, genders, and lifestyles by country, with the aim of reflecting these findings in its product and brand strategy to elevate the customer experience and strengthen brand loyalty. Going forward, the company will practice genuine communication with a sense of responsibility in the global market.

|                         |                                                                             |
|-------------------------|-----------------------------------------------------------------------------|
| Participating Countries | 8 countries<br>(Korea, Thailand, China, U.S., U.K., Germany, Poland, Japan) |
| Brands Surveyed         | 5 brands<br>(Samyang, Buldak, MEP, Pulse Lab,tangle)                        |
| Total Participants      | 19,074 persons                                                              |

Products Reflecting Consumer Feedback

Samyang Foods actively uses consumer feedback to guide product development and upgrades. In 2025, the company improved the texture and elasticity of Samyang 1963 noodles based on customer needs. It also strengthened its domestic tangle lineup by securing vegan and halal certifications and introducing Buldak flat noodles, earning a positive response from consumers.

**Samyang 1963**  
Improvement of Noodle Texture and Elasticity

I wish the Samyang 1963 noodles made with the beef tallow from my memories were a bit chewier

I think a firm, al dente noodle texture would suit it better

Samyang 1963 is a product that reinterprets the beef tallow flavor of Samyang Ramen, Korea's first instant noodle launched in 1963, in a modern way. It garnered significant attention upon launch and received diverse VOC. Samyang Foods comprehensively reflected consumer opinions to improve the texture and elasticity of the noodles, and also pursued improvements to reduce variations in product condition (appearance) in order to minimize damage during the distribution process.

**tangle Pasta Series**  
Launch of VEGAN & HALAL Certified Domestic Products

I hope VEGAN certified products are also launched for the domestic market

It's too expensive to purchase HALAL products through direct overseas buying

tangle is a high-protein, high-fiber pasta containing chickpeas, sold in approximately 50 countries including Korea. In 2025, to respond to the growing domestic demand for VEGAN and HALAL certified products, tangle domestic products also obtained VEGAN and HALAL certifications, expanding consumers' range of choices.

**Buldak Flat Noodles**  
Launch of Pouch-Type Products

I wish Buldak flat noodles were available in packet form, not just as cup noodles

I want to diversify my cooking methods with pouch-type noodles

The Buldak flat noodle series has been consistently popular for its satisfying texture and Buldak's uniquely addictive spiciness. Reflecting consumer feedback expressing disappointment that the lineup was centered on bowl products, the company launched pouch-type products applying pan-cooking methods, enabling consumers to enjoy a wider range of options depending on the situation.

### Consumer Engagement Efforts

#### Buldak 'House of Burn'

To expand touchpoints with global consumers and strengthen brand engagement, Samyang Foods operated a brand experience popup store, 'House of Burn,' in the lobby of its headquarters in Myeongdong, Seoul. The popup store, operated under the concept of 'Make Life Spicy,' recorded a cumulative visitor count of approximately 8,000 over 5 days and received enthusiastic responses from Buldak fans around the world. At the event venue, free tasting zones for flagship products including Buldak Ramen original and Buldak Ramen Carbonara were set up, and participatory content such as photo zones and SNS-linked events were provided, allowing visitors to naturally experience the Buldak brand. To better accommodate international tourists, the event also featured a rest area and powder room, making the space more convenient and visitor-focused. Using the strengths of both Myeongdong—a landmark tourist district in Seoul and the birthplace of the Buldak Ramen concept—and Samyang Foods' headquarters, the company expanded consumer touchpoints with the Buldak brand. It was also able to gather real-time feedback and see consumer responses firsthand. Moving forward, Samyang Foods aims to build more opportunities for global consumer engagement and further establish Buldak as a leading global brand.

#### MEP 'FreshMEP for Cool Spicy' Campaign

To commemorate the launch of 'MEP Cool Spicy Kimchi Flavor,' Samyang Foods conducted the 'FreshMEP for Cool Spicy' campaign to communicate directly with consumers. The campaign was held across nine major locations nationwide over one month, attracting approximately 5,000 participants. At the venues, food truck-based 'Cool Bibim Corn' tastings, 'Cool Punch' games, social media participation events, and other activities were organized to encourage consumers to experience the new products firsthand. In addition, the 'A/C OFF OX Game,' which offered products to customers who kept their air conditioners off for a certain period of time at stores, delivered environmental messages alongside the campaign. Through this campaign, Samyang Foods expanded consumer touchpoints and strengthened communication with customers by connecting product experiences with engaging, participatory activities.

#### Samyang 1963 Popup Store and 100th Day Celebration

To raise the brand value of the premium instant noodle 'Samyang 1963' and expand consumer touchpoints, Samyang Foods conducted various campaigns. The 'Samyang 1963 Popup Store' was composed of a premium noodle bar concept focused on the flavor of noodles, soup, and beef tallow, recording a cumulative visitor count of 10,000 over a 7-day operation period and concluded as a great success. In particular, the popup store's online advance reservation opened and sold out within 5 minutes simultaneously, drawing an enthusiastic response from not only Millennials and Gen Z consumers but also foreign tourists. Furthermore, the 'Samyang 1963 100th Day Celebration' held to commemorate the 100th day of the product launch was designed as a space celebrating the anniversary concept, gifting commemorative items to customers who left congratulatory messages and operating a tasting zone where visitors could sample Samyang 1963, together with SNS participation events. Through such campaigns, Samyang Foods is continuing brand communication that connects consumers to directly experience and enjoy the 60-year heritage of Samyang Ramen across all generations.



# PEOPLE & COMMUNITY

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# PEOPLE & COMMUNITY

UN SDGs



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 |
| <b>Sustainable Supply Chain</b> MATERIAL ISSUE 4 | S2 Workers in the Value Chain                   |
| Contribution to Local Community                  | S3 Affected Communities                         |
| Information Security                             | S4 Consumers and End-Users                      |

WHY IT MATTERS

The scope of corporate responsibility continues to expand—from respecting human rights and creating safe working environments to sustainable supply chain management, community co-existence, and personal data protection. The EU Corporate Sustainability Due Diligence Directive (CSDDD) and the U.S. Uyghur Forced Labor Prevention Act (UFLPA) require companies to manage labor, human rights, and environmental risks through supply chain due diligence. At the same time, domestic regulations related to labor-management cooperation, workplace safety, and personal data protection continue to be strengthened. As expectations grow around fair working conditions, respect for human rights, and the prevention of workplace accidents, stakeholders are placing greater emphasis on corporate social responsibility. In this environment, companies must proactively identify and manage social responsibility risks to maintain global competitiveness and long-term sustainability.

HOW WE RESPOND

As corporate responsibility for human rights and labor increases, Samyang Foods gathers employee opinions and examines risks through organizational culture surveys, human rights impact assessments, and grievance-handling channels. Recognizing talent as a core asset driving sustainable growth and innovation, the company responds to the rapidly changing business environment through systematic training. The company also offers a range of welfare and family-friendly programs to help employees maintain a healthy work-life balance. To safeguard employee health and safety, a dedicated health and safety team identifies and manages workplace hazards through site risk assessments and regular inspections. The company also manages ESG risks across its supply chain through its Partner Code of Conduct and ESG assessments for suppliers, while promoting fair trade and shared growth to strengthen partnerships. In addition, it supports local communities through social contribution activities and regularly reviews and improves its information security management system to protect key information assets.

KEY PERFORMANCE

Employee Grievance  
Resolution Rate

100 %

Suppliers Signed Fair  
Trade Agreements

23 Companies

No. of Information  
Security Incidents

ZERO

# Talent Management

Under the belief that employee growth is the foundation of the company's sustainable growth and enhanced competitiveness, Samyang Foods is focused on securing and nurturing key talent to lead global markets. The company also fosters a fair evaluation environment and systematic capability development, and encourages immersion and growth through collaboration-centered organizational culture and diversity and inclusion programs. In addition, the company promotes improvement activities based on annual organizational culture surveys to build a healthy organizational culture, and supports work-life balance through family-friendly and welfare programs.

## Talent Management System

Samyang Foods operates a talent management system with the 'Roundsquare' talent profile at the center of HR operations, linking the entire process of recruitment, training, evaluation, and compensation. The company recruits talent with the right expertise by using diverse hiring channels and selection processes focused on job competencies. Once employees join, the company supports their continuous development through an integrated system that connects performance management, employee training, and welfare programs. This enables individual strengths and capabilities to contribute directly to organizational results.

### | Samyang Foods' Talent Profile

| Cultivating 'Roundsquare' talent who creates exceptional outcomes by turning diverse perspectives into new ideas and breaking away from established norms |                                                                                  |                                                                            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| 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

|                                                                                     |                                                                                                                                                                                                                                    |
|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <b>Recruitment</b> <ul style="list-style-type: none"><li>• Talent Sourcing</li><li>• Selection</li></ul>                                                                                                                           |
|  | <b>HR Planning &amp; Operations</b> <ul style="list-style-type: none"><li>• HR strategy and system planning</li><li>• Organizational operations and performance &amp; compensation management</li><li>• Labor management</li></ul> |
|  | <b>Training &amp; Culture</b> <ul style="list-style-type: none"><li>• Talent development</li><li>• Organizational culture</li></ul>                                                                                                |
|  | <b>Global HR</b> <ul style="list-style-type: none"><li>• Overseas organization and workforce management</li><li>• Expatriate management</li></ul>                                                                                  |

### Metrics & Targets

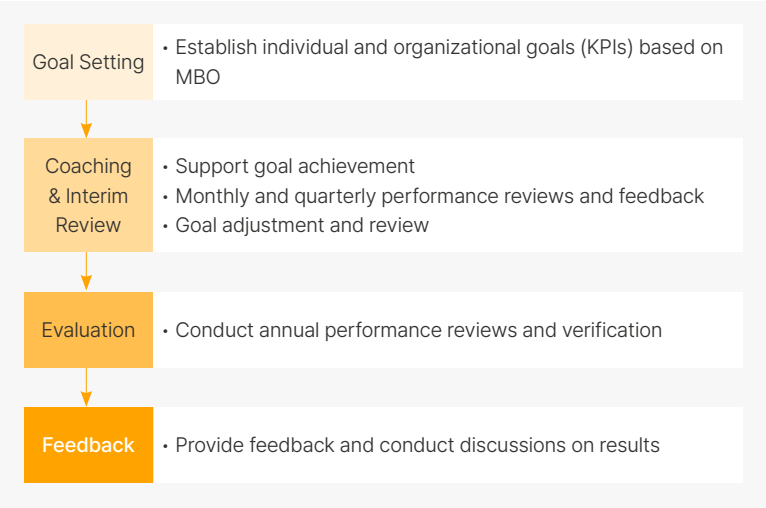
| Core Objectives                   |  | Recruitment                                                                                                                                                                                                     | Development                                                                                                                                                                                                                                                                                                                                           | Evaluation                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sustainable organizational growth |  | <b>Recruitment of roundsquare talent</b> <ul style="list-style-type: none"><li>• Structuring selection tools by reflecting the ideal talent profile</li><li>• Implementing competency-based selection</li></ul> | <b>Operating a training system for strengthening job expertise and organizational capabilities</b> <ul style="list-style-type: none"><li>• Strengthening job expertise through expansion of Academy by key job function</li><li>• Capability enhancement through organizational activation programs based on organizational culture surveys</li></ul> | <b>Competency- and performance-based evaluation system</b> <ul style="list-style-type: none"><li>• Linking organizational and individual performance through continuous performance management</li><li>• Establishing a virtuous cycle structure of performance ↔ growth based on continuous check-in and feedback</li><li>• Deriving common competencies from the ideal talent profile and evaluating/improving capabilities of all employees</li></ul> |

Talent Recruitment and Management

Employee Evaluation and Compensation

Under the belief that talent is the key driver that determines the long-term value of the company, Samyang Foods implements talent management based on Strategic Alignment, which connects the vision of the organization and the growth of employees as one. From the goal-setting stage, the company strengthens the alignment of organizational and individual goals, and through continuous feedback during the goal achievement process, creates an environment where employees can develop expertise and immerse themselves in their work. This transparent and objective performance management system serves as the foundation for realizing a performance-oriented culture, and through the linkage of rational compensation, positions itself as a core competency that retains outstanding talent and enhances organizational resilience. In particular, in 2025, the company introduced a new HR Information System (HRIS, Human Resources Information System) and systemized continuous performance feedback operations, and organized appropriate management processes for various organizational structures producing results such as team TFT and projects.

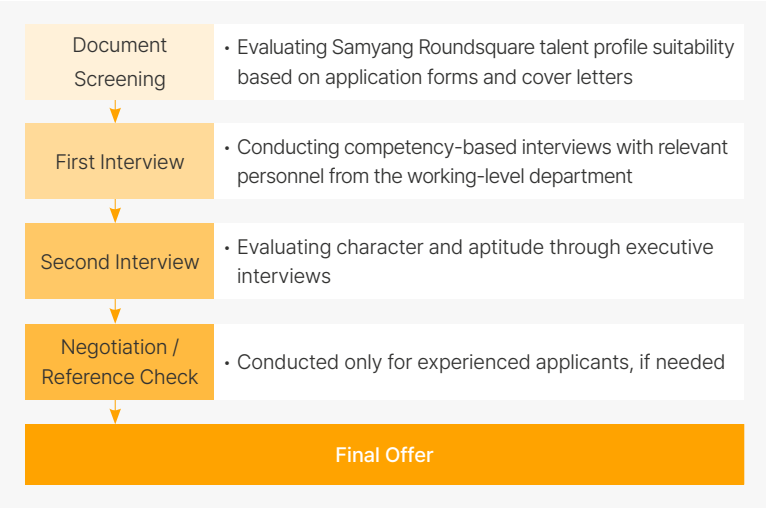
| Performance Evaluation Process



Outstanding Talent Recruitment

As business scale continues to expand and the global proportion grows, the company is focused on securing talent with diverse job experience and specialized expertise. In addition to open recruitment, year-round recruitment, and internal referral programs, the company is also expanding touchpoints with prospective talent. In particular, the company continues to directly identify outstanding talent through partnerships with key universities to secure talent suited for business expansion. In 2025, the company held its first-half open recruitment for hiring-linked internships to attract talent with global capabilities and strong job expertise. In addition, to ensure candidates from diverse backgrounds and experiences can participate fairly, the company expanded recruitment opportunities and, based on transparent recruitment procedures, comprehensively evaluated organizational fit and growth potential to select talent. Going forward, the company plans to strengthen the long-term talent cultivation foundation by expanding practical experience provision through internships and opportunities for conversion to regular employment through contract positions.

| Recruitment Process



Global Talent Recruitment

To proactively secure outstanding foreign talent capable of performing global tasks in line with overseas market expansion, the company is operating various recruitment strategies. In 2025, the company operated a 6-month global internship program twice, targeting graduates and current students of major domestic universities, and selected 12 outstanding talents with diverse cultural backgrounds. The program was designed to assess job fit from multiple perspectives, rather than simply offering hands-on work experience. In particular, the company provided on-the-job training based on the core competencies defined in its talent profile, and offered full-time positions to outstanding interns based on a comprehensive evaluation of their task performance and individual assignments. During the internship period, the company also operated programs to deepen understanding of the company's history, values, and organizational culture. After joining, a systematic onboarding program covering the entire value chain was provided to enhance business understanding, along with programs to internalize vision and core values. Through this, 10 of the selected personnel are currently deployed in each area of the global business, demonstrating their capabilities as core talent and growing. Furthermore, by establishing a local branch in Singapore and recruiting outstanding talent from the Asia-Pacific region, the company is building a strategic foundation to accelerate regional market sales growth.



Talent Capability Development

Talent Development Framework

Samyang Foods provides a structured training system to help employees develop professional expertise and global competencies. The company offers training in areas such as job functions, leadership, global capabilities, and onboarding, supporting employees in building skills that are relevant to their day-to-day work. It has also broadened its core job-specific academy programs. In particular, for some job training programs, a level-based certification system has been introduced in line with on-site needs and strategic requirements, and onboarding programs are operated for entry-level and experienced hires to support organizational adaptation and deepen business understanding.

|  |  | General & Policy-related                   |  |  |  |  |  |  |  |  |  |
|--|--|--------------------------------------------|--|--|--|--|--|--|--|--|--|
|  |  | Statutory Mandatory Training               |  |  |  |  |  |  |  |  |  |
|  |  | E-Learning Training Center                 |  |  |  |  |  |  |  |  |  |
|  |  | Professional Certification Support Program |  |  |  |  |  |  |  |  |  |
|  |  | Onboarding                                 |  |  |  |  |  |  |  |  |  |
|  |  | New Executives Orientation Program         |  |  |  |  |  |  |  |  |  |
|  |  | Global                                     |  |  |  |  |  |  |  |  |  |
|  |  | Executive Language Program                 |  |  |  |  |  |  |  |  |  |
|  |  | Job Function                               |  |  |  |  |  |  |  |  |  |
|  |  | In-house Language Program                  |  |  |  |  |  |  |  |  |  |
|  |  | DE&I Training Program                      |  |  |  |  |  |  |  |  |  |
|  |  | In-house Instructor Development Program    |  |  |  |  |  |  |  |  |  |
|  |  | Value Chain Master Course                  |  |  |  |  |  |  |  |  |  |
|  |  | Overseas Subsidiary Academy                |  |  |  |  |  |  |  |  |  |
|  |  | Management Support Academy                 |  |  |  |  |  |  |  |  |  |
|  |  | Food R&D Academy                           |  |  |  |  |  |  |  |  |  |
|  |  | Quality & Food Safety Academy              |  |  |  |  |  |  |  |  |  |
|  |  | Sales Academy                              |  |  |  |  |  |  |  |  |  |
|  |  | Marketing Academy                          |  |  |  |  |  |  |  |  |  |
|  |  | Team Leader Leadership                     |  |  |  |  |  |  |  |  |  |
|  |  | Manager Leadership (Self-Leadership)       |  |  |  |  |  |  |  |  |  |
|  |  | Executive Leadership                       |  |  |  |  |  |  |  |  |  |
|  |  | Leadership                                 |  |  |  |  |  |  |  |  |  |
|  |  | Head of Division                           |  |  |  |  |  |  |  |  |  |
|  |  | Head of Department                         |  |  |  |  |  |  |  |  |  |

Key Training Programs

Leadership Development

Samyang Foods offers a leadership development program designed for executive-level leaders. By sharing leadership assessment results and discussing areas for improvement, the company identifies individual strengths and areas for development, and establishes a leadership development plan. In addition, the company is enhancing execution through 1:1 coaching with specialized experts as needed.

Job Competency Development

Samyang Foods operates diverse job training programs for employees' expertise enhancement and career development, and continues to advance them. In 2025, the company expanded the total number of job training programs to 48, leading to active participation by 1,831 employees. In addition, a level-based certification system has been introduced for some programs to enhance employees' learning immersion, and the company is establishing the foundation to enable acquired knowledge and skills to be immediately applied to work and lead to results.

Global Talent Development

As the importance of nurturing talent with global competencies grows in line with global business expansion, the company operates various training programs including language courses. In 2025, the company implemented DE&I (Diversity, Equity & Inclusion) programs for newly hired employees and team leaders to support understanding of DE&I and foster a culture of mutual respect. In 2025, a total of 112 employees participated in global language courses, and 91.1% of those who completed the courses showed improved or maintained proficiency.

Onboarding Program for New Hires

Samyang Foods provides a systematic onboarding program that helps new employees settle into the company quickly. Before their official start date, each new hire is pre-assigned a buddy (mentor) to support initial adjustment, and during the first week, new hires perform 6 missions such as team introduction, understanding core values, and an office tour through the 'Welcome Mission,' deepening their understanding of organizational culture. The company then conducts Roundsquare-X training, which helps employees gain a deeper understanding of Samyang Foods' history, current direction, and future vision, and align their work with the company's broader goals. In addition, for new employees, the company systematically strengthens job competencies through an 8-week OJT program combining practical knowledge acquisition, mentoring, and Team Leader feedback.

| Key Programs

**Welcome Mission**

Performing 6 missions within one month of joining to help new hires soft-land into their teams as quickly as possible

|                                       |                                        |                                                |
|---------------------------------------|----------------------------------------|------------------------------------------------|
| <b>Mission 1</b><br>Team Introduction | <b>Mission 2</b><br>Initial Work Setup | <b>Mission 3</b><br>Understanding Core Values  |
| <b>Mission 4</b><br>1on1 Meeting      | <b>Mission 5</b><br>Office Tour        | <b>Mission 6</b><br>Exploring the Online Space |

**ROUNDSQUARE-X**

A three-night, four-day journey that examines Samyang Foods' past, present, and future to uncover the meaning of tomorrow, featuring diverse team-based programs designed to internalize the core values of Samyang Roundsquare

|                                  |                                    |                                    |                                   |
|----------------------------------|------------------------------------|------------------------------------|-----------------------------------|
| <b>Day 1</b><br>Explore Yourself | <b>Day 2</b><br>Explore Our Values | <b>Day 3</b><br>Explore Who We Are | <b>Day 4</b><br>Explore the World |
|----------------------------------|------------------------------------|------------------------------------|-----------------------------------|

**Job Function OJT**

Each new hire is paired with a buddy (mentor) to support smooth adaptation, engaging in a practical, field-driven OJT program

|                     |                                                                                                                                                                                                                                    |
|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Work</b>         | <ul style="list-style-type: none"><li>• Work performance methods and processes</li><li>• Terminology and knowledge used in the field</li><li>• How to use systems</li></ul>                                                        |
| <b>Relationship</b> | <ul style="list-style-type: none"><li>• Building human networks in working-level departments</li><li>• Communication methods with relevant departments</li><li>• Providing exchange opportunities with other departments</li></ul> |
| <b>Life</b>         | <ul style="list-style-type: none"><li>• Guidance on internal programs available</li><li>• Emotional care such as listening to grievances and difficulties</li></ul>                                                                |

Organizational Culture

Organizational Culture Survey

Samyang Foods conducts an annual organizational culture survey to objectively examine the level of organizational culture and derive improvement directions. In 2025, the company revised leadership-related survey items in line with the changed leadership competencies, and added positive response rate analysis to more closely identify employees' response results. As a result, both the average score and positive response rate of employees increased compared to the previous year. In addition, the company conducted separate in-depth analyses for organizations with scores lower than the company-wide average, and carried out organization-specific tailored improvement activities through the 'Level-UP Workshop.' Going forward, the company will continue improvement activities based on organizational culture survey results and employee opinions, and promote the establishment of a healthy organizational culture.



Organizational Culture Survey Results

3.73 out of 5

| Organizational Culture Survey Items

| Category                    | Details                                                                                                                                                                                                                |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Organization and Job Design | <ul style="list-style-type: none"><li>• Organizational structure</li><li>• Job characteristics</li></ul>                                                                                                               |
| Goal Execution System       | <ul style="list-style-type: none"><li>• Alignment of individual and team goals</li></ul>                                                                                                                               |
| Values & Culture            | <ul style="list-style-type: none"><li>• Human &amp; Nature-centric Thinking</li><li>• Sympathy from Collective Bonding</li><li>• Constructive Criticism for Improvement</li><li>• Endless Daring to Innovate</li></ul> |
| Rewards & Recognition       | <ul style="list-style-type: none"><li>• Linking rewards and performance</li><li>• Evaluation fairness</li></ul>                                                                                                        |
| Work Process                | <ul style="list-style-type: none"><li>• Information sharing and communication</li><li>• Decision-making system</li><li>• Work process efficiency</li></ul>                                                             |
| Diversity                   | <ul style="list-style-type: none"><li>• Individual acceptance</li><li>• Diversity and performance</li><li>• Diversity environment</li></ul>                                                                            |
| Leadership                  | <ul style="list-style-type: none"><li>• Business</li><li>• Performance</li><li>• People</li></ul>                                                                                                                      |
| Organizational Capability   | <ul style="list-style-type: none"><li>• Human capability level</li><li>• Organizational capability level</li><li>• Capability development</li></ul>                                                                    |

Organizational Culture Programs

Samyang Foods uses the findings from its organizational culture survey to develop and run programs that promote stronger collaboration and communication within the company. In 2025, the company conducted Level-UP Workshops that reflect key derived improvements and discuss directions for improving collaboration methods and organizational operations. In addition, to activate team-level organizations, the company operated Team Connect Workshops to support strengthening the intra-team adaptation of new and existing Team Leaders, as well as employee communication and team operation capabilities. Together with this, as part of DE&I training, the company conducted mutual respect culture training and diversity training targeting new hires.

| Program               | Description                                                                                                                                                                                                           |
|-----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Level-UP Workshop     | Reflecting on current work practices within the organization and promoting improvement and activation toward a better organizational culture through agreement among employees on better ways of working              |
| Team Connect Workshop | Establishing effective collaboration methods and work ground rules based on understanding of behavior and communication types among team members to strengthen intra-team communication and organizational adaptation |
| DE&I Training         | Promoting smooth communication among organizational members by enhancing understanding of diversity and inclusiveness within the organization                                                                         |

Level-UP Workshop

The Level-UP Workshop is a workshop that examines organization-specific status and key issues, and derives improvement directions and execution tasks for organizational operations through discussions on problems and improvement tasks within the organization. In 2025, 2 organizations participated and derived execution tasks. In addition, for the derived execution tasks, the company designated persons in charge and conducted monitoring over a certain period to ensure improvement activities take place, thereby strengthening organizational culture improvement execution.

Team Connect Workshop

Through DISC assessments, the company identified individuals' behavioral types and communication characteristics, and conducted Team Connect Workshops that enhance understanding of behavioral characteristics and communication types among team members and share work styles and collaboration methods. The workshops introduced in 2025 had a total of 24 teams participating, and received positive evaluations from participants with a field application rate of 4.7 out of 5 and a Net Promoter Score (NPS) of 52.8 points. This process helps teams develop effective ways of working together and agree on common work principles, supporting better communication and stronger team dynamics.

DE&I Training

In response to the growth of global talent recruitment, the company provided training to raise awareness of diversity and inclusion across the organization and foster mutual respect. The mutual respect culture training for Team Leaders conducted in 2025 covered healthy organizational culture based on mutual trust and respect-centered communication methods, and for new hires, the company conducted training on the meaning and importance of diversity.

Work-Life Balance

Work: Creating a Work Environment

Samyang Foods operates various programs to create an optimal environment where employees can immerse themselves and grow. The company provides the convenience of various flexible work arrangements, including the PC-OFF system, staggered working hours, remote work system, selective working hours, and assumed working hours, to support a balanced work-life. This allows employees to improve their individual productivity and manage their schedules more flexibly, while supporting a work environment that promotes well-being and family-friendly practices.

Flexible Work Arrangements

| System                  | Description                                                                                                                                                                                     |
|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| PC-OFF system           | A system that automatically shuts down PCs after designated working hours                                                                                                                       |
| Staggered working hours | 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 circumstances |
| Remote work system      | A system for working from home to enhance work efficiency and prevent infectious diseases                                                                                                       |
| Selective working hours | A system allowing employees to select their daily working hours within 40 hours per week                                                                                                        |
| Assumed working hours   | A system that assumes an 8-hour workday in cases where it is difficult to calculate exact working hours                                                                                         |

Retiree Support Programs

Samyang Foods supports career planning, job placement, and employment and start-up training so that employees can design a stable second phase of life after retirement, and operates a retirement pension system to help employees receive stable funds after retirement.

Work & Life: Employee Welfare and Benefits Programs

Samyang Foods provides various employee benefits designed to improve the workplace experience and make daily life more convenient, supporting better work-life balance. The company is striving to improve employees' quality of life through work support that aids immersion in tasks—such as employee cafeterias and rest spaces—as well as life support including leave, health management, and family-friendly programs.

| Work Support

| System                          | Description                                                                                            |
|---------------------------------|--------------------------------------------------------------------------------------------------------|
| Housing Rent Subsidy            | Providing monthly rent support when the workplace is relocated to another region from the existing one |
| Employee Cafeteria              | Providing breakfast and lunch with nutritional balance in mind                                         |
| Evolving Lounge & Salon de Book | Providing employee rest spaces and books                                                               |
| In-house product provision      | Keeping company products always available in the employee cafeteria and lounge                         |

| Life Support

| System                   | Description                                                                                                     |
|--------------------------|-----------------------------------------------------------------------------------------------------------------|
| Leave                    | Providing free accommodation at Samyang Roundhill, discounts on affiliated condo accommodations                 |
| School Admission         | Providing admission congratulatory bonuses for employees and their children                                     |
| Family Event Expenses    | Providing family event leave, wreaths, condolence/ congratulatory money, and goods                              |
| Childbirth               | Providing childbirth incentives and childbirth kits                                                             |
| Group Insurance          | Enrolling employees in group disease/injury and Indemnity Health Insurance                                      |
| Health Management        | Operating a Wellness Room                                                                                       |
| Psychological Counseling | Operating a psychological counseling program                                                                    |
| Others                   | Providing family allowances, birthday bonuses, summer vacation expenses, welfare points, and Workers' Day gifts |

Family-Friendly Systems

Samyang Foods supports childbirth and family-care leave that both men and women can use equally, as well as premium celebration kits and childbirth bonuses upon childbirth, and school entrance congratulatory allowance for children's school admission, encouraging employees' family care. As a result of these efforts, the company obtained Family-Friendly Certification in 2021, and intends to continuously maintain and expand its family-friendly organizational culture and related programs. Samyang Foods plans to continue designing various family-friendly programs so that employees can spend precious time with their families, and to actively encourage their use.

Samyang Roundhill Training Center

For employees' rest and recharging, the company provides free accommodation (12 nights per year) and tours at the Samyang Roundhill lodging in Pyeongchang, Gangwon-do. Through this, the company supports employees in having time for rest and recharging amid nature, contributing to psychological stability and enhanced work-life balance. In addition, the company aims to create a family-friendly culture through experiences of enjoying leisure together with family.



Samyang Roundhill Training Center



Placement of Company Products in the Employee Cafeteria

Creating an In-house Product Experience Environment

The company keeps its own products always available in the employee cafeteria and rest spaces. This enhances employees' work satisfaction while also contributing to raising interest in and awareness of the company's products. In addition, by creating an environment where employees can naturally experience various products, including new products, in daily life, the company also utilizes this as a feedback channel to collect employees' opinions on its products.

# Human Rights Management

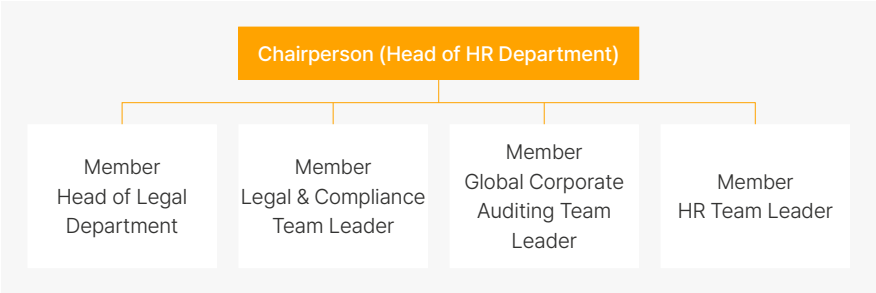
Samyang Foods sets respect for human rights as a basic principle across all management activities, and is building a systematic human rights management system centered on a dedicated organization and specialized committee. Through regular human rights impact assessments, the company reviews potential human rights risks, and strives to protect employees' rights and resolve grievances through grievance-handling report channels and the operation of a Labor-Management Council. In addition, the company continues efforts to promote diversity and inclusion, such as cultivating female leaders and employing persons with disabilities, and is creating an organizational culture where everyone can be respected and demonstrate their capabilities.

## Human Rights Management System

Samyang Foods operates a Human Rights Management Committee based on Human Rights Management Regulation to respect human rights in all management activities. The Human Rights Management Committee performs the role of examining and preventing potential risks in advance through regular human rights impact assessments, along with providing advice on human rights-related systems and policies. Going forward, the company will internalize stakeholder-centered human rights management and realize substantial human rights protection and promotion.

 [Human Rights Management Regulation](#)

### | Human Rights Management Committee Organization Chart



### Metrics & Targets

| Core Objectives | 2026                                                                                                                                                                                                                                            | ~2028                                                                                                                                                                                                                                                                                                             | ~2030                                                                                                                                                                                                                                                                 |
|-----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                 | <b>Establishing the human rights management system</b> <ul style="list-style-type: none"><li>Structuring and improving human rights impact assessment items</li><li>Systemizing remedy procedures and improving channel accessibility</li></ul> | <b>Internalizing and expanding human rights management</b> <ul style="list-style-type: none"><li>Reviewing and supplementing human rights management checklists and implementation rules</li><li>Advancing workplace harassment and discrimination prevention programs related to workers' human rights</li></ul> | <b>Realizing a company at a leading level of human rights management</b> <ul style="list-style-type: none"><li>Strengthening systematic prevention through analysis of human rights infringement cases</li><li>Establishing a regional human rights cluster</li></ul> |

## Human Rights Management Declaration

As a global food company, Samyang Foods respects the human rights principles of the international community and reflects them in its management activities. Based on core conventions such as 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 (International Labour Organization), the company established a Human Rights Management Declaration and applies it to all stakeholders, including employees and partners. In addition, when the local laws of the countries where the company operates and international standards conflict, the company prioritizes compliance with local laws and regulations, and seeks to faithfully fulfill its responsibilities as a global corporate citizen.

 [Human Rights Management Declaration](#)

### | Basic Principles of Human Rights Management

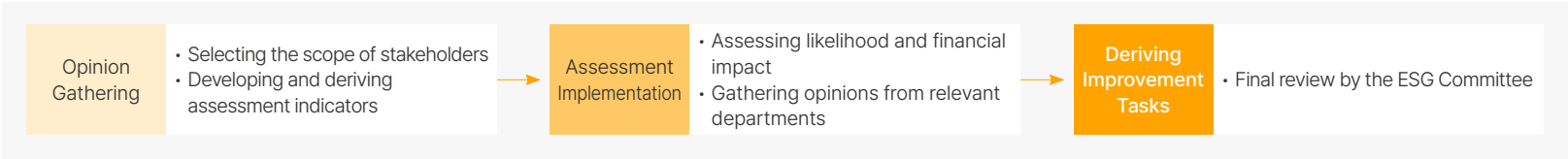
|                                                                        |                                                                          |
|------------------------------------------------------------------------|--------------------------------------------------------------------------|
| <b>1</b> Prohibition of discriminatory practices against women         | <b>5</b> Guarantee of occupational safety                                |
| <b>2</b> Prohibition of forced labor and child labor                   | <b>6</b> Responsible protection and management of partners               |
| <b>3</b> Non-discriminatory employment and working environment         | <b>7</b> Protection of local residents' human rights and the environment |
| <b>4</b> Guarantee of freedom of association and collective bargaining | <b>8</b> Realization of the values of 'honesty' and 'trust'              |

Human Rights Risk Management

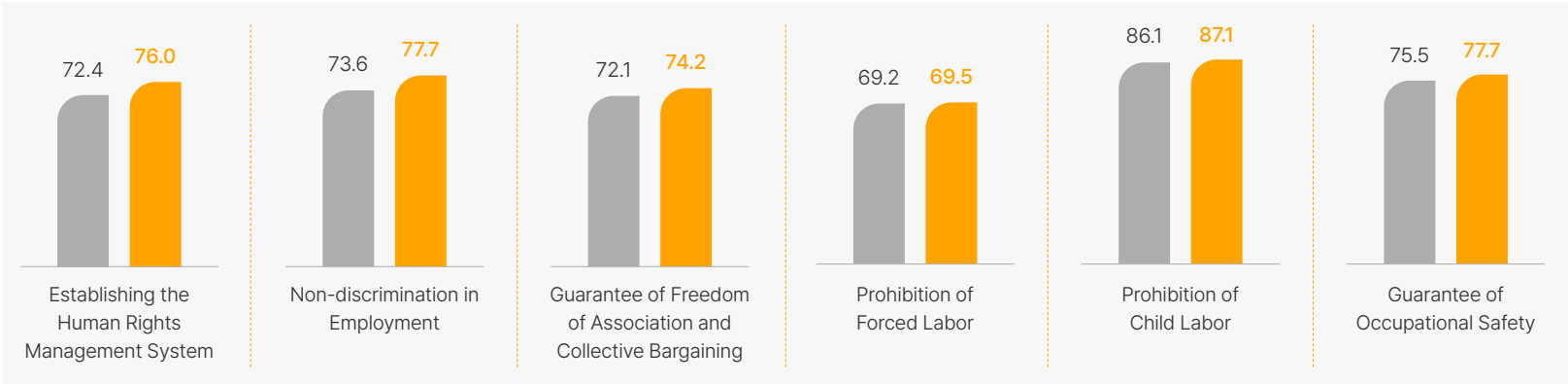
Human Rights Impact Assessment

To proactively identify and improve human rights risks that may arise across management activities, the company conducts human rights impact assessments annually. The company defines stakeholders vulnerable to human rights risks by expanding the scope to include not only employees but also partners, customers, and local residents, and additionally established a human rights grievance channel targeting partners. In 2025, the human rights impact assessment overall score rose by 2 points compared to the previous year, and in particular, recorded high improvement rates in the 'Establishing the Human Rights Management System' and 'Non-discrimination in Employment' items. This is an achievement demonstrating that the human rights management system has been stably established. Going forward, Samyang Foods will continue to conduct internal training and human rights impact assessments to strengthen its human rights management foundation.

Assessment Process



Assessment Results



Human Rights Training

All employees complete workplace sexual harassment prevention, disability awareness improvement, and harassment prevention training every year. Through this, the company enhances employees' human rights sensitivity and creates a healthy work environment free from discrimination and harassment, as well as an organizational culture of mutual respect.

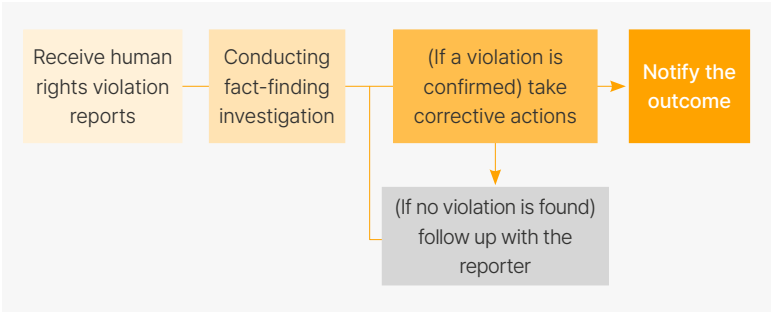
Improvement Activities and Plans

| Improvement Activities and Plans                              |                                   |                                                                                                                                                                                                                                              |
|---------------------------------------------------------------|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Category                                                      | Key Stakeholders                  | Activities and Plans                                                                                                                                                                                                                         |
| Establishing the Human Rights Management System               | Employees                         | ● Structuring human rights impact assessment items<br>○ Advancing the human rights management system in line with human rights management goals                                                                                              |
| Non-discrimination in Employment                              | Employees                         | ● Strengthening the blind recruitment process<br>○ Establishing preferential treatment standards for persons with disabilities and persons of national merit                                                                                 |
| Guarantee of Freedom of Association and Collective Bargaining | Employees                         | ● Systemizing the Labor-Management Council process (managing KPIs such as agenda types, processing rate, and satisfaction)<br>○ Reviewing and improving the labor-management communication system in line with international standards (ILO) |
| Prohibition of Forced Labor                                   | Employees, Subsidiaries, Partners | ● Distributing and implementing human rights management self-assessment checklists for contractors                                                                                                                                           |
| Prohibition of Child Labor                                    | Employees, Subsidiaries, Partners | ○ Expanding report channels for partners                                                                                                                                                                                                     |
| Guarantee of Occupational Safety                              | Employees, Subsidiaries, Partners | ● Implementing on-site safety inspections and improvement measures to create a company-wide health and safety culture<br>○ Disseminating related systems and procedures                                                                      |

Comprehensive Grievance Handling System

The company provides online and offline grievance reporting channels to protect the human rights of employees and external stakeholders. Along with online channels such as email and postal mail, the company has installed reporting boxes at major business sites (5 in Wonju, 2 in Iksan, and 2 in Miryang) to provide diverse grievance reception channels. In addition, the company assigns dedicated labor personnel at each site to build a rapid response system, and upon receiving a grievance, conducts fact-finding investigations through the Labor–Management Council and takes proactive measures to prevent secondary harm to the whistleblower. In 2025, the company additionally established a human rights grievance channel for partners on its official website, expanding stakeholders' accessibility.

| Grievance Resolution Process



| Grievances & Processing Results

| Category                                | Unit  | 2023 | 2024 <sup>1)</sup> | 2025 |
|-----------------------------------------|-------|------|--------------------|------|
| No. of human rights cases reported      | cases | 1    | 6                  | 18   |
| No. of work-related suggestion reported | cases | 1    | 7                  | 3    |
| Handling rate                           | %     | 100  | 100                | 100  |

1) Correction of the 2024 data due to a change in the calculation standard

Labor-Management Council

To promote workers' welfare and build sound labor-management relations, Samyang Foods operates the 'Labor–Management Council,' in which company and labor-union representatives participate. The Council meets every quarter and discusses various areas such as wages, welfare benefits, and working conditions, playing a vital role in protecting employees' rights and interests and improving working conditions.

SMETA Audit Clearance

In response to the growing interest of various stakeholders in corporate human rights and ethical management, Samyang Foods has undergone the Sedex Members Ethical Trade Audit (SMETA) every year since 2023. 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 it maintains a work environment conforming to global standards.

**Labor-Management Relations Award**

Samyang Foods was recognized for its efforts to create a culture of mutual prosperity in labor-management relations, ensure stable employment, improve the work environment, and strengthen employee communication, and received the Chairperson's Award of the Economic, Social and Labor Council (Labor-Management Harmony Category) at the 2025 'Edaily Good Jobs Awards.' This award is an achievement in which Samyang Foods' efforts to respect labor rights and build cooperative labor-management relations were recognized externally.

Diversity

Cultivating Female Leaders

Samyang Foods practices the principle of creating a non-discriminatory work environment and respecting diversity across all aspects of its operations. As a result of improved working conditions and family-friendly policies that support the growth of female talent, women made up 40.2% of the workforce in 2025, while the number of female leaders increased from 31 in 2023 to 89 in 2025. Going forward, the company will continue to expand growth opportunities where female talent can fully demonstrate their capabilities, along with cultivating female leaders.

| Female Leader Status

| Category                    | Unit    | 2023 | 2024 | 2025 |
|-----------------------------|---------|------|------|------|
| Female leader <sup>1)</sup> | persons | 31   | 63   | 89   |
| Female leader rate          | %       | 19   | 26   | 28   |

1) Including Heads of Department, Team Leaders, and Part Leaders

Employment Opportunities for 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, the company established Samyang Roundus, a standard workplace for people with disabilities, in 2010 and has operated it ever since. In 2025, 18 workers with mild disabilities and 30 with severe disabilities participated in processes such as sorting ingredients for soup powder and removing foreign substances, helping to strengthen product safety. Going forward, the company is actively expanding the hiring of employees with disabilities to promote recruitment and create an environment where they can stably demonstrate their capabilities.

# Health and Safety Management

Health and safety is more than a legal requirement. It involves actively finding risks on site and resolving them together with workers. Samyang Foods has proactively managed hazard and risk factors through site-centered improvement activities and cooperation among labor, management, and internal/external experts. In recognition of its contribution to establishing a safety culture and preventing occupational accidents, the company was awarded the Bronze Tower Order of Industrial Service Merit at the 2025 Industrial Safety and Health Month ceremony. Going forward, the company will advance its worker-participation-based self-discipline prevention system to contribute to creating a safe work environment and spreading a healthy labor culture.

## Occupational Health and Safety Vision and Strategies

Samyang Foods sets 'Creating a Sustainable, Safe, and Healthy Workplace' as its vision, and has established FSI<sup>1)</sup> 0.20, LTIR<sup>2)</sup> 0.08, and OIFR<sup>3)</sup> 0.02 as strategic targets in accordance with its health and safety environment management policy. To achieve these, the company has established and is promoting 4 strategic tasks and 6 action items. In addition, through its health and safety management policy, the company has established safety and health as top management values, and seeks to create a safety culture in which all employees and stakeholders participate together.

1) Frequency-Severity Indicator (FSI): The aggregation of accident frequency and No. of workdays lost due to accidents,  $\sqrt{(\text{frequency rate (the frequency of accidents)} \times \text{severity rate (No. of workdays lost)})}$   
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)  $\times$  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)  $\times$  200,000

 Health, Safety and Environment Management Policy  Health and Safety Management Policy

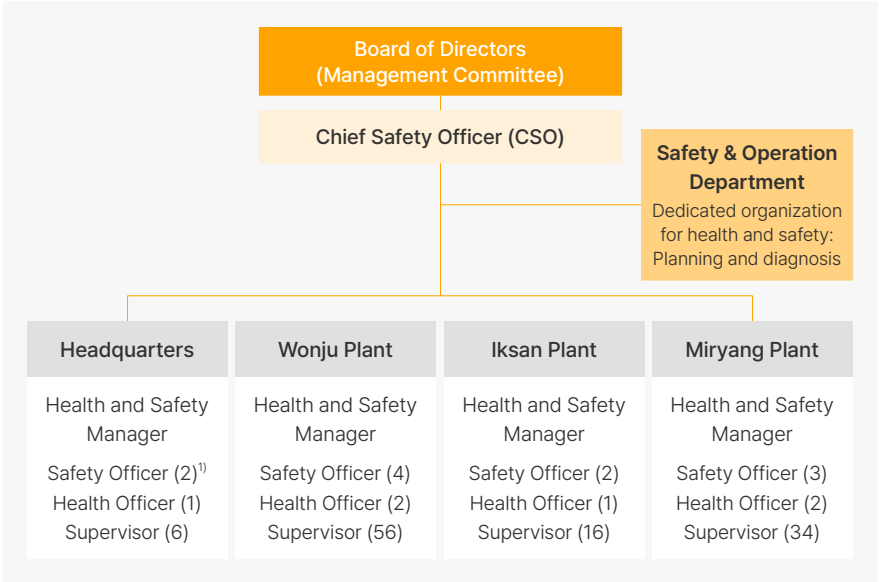
|                   |                                                                                                                    |                                                                                                                |                                                 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

## Health and Safety Management System

### Health and Safety Management Organization

Samyang Foods recognizes health and safety as a core element of corporate management, and appointed a Chief Safety Officer (CSO) to reflect this in all management activities. Under the CSO, the company has established and operates a dedicated organization that manages the personnel and budget for formulating health and safety management strategies and eliminating hazard and risk factors at business sites. The CSO reports the health and safety plan to the Board of Directors annually for approval in accordance with the Occupational Safety and Health Act and ESG management principles, and presides over company-wide hazard/risk factor improvement and promotion evaluation meetings to review key health and safety management items and discuss solutions to related issues. In addition, each business site holds a quarterly Occupational Health and Safety Committee meeting, led by the General Health and Safety Manager, to gather employee feedback. With partners, the company forms a Health and Safety Council to share health and safety performance and accident prevention activities, and supports the enhancement of partners' health and safety management capabilities.

### | Organizational Structure



1) Number of personnel

Introduction of the Health and Safety Management System

Samyang Foods has introduced the international occupational health and safety management system (ISO 45001) to further systematize its 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 its health and safety activities. The company uses IT systems to monitor and manage the ISO Plan-Do-Check-Act (PDCA) cycle, enabling it to quickly identify and eliminate workplace hazards and risks. The company also takes proactive preventive and protective measures to create a workplace where employees can work healthily and safely.



Rate of sites with health and safety certification

100%

Headquarters, Wonju Plant, Iksan Plant, Miryang Plant

| 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 monitoring completion rates

Risk Assessment

- Digitization of regular and ad-hoc risk assessments
- Automatic generation of result reports
- Employee 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 SNS

TBM (Tool Box Meeting)

- Digitization of pre-task safety inspection meetings
- Dissemination of task hazards and an electronic signature feature
- Statistics on TBM implementation status

Contract Business Safety Management

- Management of contractor business listings
- Digitization of qualification assessment of subcontractors
- Establishment of an emergency text messaging system for contractors

Metrics & Targets

| Core Objectives | 2026                                                                            | ~2028                                                                                 | ~2030                                                                                                      |
|-----------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|
|                 | • Building a supervision-centered safety culture                                | • Building a voluntary-participation safety culture                                   | • Building company-wide safety-culture-internalized business sites                                         |
|                 | • Operating a support system for in-house partners <sup>1)</sup>                | • Supporting local community partners                                                 | • Supporting nationwide partners                                                                           |
|                 | • 1 business site selected (Wonju Plant)                                        | • Expanding operations to 2 business sites                                            | • Expanding to all business sites                                                                          |
|                 | • Obtaining 100% ISO 45001 certification for Samyang Foods and major affiliates | • Obtaining 100% recognition as excellent business sites for partner risk assessments | • Obtaining 100% partner health and safety management system certifications such as ISO 45001 and KOSHA-MS |

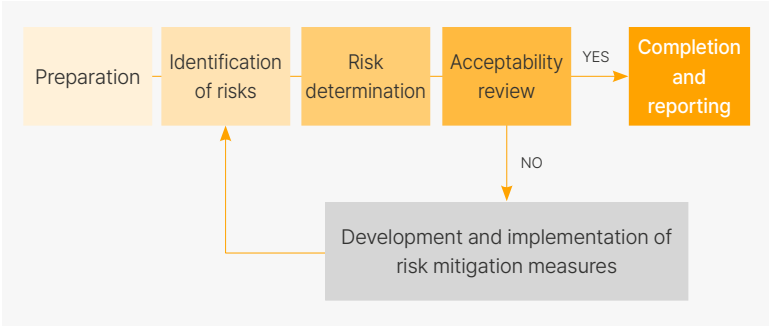
1) Limited to resident partners with 5 or more personnel

Health and Safety Risk Management

Risk Assessment

To prevent workplace accidents, Samyang Foods carries out ongoing participatory risk assessments as part of its self-regulated accident prevention system. Using its 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 2025, 259 improvement measures were completed to address the identified hazards. As improvements are conducted every year, the company confirmed that the scope of items subject to improvement is gradually decreasing.

| Risk Assessment Process



| Corrected Cases through Risk Assessment

| Category     | Unit  | 2023 | 2024 | 2025 |
|--------------|-------|------|------|------|
| Headquarters | cases | 55   | 32   | 26   |
| Wonju        | cases | 164  | 108  | 72   |
| Iksan        | cases | 130  | 100  | 40   |
| Miryang      | cases | 122  | 134  | 121  |
| Total        | cases | 471  | 374  | 259  |

Health and Safety Inspection

To identify and improve potential hazards and risks in hazardous processes and equipment, specialists in each field—occupational safety, occupational health, fire safety, and electrical safety—conducted health and safety inspections. In 2025, the company completed corrective actions for a total of 193 hazards and risks through 119 health and safety diagnostics in the first half and 74 first-round safety and health inspections in the second half. Over the past three years, corrective actions have declined by around 30% each year, demonstrating the effectiveness of improvement activities and showing that workplace risk factors are being systematically reduced.

| Process of Health and Safety Inspections and Improvements



| Corrected Cases through Health and Safety Inspections

| Category     | Unit  | 2023 | 2024 | 2025 |
|--------------|-------|------|------|------|
| Headquarters | cases | 67   | 60   | 48   |
| Wonju        | cases | 151  | 121  | 61   |
| Iksan        | cases | 84   | 62   | 43   |
| Miryang      | cases | 99   | 41   | 41   |
| Total        | cases | 401  | 284  | 193  |

Joint Health and Safety Inspections by Labor, Management, and External Experts

In 2025, the company invited worker representatives and external experts to conduct a joint safety inspection, identifying 71 potential hazards and risks at its sites. The identified risks will be improved by the first half of 2026.

Operating the PSM System

Samyang Foods pursues safety management activities to prevent major occupational accidents based on its PSM (Process Safety Management) system. The company conducts regular assessments every four years to identify potential risk factors involving hazardous substances and production processes, and continues to improve its safe operation and emergency response capabilities. As of the end of 2025, the Wonju and Miryang plants, which are subject to process safety report submission, maintained an S grade.

**2025 Occupational Safety and Health Month, Awarded the Bronze Tower Order of Industrial Service Merit**

Samyang Foods pursued company-wide safety and health activities to prevent occupational accidents and spread a safety culture. Based on risk assessments, it installed triple safety devices on mixers to address hazards like entrapment. Through win-win cooperation with SMEs, it also supported partners' safety and provided special training for new hires. As a result, it received the Bronze Tower Order of Industrial Service Merit for accident prevention.

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),' the company strives to make safety its top priority.

|                                 |                                                                                                                                                                                                                                                                                                                                 |
|---------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3 Core Health and Safety Duties | See Safety/Care About My Safety<br>Own Safety/Care About the Safety of Others<br>Solve Safety/Care About Improving Safety                                                                                                                                                                                                       |
| 6 Mandatory Safety Rules        | <div><div>1</div>Caution with hot work</div> <div><div>2</div>Fall prevention in high places</div> <div><div>3</div>Caution in confined spaces</div> <div><div>4</div>Caution with forklifts (vehicles)</div> <div><div>5</div>Caution with hazardous materials</div> <div><div>6</div>Use of proper protective equipment</div> |

Safety Culture Awareness Campaign

To promote safety awareness, the company places safety messages in common areas, including break rooms and cafeterias, enabling employees to encounter and internalize safety practices in their daily routines. In addition, the company actively participates in the government's safety culture spread policy, reflecting the slogan 'Happiness for Everyone in a Safe Workplace' on approximately 1.3 million boxes of major company products such as Buldak Ramen thereby contributing to the spread of safety awareness across society.

Health and Safety Training

Samyang Foods has developed and operates training programs specialized for the food manufacturing industry to ensure the quality of its health and safety training. In 2025, the company conducted internal specialized training for 151 employees of Samyang Foods and affiliates, continuously building professional expertise and practical capabilities in safety management. In addition, the company is expanding the scope of training, such as conducting external training for health and safety officers and relevant departments.

| Category         | Program                                      | Training Hour                          | Target                                |
|------------------|----------------------------------------------|----------------------------------------|---------------------------------------|
| Training         | 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 6 hours per 6 months           | Office workers                        |
|                  |                                              | Minimum 12 hours per 6 months          | Non-office workers                    |
|                  | Regular supervisor training                  | Over 16 hours per year                 | Supervisors                           |
| Emergency drills | Job-specific training                        | Approx. 22 hours per person on average | Health and safety-related departments |
|                  | Fire and chemical accident response training | At least once per year                 | All employees                         |
|                  | Emergency response drills                    | At least twice per year                | All employees                         |

Health Management

Operating a Health Room

To create a workplace that supports both work and employee health, Samyang Foods provides an on-site health room. A dedicated nurse is always present, and the facility is equipped with a recovery area for first aid, rest, and observation when employees experience sudden health changes or minor injuries. It also supports health indicator checks—such as blood pressure, blood glucose, and body composition—and professional health consultations.

| Category                        | Description                                                                                                                                                           |
|---------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Emergency first aid             | Provide initial first aid for workplace injuries (splint application, stopping the bleeding, AED use, etc.), 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 such as cold medicine, digestive aids, and painkillers (excluding prescription drugs)                                         |
| Health consultation and support | Provide result consultations and health care support after blood pressure, blood glucose, and body composition tests                                                  |

Musculoskeletal Disorder Prevention Program

Samyang Foods recognizes musculoskeletal disorders caused by repetitive or physically demanding work as a key occupational health concern and runs prevention programs at each site in partnership with local health and worker support centers. It improves work environments and methods to reduce physical burden and encourages voluntary stretching, fostering a worker-centered prevention culture.



Operating the Employee Psychological Counseling Program

To help resolve the psychological difficulties employees experience, Samyang Foods operates 'Happy Mint Service,' a company-wide psychological counseling program. Through consultations with professional counselors, this program focuses on alleviating mental strain caused by stress, interpersonal relationships, burnout, and more, placing importance on managing employees' mental health. To help reduce employee stress, the company provided one-on-one psychological counseling as well as a range of psychological care programs, such as Healing Time with Tea and Sound, the Realistic Parenting Counseling Center, and Super Turtle Picture Book & Fragrance Therapy.

Lifestyle Management Support

Samyang Foods runs various health promotion and lifestyle improvement programs based on the needs of each business site, covering areas such as diet, exercise, alcohol moderation, and smoking cessation. Through these, we encourage employees' voluntary participation in health management and supports them in forming healthy lifestyle habits continuously in their daily lives.

Wonju Plant Selected as an Excellent Business Site for Worker Health Promotion Activities

Wonju Plant has operated smoking cessation, weight management, stretching, and stress counseling programs to promote employees' health. In 2025, in recognition of its systematic health management efforts over the years, the plant was selected as a '2025 Excellent Business Site for Worker Health Promotion Activities' hosted by the Korea Occupational Safety and Health Agency. Going forward, the company plans to advance its healthcare management system and promote all business sites to be selected as excellent business sites.

Partner Safety Management

Health and Safety Qualification Assessment

Samyang Foods conducts health and safety qualification assessments to select partners capable of preventing occupational accidents, inspecting health and safety management system at least once every six months. Assessments cover four areas—health and safety management systems, execution levels, operational management, and accident occurrence levels—with scores assigned per category. Findings are shared through the Health and Safety Council to promote improvement measures, provide support, and build a coordinated health and safety management framework.

Health and Safety Management Process



Health and Safety Qualification Assessment Items

| Category                                         | Assessment Items                  | Assessment 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 monitoring including protective equipment compliance                                                                                   |
|                                                  | 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                                                                                    |
| Operational management (20 points)               | Permit to safety work             | Compliance level with permit to safety work for hazardous and risky tasks                                                                     |
|                                                  | 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                                            |
| Accident occurrence levels (20 points)           | Emergency measures                | Emergency evacuation and damage minimization measures (Ministry of Employment and Labor, fire station, etc.)                                  |
|                                                  | Occupational accident status      | Current status of occupational accident occurrences                                                                                           |

Shared Growth Program

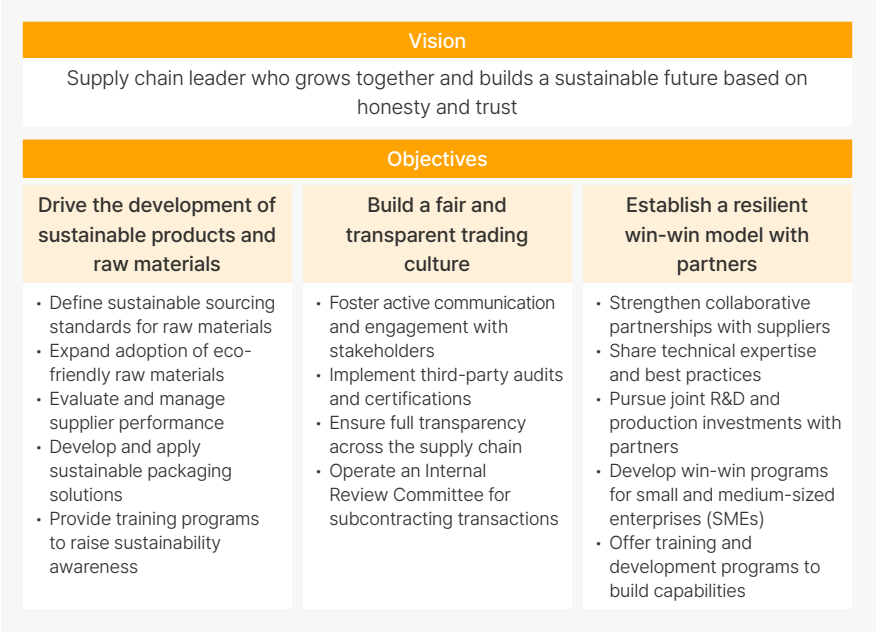
Samyang Foods participates in the 'Large, Medium, and Small-sized Company Safety & Health Shared Growth Project,' led by the Ministry of Employment and Labor and the Korea Occupational Safety & Health Agency, supporting 10 in-house partners through shared growth campaigns, health and safety seminars, technical assistance for risk assessments, and best-practice site selection.

# Sustainable Supply Chain

Samyang Foods operates a supplier ESG management system to strengthen sustainability across its entire supply chain. Through supplier ESG assessments and fair trade and shared-growth programs, the company supports the enhancement of suppliers sustainability management capabilities, while systematically managing environmental, social, and ethical risks within the supply chain to build a responsible supply chain. In addition, we spread a responsible management culture based on our Partner Code of Conduct. Going forward, we will strengthen accountability and transparency across the entire supply chain to establish a foundation for sustainable growth together with our suppliers.

## Supply Chain Management System

Samyang Foods operates a supply chain management system built on 'honesty and trust,' with three core objectives—developing sustainable products and raw materials, building a fair and transparent trading culture, and establishing a resilient win-win model with suppliers—and embeds ESG values throughout its supply chain. The company promotes eco-friendly ingredient use and sustainable packaging development, establishes a transparent trading culture through stakeholder participation, third-party audits and certifications, and internal review processes, and strengthens its shared-growth foundation through co-growth and technical support with suppliers.



## Supply Chain Management Organization

Samyang Foods manages its supply chain through a company-wide framework centered on the Procurement Division, supported by close coordination among the Quality Safety Department, Quality Assurance Team, Management Support Division, and ESG Team. The Procurement Division analyzes internal and external environments and supply markets to develop optimal procurement strategies, and continuously strengthens overall supply chain competitiveness through Process Innovation (PI).

## Organizational Structure



## Key Roles



Supply Chain ESG Management

Selection and Management of Suppliers

Samyang Foods ensures a fair and transparent supplier selection process by conducting pre-assessments and evaluations based on quality, safety, and R&D criteria. Transactions are initiated only with suppliers that achieve a minimum score of 80 out of 100 points. Even after transactions are made, we conduct regular assessments 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.

| Supplier Selection Process



| 4 Key Fair Trade Guidelines

|                                                                                                         |                                                                                                                                                                                                                                   |
|---------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Guidelines for Concluding Contracts with Partners                                                       | <ul style="list-style-type: none"><li>• Establish infrastructure to support conclusion of a contract</li><li>• Ensure autonomy in contract execution</li><li>• Comply with contractual terms and applicable regulations</li></ul> |
| Guidelines for Fair Selection of Partners                                                               | <ul style="list-style-type: none"><li>• Ensure fairness in partner selection criteria and procedures</li><li>• Maintain fairness in criteria and procedures for partner registration cancellation</li></ul>                       |
| Guidelines for Establishing and Operating the Internal Review Committee for Subcontracting Transactions | <ul style="list-style-type: none"><li>• Ensure Adequacy in the Composition of the Internal Review Committee</li><li>• Ensure Effectiveness in the Operation of the Internal Review Committee</li></ul>                            |
| Guidelines for Proper Issuance and Retention of Documents in Subcontracting Transactions                | <ul style="list-style-type: none"><li>• Issue written documents in advance</li><li>• Retain all issued written documents</li></ul>                                                                                                |

Partner Code of Conduct

Samyang Foods has progressively signed Partner Code of Conduct agreements to share ESG values with its suppliers. As of 2025, 179 out of 213 total suppliers have participated. The Code of Conduct covers eight ESG areas—including human rights, labor rights, occupational health and safety, ethics, trade secrets and intellectual property, environment, and win-win cooperation and Consumer Centered Management—and provides specific guidance so that suppliers can faithfully implement them. We plan to gradually expand the scope of application to all suppliers to strengthen our sustainable supply chain management system.

 Partner Code of Conduct

| 8 Areas of the Code of Conduct

|                                                                                                                                   |                                                                                                                                                            |
|-----------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Human Rights Protection                        | Respect for Labor Rights                                                |
| Compliance with Occupational Safety Standards  | Compliance with Health Standards                                        |
| Ethical Management                             | Protection of Trade Secrets and Intellectual Property                   |
| Environmental Protection                     | Win-Win Cooperation, Shared Growth, and Consumer-Centered Management  |



No. of suppliers signed the Partner Code of Conduct

179 suppliers

Ethical surveys among partners

Samyang Foods conducts regular ethical surveys among partners to identify potential issues at an early stage and improve its response capabilities. 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.

Partner Portal

Samyang Foods strengthens fair partner selection and two-way communication through its 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 provide online inquiry and reporting channels that allow our partners to submit questions or raise concerns voluntarily. In 2025, no grievances or reports were received through the Cyber Audit Office within the integrated procurement system.



Supplier ESG Assessments

Samyang Foods conducts annual ESG assessments of its suppliers to evaluate their ESG management levels and support their capacity building. Through this effort, we review suppliers' non-financial performance—including environmental, human rights, and safety factors—and prepare for any potential supply chain risks. In 2025, we evaluated 31 suppliers, 30 of which (96.8%) participated. In the environmental area, we assessed suppliers environmental management levels, including their greenhouse gas emissions and energy consumption. In the social area, we evaluated working conditions, human rights, and occupational safety, and in the governance area, we assessed management and accounting stability and management systems. As a result of the assessments, the environmental area was identified as the area with the lowest average score among all ESG areas, requiring intensive improvement. To bolster these suppliers ESG capabilities, we provide training on sustainable supply chain practices and the latest ESG trends. Samyang Foods will continue to advance its supply chain ESG monitoring system and strengthen supplier support to continuously promote shared growth.

Areas and Outcomes of ESG Assessment for Suppliers

|               |                                     |                                                                                                              |                                                                                                         | ● Poor | ●● Insufficient | ●●● Moderate | ●●●● Adequate | ●●●●● Excellent |
|---------------|-------------------------------------|--------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|--------|-----------------|--------------|---------------|-----------------|
| Category      | Areas                               | Key Assessment Criteria                                                                                      | Summary of Outcomes                                                                                     |        |                 |              |               |                 |
| Environmental | Environmental Strategy              | Dedicated environmental personnel, environmental management strategy, investment in environmental facilities | Moderate environmental organization, adequate facility investment                                       | ●●●●●  | ●●●●            | ●●●          | ●●            | ●               |
|               | Environmental Management            | Environmental management system certification, eco-friendly patents and related technologies                 | Moderate level of environmental management system, efforts needed to expand eco-friendly certifications | ●●●●●  | ●●●●            | ●●●          | ●●            | ●               |
|               | Environmental Performance           | GHG emissions, energy usage                                                                                  | Efforts needed in GHG emissions reduction                                                               | ●●●●●  | ●●●●            | ●●●          | ●●            | ●               |
|               | Environmental Compliance            | Compliance with environmental regulations, management of hazardous materials                                 | Moderate compliance with environmental regulations, excellent management of hazardous materials         | ●●●●●  | ●●●●            | ●●●          | ●●            | ●               |
| Social        | Employment Conditions and Welfare   | Employment diversity, education and training systems, welfare management                                     | Excellent compliance with workers' basic rights, moderate operation of welfare programs                 | ●●●●●  | ●●●●            | ●●●          | ●●            | ●               |
|               | Human Rights and Ethical Management | Human rights policy, reporting system for ethics violations, information security                            | Advancement needed in the ethics violation reporting system                                             | ●●●●●  | ●●●●            | ●●●          | ●●            | ●               |
|               | Employee Health and Safety          | Health and Safety certification, occupational accident rate                                                  | Adequate occupational accident management, efforts needed to expand Health and Safety certifications    | ●●●●●  | ●●●●            | ●●●          | ●●            | ●               |
|               | Fair Trade                          | Activities to raise fair trade awareness                                                                     | Anti-corruption and ethical management training needed                                                  | ●●●●●  | ●●●●            | ●●●          | ●●            | ●               |
|               | Quality Satisfaction                | Quality certifications and patents                                                                           | Strong track record of certifications and patents                                                       | ●●●●●  | ●●●●            | ●●●          | ●●            | ●               |
| Governance    | Social Contribution                 | Social contribution activities                                                                               | Moderate level of social contribution activities                                                        | ●●●●●  | ●●●●            | ●●●          | ●●            | ●               |
|               | Management Stability                | Credit management, legal / regulatory violations                                                             | Excellent financial and credit stability management                                                     | ●●●●●  | ●●●●            | ●●●          | ●●            | ●               |
|               | Accounting Stability                | External audits, dividend policy                                                                             | Strong independent audit practices and dividend policy                                                  | ●●●●●  | ●●●●            | ●●●          | ●●            | ●               |
|               | Management System                   | Management decision-making system, Board of Directors, Code of Ethics, ESG information disclosure            | Excellent management decision-making system, efforts needed in ESG information disclosure               | ●●●●●  | ●●●●            | ●●●          | ●●            | ●               |

# Shared Growth

## Shared Growth Programs

Samyang Foods runs a variety of programs for shared growth with its suppliers. To establish a fair trade culture, in 2025, the company signed fair trade agreements with 23 key suppliers accounting for a high purchase volume, and carries out risk-level assessments and tiered improvement activities based on ESG assessments results. To support suppliers stable management foundation, the company operates various support systems such as early payment of purchase price and electronic receivables-financing system. In 2025, to realize the value of win-win cooperation with fair trade agreement suppliers, we shortened the payment due date on two occasions, through which we made early payments amounting to KRW 58.7 billion. Going forward, we will further solidify our ESG partnership with suppliers to contribute to building a sound food industry ecosystem.

| Category                                     | Activities                                                                                                                                                                                                                                           | Outcomes               |
|----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| Electronic receivables-financing system      | <ul style="list-style-type: none"><li>• Operate an electronic receivables-financing system to support smooth, stable transactions with our suppliers</li><li>• Broaden coverage as supplier participation and transaction volumes increase</li></ul> | About KRW 1.6 billion  |
| Fair trade agreement                         | <ul style="list-style-type: none"><li>• Conclude fair-trade agreements with suppliers accounting for a significant portion of procurement</li></ul>                                                                                                  | 23 suppliers           |
| Early payment of purchase price              | <ul style="list-style-type: none"><li>• Shorten the monthly purchase payment due date for fair trade agreement suppliers (60 days → 30 days)</li></ul>                                                                                               | About KRW 58.7 billion |
| Supplier quality guidance                    | <ul style="list-style-type: none"><li>• Conduct comprehensive inspections covering food safety, hygiene, and environmental management for key suppliers and support improvements</li></ul>                                                           | 43 suppliers           |
| Support for OEM supplier quality improvement | <ul style="list-style-type: none"><li>• Monitor claim data monthly to reduce claims from OEM suppliers</li><li>• Conduct root-cause analyses and provide improvement support for suppliers with more than 100 claims</li></ul>                       | 1 supplier             |

## Establishing Safety Stock Criteria for Suppliers

As Samyang Foods increased production, its use of raw materials also grew, placing greater pressure on partners to manage inventory. Different packaging units for the same materials across plants made it harder for partners to respond flexibly to changes in production schedules. To address this, we set safety stock standards for raw materials tailored to each plant's production fluctuations, and shared expected monthly usage with suppliers in advance. We also established a system to consult directly with each plant's production team on urgent changes, easing suppliers inventory burden and enabling them to establish stable inventory management plans.

## Fair Trade Training

Samyang Foods provides training on the Subcontracting Act<sup>1)</sup> and the Mutually Beneficial Cooperation Act<sup>2)</sup> to members of the Procurement Division so that procurement personnel can recognize and practice the importance of fair trade while performing subcontracting work. In particular, following its new inclusion among companies subject to the Shared Growth Index evaluation in 2024, the company has continued to expand training to strengthen fair trade and subcontracting management capabilities. In 2025, we expanded job-specific subcontracting training to four sessions per year tailored to the characteristics of departments such as procurement, marketing, and R&D, further strengthening the level of fair trade by covering key topics such as the scope of subcontracting law application, prohibitions and obligations for principal contractors, and sanctions for legal violations.

1) Fair Transactions in Subcontracting Act

2) Act on the Promotion of Mutually Beneficial Cooperation Between Large Enterprises and Small and Medium Enterprises

## Managing Unfair Trade and Unfair Competition Risks

To prevent unfair trade, Samyang Foods additionally distributes a compliance self-assessment checklist to the Procurement Division, which has a high probability of risk exposure, thereby striving to proactively identify risks. Risks identified through the assessment results are immediately shared with the Procurement Division, and we mitigate them by implementing effective measures such as revising standard contracts and conducting tailored training.

# Contribution to Local Community

Samyang Foods recognizes that building trust with local communities is a core foundation for sustainable growth, and creates social value across diverse areas such as community and eco-friendly social contribution activities, talent cultivation, and support for culture and the arts. In addition, through the operation of local community councils, we proactively identify and manage the potential impacts of our business activities on communities. We will continue to pursue shared growth management in which both our communities and our company prosper together.

## Local Community Contribution System

### Social Contribution System

Samyang Foods has established an operational system to practice social responsibility rooted in trust with local communities. Leveraging public and private networks, we collaborate with expert organizations to run a variety of social contribution programs, and promote social contribution initiatives in talent cultivation and culture and the arts together with the Samyang Igeon Scholarship Foundation and the Samyang Wondong Cultural Foundation. We also hold regular community councils to proactively address local living-environment concerns around our worksites, including noise, odors, and traffic. Based on community feedback, we take timely corrective measures and continue to strengthen our system for shared growth with local communities.

| Samyang Igeon Scholarship Foundation                                                                                             | Samyang Foods                                                                                                                                          | Samyang Wondong Cultural Foundation                                                                                  |
|----------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|
| A public benefit corporation dedicated to nurturing future talent and supporting academic advancements in the food science field | Aiming for a virtuous cycle of social contribution where society, businesses, the natural environment, and future generations grow and thrive together | A nonprofit organization dedicated to expanding the reach of culture and the arts and promoting a culture of sharing |

### | Social Contribution Policy

- 1 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
- 2 Establish local community councils to address local community issues and operate win-win social contribution for local vulnerable groups
- 3 Conduct green campaigns by employee and volunteer activities to create a sustainable future and protect the environment through social contribution activities
- 4 Fulfill our social responsibility as a global company by participating in international social contribution initiatives
- 5 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
- 6 Partner with the Samyang Igeon Scholarship Foundation, operate specialized social contributions such as fostering talent and supporting academic research to create future social value

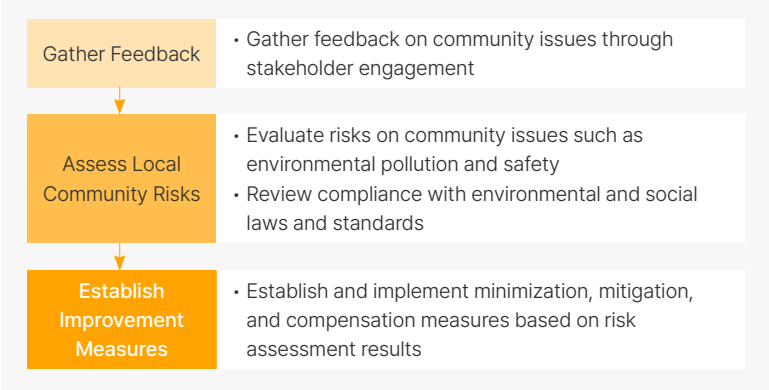
### Metrics & Targets

|                                                                                          | 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | ~2027                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | ~2028                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <div><div>Core Objectives</div><div>Dream a better future with Samyang Foods</div></div> | <ul style="list-style-type: none"><li>• Implement public-private partnership programs to address local community issues at least twice a year and expand partner organizations</li><li>• Operate eco-friendly employee volunteer activities and social contribution campaigns at least twice a year and measure their effectiveness</li><li>• Implement social contribution programs for vulnerable groups overseas and in partner countries at least twice a year and establish a foundation for priority partnerships</li></ul> | <ul style="list-style-type: none"><li>• Implement public-private partnership programs for local communities at least three times a year and build mid-to-long-term partnerships</li><li>• Operate eco-friendly employee volunteer activities and social contribution campaigns at least three times a year and advance the programs</li><li>• Implement social contribution programs for vulnerable groups overseas and in partner countries at least three times a year, expand participating countries, and establish a performance management system</li></ul> | <ul style="list-style-type: none"><li>• Implement public-private partnership programs for local communities at least four times a year and strengthen the local community partnership foundation</li><li>• Operate eco-friendly employee volunteer activities and social contribution campaigns at least four times a year and raise in-house social contribution awareness by making these activities a regular practice</li><li>• Implement social contribution programs for vulnerable groups overseas and in partner countries at least four times a year and advance the programs into sustainable initiatives centered on priority countries</li></ul> |

Local Community Risk Response

Local Community Risk Management

To anticipate and mitigate the potential impacts of our business activities on local communities, we have established a local community risk management system, through which we strengthen community trust and prevent social conflicts.



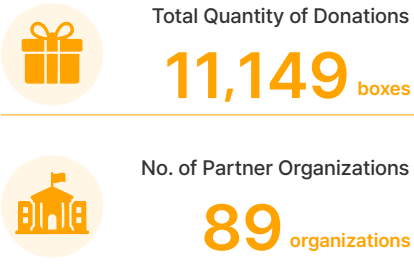
Local Community Council

To respond to local community issues, Samyang Foods has formed a local community rapid response team and regularly convenes the Local Community Council. Through these, we collect diverse opinions on worksite-related matters such as noise, odors, and traffic, derive tasks, and implement improvements. In 2023, we identified odor-related risks at the wastewater treatment facility and installed an aluminum dome cover; as a result of assessing the effectiveness each year, average annual odor levels in 2025 decreased by 75% compared to levels before the installation. In addition, a survey of Local Community Council participants found that all respondents felt the odor issue had improved, showing clear and measurable progress. In 2025, in response to noise complaints received in relation to the completion of the palm oil refining plant at our Wonju plant, we installed a soundproof wall and are managing the issue. Going forward, we will continue to regularly assess effectiveness after implementing risk-mitigation measures and proactively manage local community risks.

Local Community Social Contribution Activities

Delicious Sharing

Samyang Foods runs the 'Delicious Sharing' program in partnership with the public sector to help vulnerable community members grow healthily and become more self-reliant. Since 2012, we have continued regular food donations to welfare facilities such as senior centers and childcare institutions, and we carry out activities to prevent hunger and support livelihoods for people with disabilities, the elderly, and children and youth, together with partner organizations such as nearby police stations and education offices. In 2025, in recognition of our contributions, we received a letter of appreciation from the Seoul Metropolitan Police Agency. Also, during the holidays, we donated supplies to vulnerable groups within the district in partnership with local governments, and we practiced sharing for local communities by providing emergency relief supplies to areas affected by disasters, such as the Gyeongsang-region wildfires. Going forward, we will steadily continue 'Delicious Sharing' to fulfill our commitment to shared growth with local communities and social responsibility.



Donation of supplies to vulnerable community groups



Provision of emergency relief supplies for disasters

'CSR in the Community' Recognition

Samyang Foods was selected for the second consecutive year 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, and was recognized for the results of its social contribution activities. This program recognizes the contributions of organizations that partner with nonprofit groups and maintain consistent social contribution activities. Samyang Foods was awarded the highest Level S certification in recognition of building social contribution networks with local residents, nonprofit organizations, social enterprises, and municipal governments, and planning and operating diverse programs such as the 'Delicious Sharing' initiative, 'eco-friendly campaigns,' and 'employee volunteer activities.' Going forward, Samyang Foods will continue to collaborate with local communities to generate diverse social values.



CSR in the Community Certificate

Eco-Friendly Social Contribution Activities

On-Us Delicious Sharing Volunteer Group

Samyang Foods launched the 'On-Us Delicious Sharing Volunteer Group,' an eco-friendly volunteer corps in which employees and their families participate together, in 2024 to drive positive change where the environment, society, and future generations thrive together. In 2025, we conducted campaigns to collect discarded work uniforms at all worksites nationwide and run a used jeans donation campaign among employees, securing upcycling materials on our own. Using these, we produced 'upcycled first-aid kits' in the first half and 'upcycled whale figurines and eco-bags' in the second half, with a cumulative total of 138 employees participating across two programs. The completed first-aid kits, along with essential medicines, were delivered to medically vulnerable groups overseas, and the whale figurines and eco-bags were used as eco-friendly play tools for children from educationally vulnerable groups overseas. The initiative achieved strong participant satisfaction, with scores of 92.5% in the first half of the year and 98.3% in the second half. It also helped raise employees' awareness of environmental responsibility and social contribution, while building a foundation for creating social value through resource circulation and upcycling.

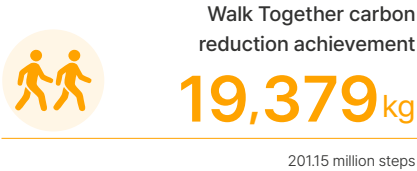
| Satisfaction Survey Results

(based on participants)

|                                                                                                                |       |       |
|----------------------------------------------------------------------------------------------------------------|-------|-------|
| Were you satisfied with the overall volunteer activities?                                                      | ★★★★★ | 98.0% |
| Would you like to participate again in the On-Us Delicious Sharing Volunteer Group?                            | ★★★★★ | 96.0% |
| Would you recommend these activities to your colleagues?                                                       | ★★★★★ | 93.0% |
| Did these activities help you practice ESG management and understand the company's social contribution values? | ★★★★★ | 94.5% |

Walk Together Campaign

Twice a year, Samyang Foods organizes 'Walk Together,' a walking-based donation campaign that brings together employees, their families, and community members to promote environmental awareness. The campaign is run by accumulating donated steps and converting them into an equivalent value of the company's own products, which are delivered to vulnerable local groups. In 2025, a total of 336 participants donated approximately 201.15 million steps. This is equivalent to reducing 19,379kg of carbon and planting 1,795 pine trees. In addition, as part of the campaign, we conducted plogging activities twice a year at Wolgoksan and Bukhansan National Park in connection with online step donations, carrying out environmental cleanup activities in parallel. We aim to expand the value of a social virtuous cycle through multi-party collaboration in which not only employees but also scholarship students and general citizen volunteers participate together.



Employee Environmental Conservation Activities

Samyang Foods carries out environmental conservation activities with direct employee participation. These activities are carried out at national parks, mountains, and rivers near our worksites, such as Chiaksan National Park, Bukhansan National Park, and Heungup Reservoir, and in 2025, we conducted various tree-planting activities, maintenance of national park facilities, and wildfire prevention awareness activities. Going forward, we will continue to conduct environmental conservation activities together with our employees and contribute to preserving local ecosystems.

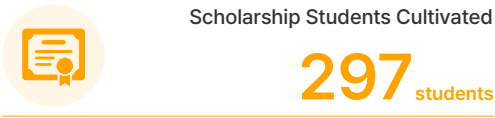
| Category                                | Details                                                                             | No. of Activities | No. of Participants |
|-----------------------------------------|-------------------------------------------------------------------------------------|-------------------|---------------------|
| Biodiversity                            | Bat habitat surveys and invasive-species removal at Chiaksan, etc.                  | 6 times           | 33                  |
| Carbon neutrality                       | Tree planting at Naejangsan National Park, etc.                                     | 1 time            | 5                   |
| Environmental restoration               | Plogging activities at Wolgoksan, Bukhansan National Park, and Bubuk-myeon, Miryang | 4 times           | 53                  |
| On-Us Delicious Sharing Volunteer Group | Production of upcycled first-aid kits and eco-friendly play tools, etc.             | 2 times           | 138                 |



Activities to Foster Talent and Support Culture and the Arts

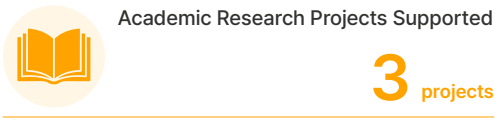
Scholarship and Education Programs

Samyang Foods operates various scholarship and education programs together with the Samyang Igeon Scholarship Foundation and the Samyang Wondong Cultural Foundation. Notably, we support the 'Samyang Igeon Future Talent Scholarship' to cultivate outstanding talent in fields such as food engineering and healthcare, and in 2025, in connection with the Korea Foundation for Science and Creativity, we held the food innovation idea competition 'Roundsquare Prize' and awarded the 'Samyang Igeon Creative Talent Scholarship' to outstanding middle and high school students. Samyang Foods also supports local youth scholarships through the 'Wonju Angel Movement,' which is funded by revenue from its own products. In partnership with overseas educational institutions, the company runs the 'Samyang Wondong Global Scholarship' for outstanding international students studying Korean, broadening its educational support both locally and globally and supporting 297 students annually.



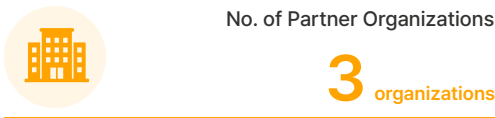
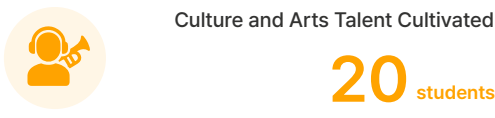
Support Academic Research

Together with the Samyang Igeon Scholarship Foundation, we hold the 'Samyang Igeon Academic Research Support Competition' and support outstanding research and researchers in future growth-engine fields such as food and biotechnology. In 2025, we continued support for three healthcare-field research projects selected in the previous year, and held a results presentation session in connection with expert mentoring. In addition, we continue to sponsor specialized research institutes in the bio-healthcare fields, both in Korea and overseas, contributing to the advancement of the food industry.



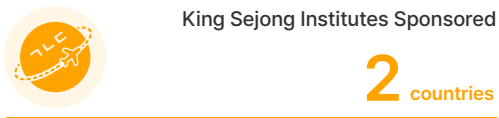
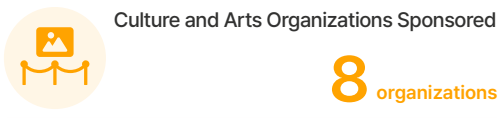
Nurturing Future Talent in Culture and the Arts

Samyang Foods and the Samyang Wondong Cultural Foundation participate as sponsoring organizations in the 'Dream Orchestra' program operated by the Seongbuk Cultural Foundation and the Wonju Cultural Foundation, to cultivate outstanding talent in the culture and arts field. Through this, we operate diverse scholarship programs, such as supporting the 'Samyang Wondong Culture Scholarship' for youth, and in 2025, we supported a total of 20 talented individuals. Samyang Foods also provides support for athletes with disabilities and regularly donates equipment to the Korea National Sport University sledding team, contributing to a foundation that enables talented individuals to develop and showcase their abilities in culture, the arts, and sports.



Support 'Delicious Culture'

We have partnered with the Gangwon Art & Culture Foundation to sponsor diverse cultural and artistic events such as the Music in Pyeongchang. In addition, together with the Samyang Wondong Cultural Foundation and the King Sejong Institute Foundation, we sponsor King Sejong Institutes around the world, striving to expand Korean culture, and in 2025, we distributed Korean language materials to the King Sejong Institutes in Jakarta, Indonesia, and London, UK, and held Korean culture events, contributing to the global reach of K-Culture. Furthermore, we continue to support specialist organizations in areas such as classical music and traditional culture as part of our social contribution efforts to expand access to culture and the arts.



# Information Security

Information security is an essential requirement for stable business operations. Based on its Information Security Management Policy and a CISO-led dedicated organization, Samyang Foods systematically prevents and manages technical and physical security risks. In addition, we continue to strengthen our personal data protection and response systems through employee training, simulated phishing exercises, and regular PC audits, while fostering a responsible information security culture.

## Information Security System

### Information Security Management System and Policy

Samyang Foods recognizes information security as a fundamental corporate responsibility and has established and applied information security management policies based on this recognition. We protect our internal information assets and personal data by maintaining a security management system, publishing and implementing our Privacy Policy, and enforcing security rules for employees. Furthermore, we expand a trusted information security culture through legal compliance and practice-centered management, and we concentrate company-wide capabilities so that every member can fulfill their responsibility as a steward of information security.

#### | Security Management System

Information Security Management Policy

| Administrative Security                                                                                                                                                                                                                         | Technological Security                                                                                                                                                                          | Physical Security                                                                                                                                                                                                                            |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• Establish security policies</li><li>• Establish and revise policies and regulations</li><li>• Security audits (access control)</li><li>• Conduct security training</li><li>• Security reviews</li></ul> | <ul style="list-style-type: none"><li>• Operate and develop our own security solutions</li><li>• Monitor and analyze external security issues</li><li>• Technical security of systems</li></ul> | <ul style="list-style-type: none"><li>• Access control for restricted areas</li><li>• Conduct offboarding security reviews</li><li>• Employee personal security</li><li>• Inspect and guide for safe storage of critical documents</li></ul> |

### 7 Key Security Rules for Employees

| PC management                                                      | Mobile data protection                |
|--------------------------------------------------------------------|---------------------------------------|
| Take precautions against malware when using the internet           | Document management by classification |
| Complete information security training                             | Protect customer and employee data    |
| Safe storage and disposal of confidential / internal-use printouts |                                       |

### Metrics & Targets

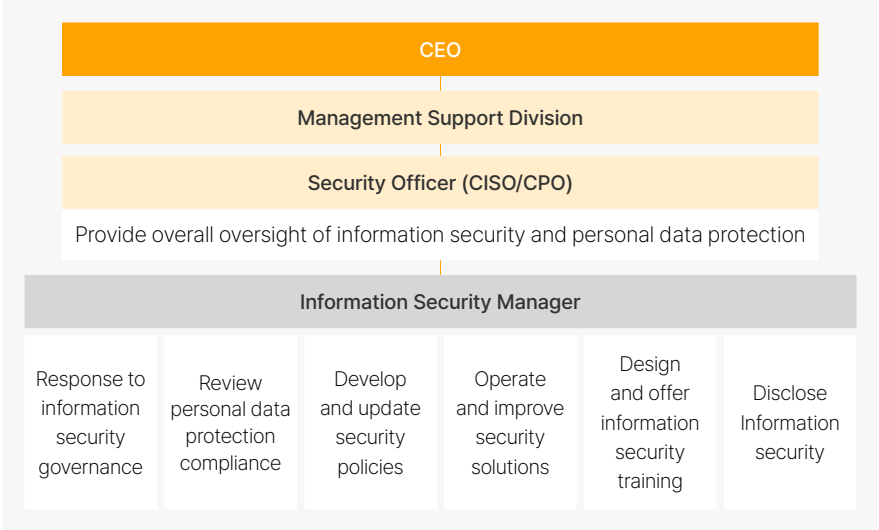
| Core Objectives | 2026                                                                                                                                                                                                                                   | ~2027                                                                                                                                                                                                                           | ~2028                                                                                                                                                                                                        |
|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                 | <ul style="list-style-type: none"><li>• Improve security organization and policy system</li><li>• Strengthen access control and infrastructure security</li><li>• Establish a foundation for data protection and AI security</li></ul> | <ul style="list-style-type: none"><li>• Standardize security governance and policies</li><li>• Strengthen threat detection and response systems</li><li>• Establish AI security awareness and risk management systems</li></ul> | <ul style="list-style-type: none"><li>• Build a global integrated security system</li><li>• Advance company-wide security risk management</li><li>• Establish an AI-based security response system</li></ul> |

### Information Security Organization

Samyang Foods has a dedicated operational team reporting directly to the CEO to safeguard information assets and manage personal data securely. The Information Security Officer (CISO<sup>1)</sup>/CPO<sup>2)</sup> oversees all aspects of information security and privacy management, and, based on information security governance, we perform tasks such as establishing security policies, checking compliance with privacy regulations and procedures, operating solutions, and providing employee training and education—thereby raising company-wide security standards.

1) Chief Information Security Officer    2) Chief Privacy Officer

#### | Organizational Structure

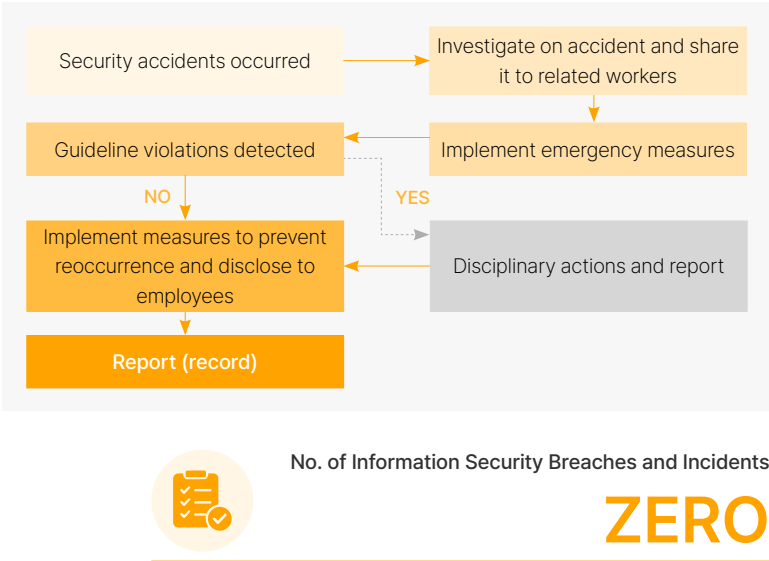


Privacy Policy

Samyang Foods safely protects users' personal data and complies with related laws such as the 'Personal Information Protection Act' and the 'Act on Promotion of Information and Communications Network Utilization and Information Protection' so that related grievances can be handled promptly. Accordingly, we disclose the Privacy Policy on our website to inform users of key matters such as the categories collected, purposes of use, retention periods, third-party provision, handling outsourcing, and destruction procedures. When collecting customers' personal data to provide services, we do so only within the scope previously disclosed and take all necessary steps to protect users' rights and interests.

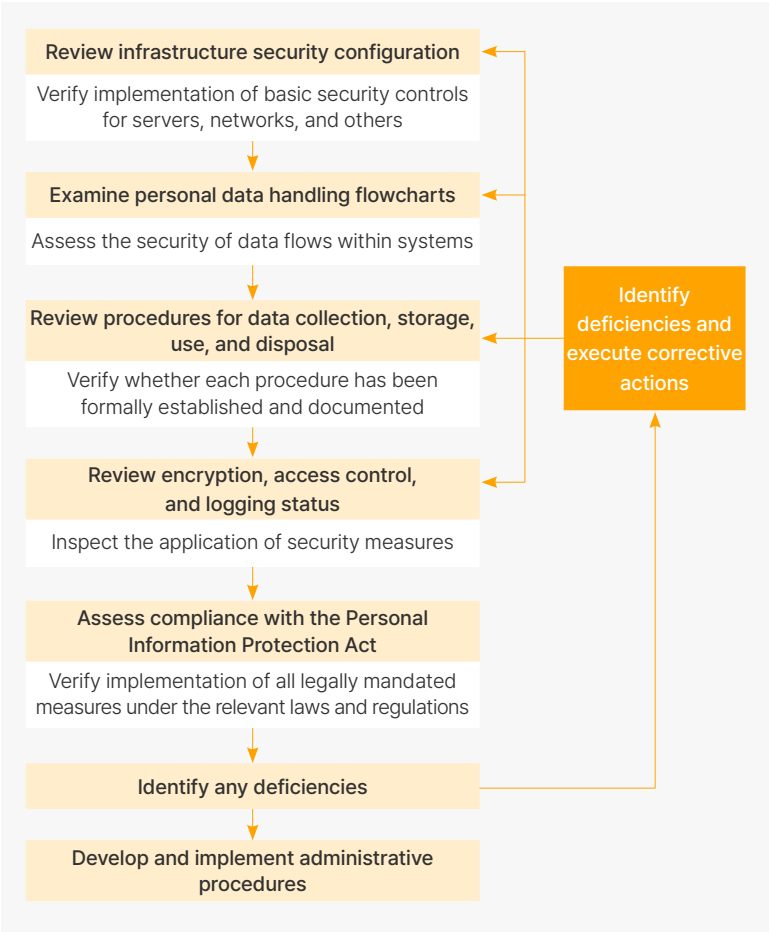
Information Security Incident Response Procedures

Samyang Foods has established incident response procedures to ensure a prompt and systematic response to information security incidents. In 2025, not a single incident of customer data leakage or information security breach occurred.



Personal Data Security Review Process

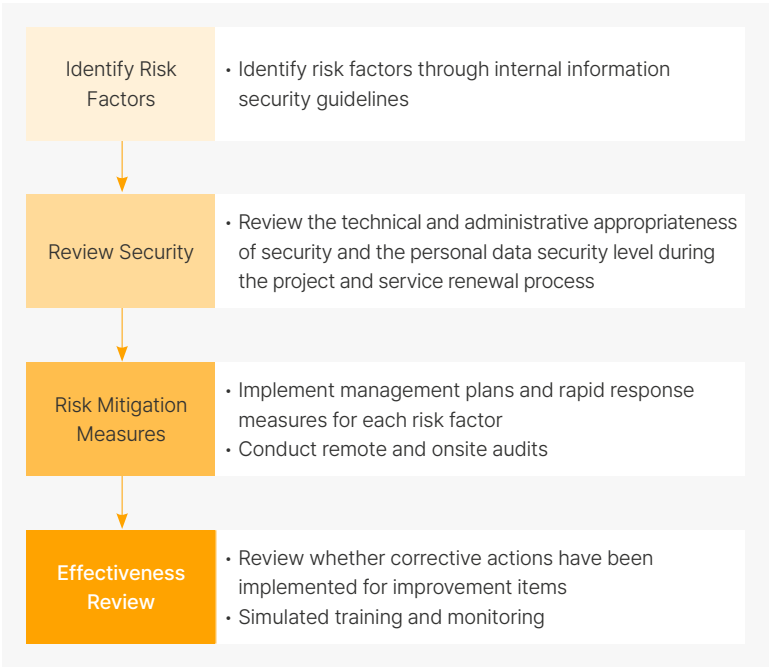
Samyang Foods reviews each stage of the personal data handling process from a security perspective. Through this, we proactively identify potential security vulnerabilities and strengthen our personal data protection system by taking immediate action on deficiencies.



Information Security Risk Management

To proactively respond to potential security risks, we identify information security-related risks and establish and implement appropriate mitigation measures. Using this process as a basis, we establish key checkpoints, carry out scheduled and occasional audits, and evaluate the security levels of personal data, projects, and services. In addition, we constantly monitor various security threats such as external cyberattacks and internal data leaks, and we take rapid measures whenever abnormal signs arise. We also conduct regular follow-ups to ensure that corrective and response measures are properly implemented, helping reduce information security risks and protect our information assets.

Management Process



| Information Security Risk Mitigation Activities

| Category          | Compliance Inspection                                 | Description                                                                                                                                                                                                                                                                                                                   |
|-------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Remote Inspection | PC Security Software Check                            | <ul style="list-style-type: none"><li>Review of office computers against the 10 required security items, including password strength and safe password use</li></ul>                                                                                                                                                          |
|                   | Unauthorized Product Use                              | <ul style="list-style-type: none"><li>Use of unauthorized programs and related compliance violations</li></ul>                                                                                                                                                                                                                |
| Onsite Inspection | Prohibition of Disclosure of Confidential Information | <ul style="list-style-type: none"><li>User IDs, passwords, and other login credentials for company systems or important websites not to be posted or stored in plain sight</li><li>Important work information not to be displayed on partitions, calendars, whiteboards, or other shared or easily accessible areas</li></ul> |
|                   | External Media Management                             | <ul style="list-style-type: none"><li>Inadequate management of external media, such as USB drives and external hard drives</li><li>Failure to disconnect external media from office computers after work</li></ul>                                                                                                            |
|                   | Handling of Received Documents                        | <ul style="list-style-type: none"><li>Printed sensitive documents not collected or stored securely</li></ul>                                                                                                                                                                                                                  |



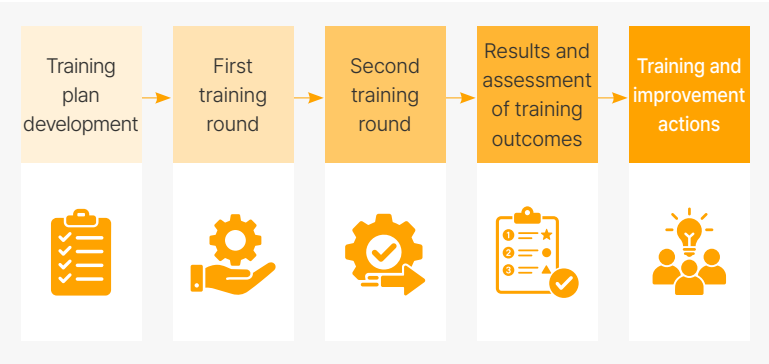
Violation Improvement Rate

100%

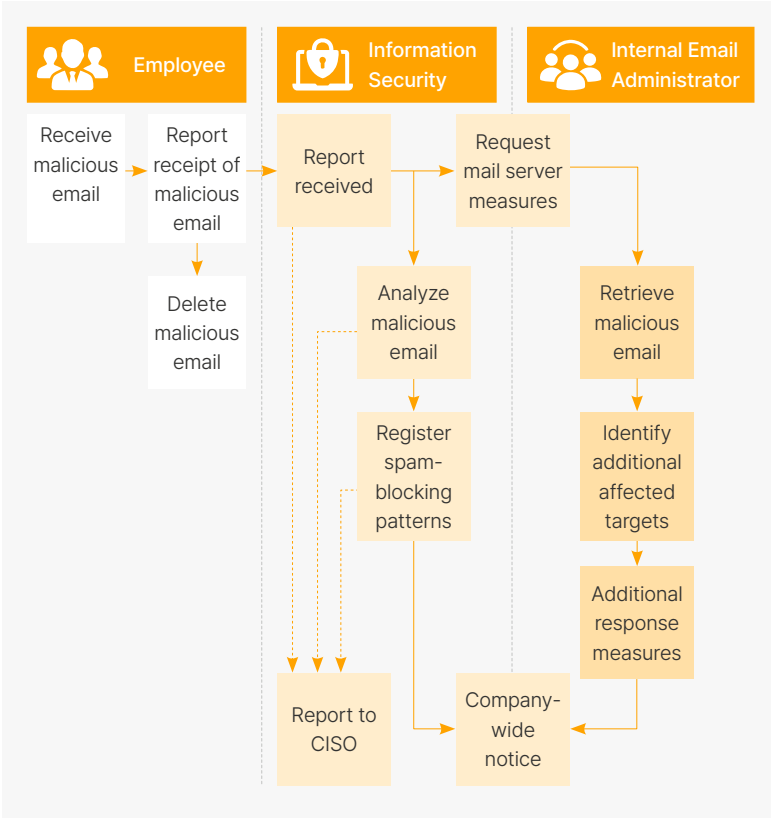
Phishing Simulation Training

Samyang Foods carries out regular mock email security drills both domestically and internationally to reduce the risk of serious data breaches and operational disruptions from malicious emails. Through exercises reflecting real hacking scenarios, we assess employees' response levels and raise security awareness. The malicious email infection rate, which reached 46% in the first round of simulations in 2023, decreased by 43%p to 3% in the second round of exercises in 2024 through training, and in 2025, it recorded a low infection rate of 8% even though the difficulty was raised to a form similar to actual work emails. In 2026, we will develop malicious email response procedures to manage risk mitigation efforts and effectiveness assessments in a structured manner, while further reinforcing security activities focused on prevention.

| Simulation Training Workflow



| Incident Management Workflow



Employee Information Security Training

Samyang Foods provides various information security training programs to enhance employee awareness and embed a culture of security across the organization. In 2025, we delivered role- and situation-specific training, including Personal Data Protection Training for all employees, Basic Data Protection Training for newly hired staff, and Information Security Awareness Training for employees found to have violated office inspection requirements. These efforts are helping to steadily improve employees' ability to put information security practices into action.

| Program                                      | Target Audience                                  | Content                                                                                                                                                                                                 |
|----------------------------------------------|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Personal Data Protection Training            | All employees                                    | <ul style="list-style-type: none"><li>Information security and personal data management system</li><li>Understanding of 'Personal Information Protection Act'</li></ul>                                 |
| Fundamental Training on Information Security | Newly hired employees                            | <ul style="list-style-type: none"><li>Understanding of data protection</li><li>Information security activities and guidelines</li><li>How to use security programs</li></ul>                            |
| Information Security Awareness Training      | Individuals who violated office inspection rules | <ul style="list-style-type: none"><li>Handling of in-house documents and employee security guidelines</li><li>Raising awareness of technological security</li><li>Cases of security incidents</li></ul> |



Training Completion Rate

100%

Information Security Campaign

Samyang Foods runs various information security campaigns aimed at preventing cybersecurity incidents and enhancing employees' ability to apply security practices in their daily work. Key campaigns include phishing email alerts, promotion of clean desk and PC screen-lock practices, and regular reminders to update system account passwords. In particular, to counter security threats caused by malicious emails, we separately provide key behavioral guidelines that must be observed when using email. These efforts help create a workplace environment where employees naturally apply security practices in their day-to-day work. We will continue to build a strong information security culture by expanding practical security campaigns in connection with simulated phishing exercises.

|  |                                                                                                                                                                                    |
|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <b>Phishing Email Announcement Campaign</b> <ul style="list-style-type: none"><li>Prevent security incidents by enhancing employees' ability to identify phishing emails</li></ul> |
|  | <b>Clean Desk &amp; PC Screen Lock</b> <ul style="list-style-type: none"><li>Prevent exposure of critical information during absence</li></ul>                                     |
|  | <b>Password Reset Campaign</b> <ul style="list-style-type: none"><li>Prevent unauthorized account access through regular password changes</li></ul>                                |

Investments in Information Security

Samyang Foods is steadily increasing its investment in information security as part of its commitment to achieving zero security incidents and ensuring transparent disclosure. As of 2025, our total IT sector investment amounted to KRW 14.68 billion, of which KRW 360 million was dedicated to information security, including the establishment of SSL VPN (Secure Sockets Layer Virtual Private Network) and macOS security solutions. In 2026, we plan to build 3 new systems, including an MDM (Mobile Device Management) solution, and advance existing infrastructure, thereby further strengthening our information security capabilities.

| Investment Area         | Description                                                                            |
|-------------------------|----------------------------------------------------------------------------------------|
| SSLVPN                  | Provide a secure encrypted environment for accessing the internal network from outside |
| macOS security solution | Security solution for macOS security settings and device management                    |

# GOVERNANCE

|                                   |     |
|-----------------------------------|-----|
| Responsible Business Conduct      | 96  |
| Ethical Management and Compliance | 101 |
| Risk Management                   | 105 |

# GOVERNANCE

## UN SDGs



## ESG Issues of Samyang Foods

Responsible Business Conduct

Ethical Management and Compliance

Risk Management

## ESRS Topics

G1 Business Conduct

## WHY IT MATTERS

Strong corporate governance forms the foundation of corporate credibility and long-term sustainable growth. Since 2025, amendments to the Commercial Act have aimed to improve board independence and transparency and better protect minority shareholders. These changes include codifying directors' fiduciary duties, increasing the appointment of independent directors, and requiring treasury share cancellation and cumulative voting. From 2026, governance report disclosure will become mandatory for all KOSPI-listed companies. Sustainability standards are also increasingly requiring companies to disclose the board's role in managing sustainability risks and opportunities. As value-oriented consumption grows, ethics and compliance violations may lead to tangible risks, including boycotts and divestment. Companies must therefore reinforce stakeholder trust and sustainable growth through sound governance, transparent management, and effective risk management.

## HOW WE RESPOND

Samyang Foods promotes transparent and accountable strategic decision-making through an independent and highly experienced Board. The Board is supported by six specialized committees, which provide detailed review of major agenda items and reinforce effective checks and balances. In 2025, the newly established Risk Management Committee strengthened the Board's oversight of financial and non-financial risks and built a system to proactively identify key risk factors. Samyang Foods was recognized as an outstanding Value-up company in 2025, supported by its active shareholder return policies. The company also manages ethics and compliance risks through a dual-track structure comprising dedicated Ethical Management and Legal & Compliance organizations. Through fraud risk assessments by worksite, whistleblowing channels, and compliance self-assessment checklists, the company is embedding a responsible and transparent ethical mindset as a core element of its corporate culture. By identifying and responding to financial, non-financial, and emerging risks such as policy changes and shifts in the business environment, Samyang Foods aims to enhance corporate value and build a foundation for long-term growth.

## KEY PERFORMANCE

### Site-Level Corruption Risk Assessment Status

100 %

### Employee Ethics Pledge Signing Rate

100 %

# Responsible Business Conduct

Samyang Foods maintains a transparent governance structure centered on the Board to safeguard shareholder rights and maximize corporate value. We enhance oversight and balance through a system of specialized committees while raising long-term corporate value. We will continue to practice responsible business conduct that elevates both corporate value and stakeholder trust.

## Board Composition

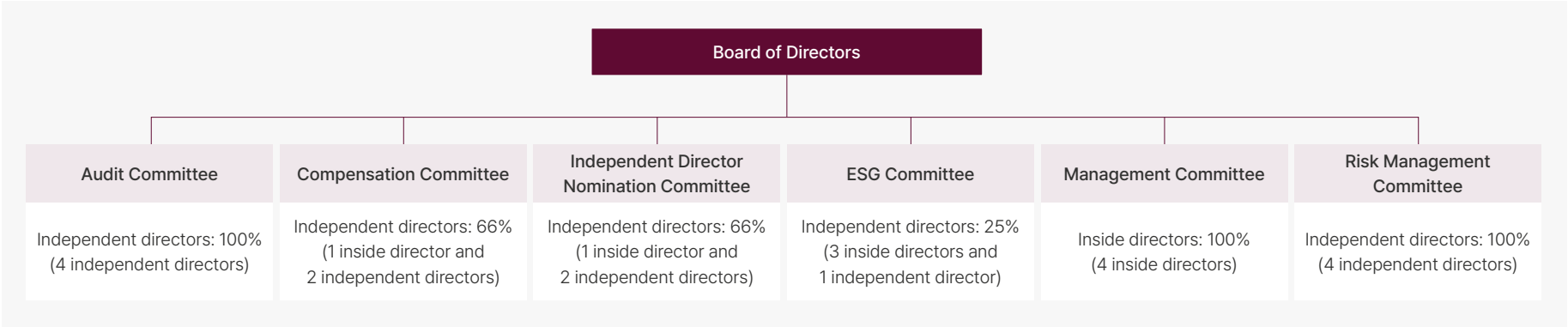
Samyang Foods maintains a transparent governance structure centered on the Board to safeguard shareholder rights and increase corporate value. As of 31 March 2026, Samyang Foods’ Board consisted of nine directors, including four inside directors and five independent directors. Six specialized committees operate under the Board: the Audit Committee, Compensation Committee, Independent Director Nomination Committee, ESG Committee, Management Committee, and Risk Management Committee. In 2025, we established the Risk Management Committee to enhance the Board’s oversight of both financial and non-financial risks. The committee reviews, in advance, agenda items that may involve significant conflicts of interest, such as internal transactions and self-dealing.

### | 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    | Diversity is valued and respected without discrimination based on race, gender, age, religion, disability, nationality, or cultural background.                              |

### | Board Organizational Structure

(as of the end of March 2026)



### Metrics & Targets

| Core Objectives                                                                                           | Short-Term                                                                                                                                                                                                                                                                        | Mid-to Long-Term                                                                                                                                                                                                                                           |
|-----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Enhance shareholder value through continuous corporate value improvement and balanced shareholder returns | <ul style="list-style-type: none"><li>Gradually expand dividend payments to shareholders</li><li>Strengthen the foundation for generating stable free cash flow</li><li>Establish shareholder return policies that consider internal and external business environments</li></ul> | <ul style="list-style-type: none"><li>Establish a virtuous cycle structure through corporate value enhancement</li><li>Build a management system centered on total shareholder return (TSR)</li><li>Gradually expand shareholder return policies</li></ul> |

Board Composition

| Board Composition Status

(As of the end of June 2026, ● Chair)

| Category                | Name          | Gender | Professional Background                                                                                                                                                                                                                                                                                 | Audit Committee | Compensation Committee | Independent Director Nomination Committee | ESG Committee | Management Committee | Risk Management Committee |
|-------------------------|---------------|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|------------------------|-------------------------------------------|---------------|----------------------|---------------------------|
| Representative Director | Jung-soo Kim  | Female | (Current) Chairman, Samyang Foods<br>(Former) Vice Chairman, Samyang Foods<br>(Former) President (CEO), Samyang Foods<br>Bachelor's, Ewha Womans University                                                                                                                                             |                 |                        |                                           | ●             | ●                    |                           |
| Representative Director | Dong-chan Kim | Male   | (Current) Vice President, Samyang Foods<br>(Former) Head of Production Division, Samyang Foods<br>(Former) Plant Director Wonju Factory, Samyang Foods<br>(Former) Advisor, Lotte Confectionery<br>Bachelor's, Kyung Hee University                                                                     |                 |                        |                                           | ●             | ●                    |                           |
| Inside Director         | Soo-hong Chon | Male   | (Current) CFO/Head of Business Management Department, Samyang Foods<br>(Former) Group Leader of Management Support, Memory Business/Partner, DS Division Investment Group, Samsung Electronics<br>(Former) CFO, China Xi'an Corporation Management, DS Division, Samsung Electronics<br>Master's, KAIST |                 | ●                      | ●                                         | ●             | ●                    |                           |
| Inside Director         | Sae-hyuk Han  | Male   | (Current) Head of Procurement Division, Samyang Foods<br>(Former) Head of Purchasing/SCM Division, Samyang Foods<br>(Former) Head of Global Support Division, Samyang Foods<br>Bachelor's, Hanyang University (ERICA)                                                                                   |                 |                        |                                           |               | ●                    |                           |
| Independent Director    | In-soo Kim    | Male   | (Current) Partner/Executive Director, Hanmi Accounting Firm<br>(Former) CPA, Samil PwC<br>Bachelor's, Seoul National University                                                                                                                                                                         | ●               | ●                      |                                           |               |                      | ●                         |
| Independent Director    | Pan-woo Nam   | Male   | (Current) CTA, Kim & Chang Law Firm<br>(Former) Director of the Tax Collection and Litigation Bureau, Jungbu Regional Tax Office<br>Master's, Seoul National University                                                                                                                                 | ●               |                        |                                           |               |                      | ●                         |
| Independent Director    | Moo-shik Jung | Male   | (Current) Representative Attorney, Seon Law Firm<br>(Former) Attorney, Gonggam Partners Law Firm<br>Bachelor's, Korea University                                                                                                                                                                        | ●               | ●                      | ●                                         |               |                      | ●                         |
| Independent Director    | So-yeop Kang  | Female | (Current) Director, Donggi Science Research Center, Human Solution Group (HSG)<br>(Former) Director, InComm Broadeur<br>Master's, Yonsei University                                                                                                                                                     |                 |                        | ●                                         | ●             |                      |                           |
| Independent Director    | Seung-ho Mok  | Male   | (Current) Attorney, Kim & Chang Law Firm<br>Master's, Seoul National University                                                                                                                                                                                                                         | ●               |                        |                                           |               |                      | ●                         |

Board Independence

Samyang Foods upholds the principle of independence to ensure the Board can make strategic decisions free from particular interests. Through this, we disclose information on all directors, including independent directors, prior to the general meeting of shareholders, and periodically review independence criteria. All independent directors currently meet the requirements of the Commercial Act and our internal independence standards. To prevent conflicts of interest, any director with a stake in an agenda item is restricted from voting under the 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, Code of Best Practices for Corporate Governance, and the Articles of Incorporation. The representative standards are as follows:

1

Those who are not the largest shareholder of Samyang Foods, the spouse of the largest shareholder, or their direct lineal ascendants and descendants

2

Those who are not a director or auditor of Samyang Foods, their spouses, or their direct lineal ascendants and descendants

3

Those who are not employees of Samyang Foods or have not been employees of Samyang Foods within the past two years

4

Those who are not employees of corporations that have significant relationships with Samyang Foods, such as trade

5

Those who are not shareholders who exert practical influence on business operations of Samyang Foods, in addition to the above

Board Transparency

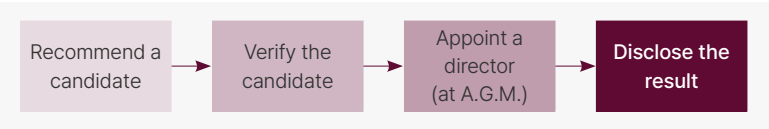
In accordance with Article 542-8 of the Commercial Act, candidates recommended by the Independent Director Nomination Committee are verified and then appointed at the general meeting of shareholders. The Committee conducts prior reviews of expertise, fairness, independence, and diversity to strengthen the Board's transparency and independent operation. Independent directors are appointed on a 3-year cycle, and the process is not conducted if there are no candidates due for appointment during that period.

Independent Director Nomination Committee

To minimize the influence of management or the largest shareholder in appointing independent directors and protect shareholder interests, we operate the Independent Director Nomination Committee, which oversees candidate recommendation and pool management. The committee is composed of a majority of independent directors (2 independent directors, 1 inside director), with an independent director serving as chair to ensure independence. We will continue to identify candidates with diverse backgrounds and capabilities to strengthen the Board's independence and expertise and enhance its ability to respond to a rapidly changing business environment.

 Independent Director Nomination Committee Regulations

| Procedures for Independent Director Appointment



| 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                     | ●          | ●                               |                     | ●                 | ●                                  |                            |                  |
|                       | Soo-hong Chon | Business management               | ●          | ●                               | ●                   | ●                 |                                    |                            |                  |
|                       | Sae-hyuk Han  | Trade/Procurement/ Overseas Sales | ●          | ●                               |                     | ●                 |                                    |                            | ●                |
| Independent Directors | In-soo Kim    | Finance/Accounting                | ●          | ●                               | ●                   |                   | ●                                  |                            |                  |
|                       | Pan-woo Nam   | Tax/Finance                       | ●          |                                 | ●                   |                   | ●                                  |                            |                  |
|                       | Moo-shik Jung | Legal affairs                     | ●          |                                 |                     |                   | ●                                  |                            |                  |
|                       | So-yeop Kang  | Human resources                   | ●          |                                 |                     |                   |                                    | ●                          | ●                |
|                       | Seung-ho Mok  | Legal affairs/Labor               | ●          |                                 |                     |                   | ●                                  | ●                          |                  |

Board Diversity

Directors are appointed with consideration for diversity—including race, gender, age, religion, disability, nationality, and cultural background—ensuring balanced deliberation of agenda items. As of March 2026, the Board includes 2 female directors with an average age of 53.9. Directors with overseas residence and international business experience also provide broad perspectives and professional insights to executive decision-making, supporting global market expansion.

Board Expertise

The Board comprises experts from diverse backgrounds who review and discuss agenda items from multiple perspectives. To strengthen independent directors' capabilities, we provide training on corporate value enhancement and audit risk management and regularly share information on key management issues through dedicated support organizations for each committee. Independent directors may also request information needed for agenda deliberation and voting at any time to ensure substantive participation.

Board Operation

Board Meeting Procedures

The Board is operated in accordance with the Articles of Incorporation and the Board operation regulations, and the CEO or a director designated by the Board notifies each director of the meeting no less than 7 days before the scheduled date. In 2025, the Board held a total of 14 meetings, addressing 41 agenda items (including 9 reports), with an average attendance rate of 99% (98% for independent directors). The committees under the Board convened 23 times, discussing 48 agenda items (including 22 reports).

| Committee Operational Status

| Committee Name                            | Key Roles                                                                                                                                                                   | Meeting Records | Deliberation and Resolution | Reporting |
|-------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-----------------------------|-----------|
| Audit Committee                           | Ensure management transparency and accountability by auditing accounting and overall operations, including financial reporting and internal control systems                 | 8               | 7                           | 16        |
| Compensation Committee                    | Ensure the objectivity and transparency of compensation decisions by deliberating and resolving on executive remuneration, performance evaluation, and compensation systems | 1               | 2                           | -         |
| Independent Director Nomination Committee | Protect the Board's independence and shareholder interests by recommending independent director candidates and managing the candidate pool                                  | 1               | 1                           | -         |
| ESG Committee                             | Strengthen company-wide sustainability management implementation by establishing ESG management strategies and goals and deliberating and resolving on ESG issues           | 4               | 1                           | 6         |
| Management Committee                      | Ensure the professionalism of the Board's decision-making and the efficiency of execution by deliberating and resolving on key management matters                           | 8               | 13                          | -         |
| Risk Management Committee                 | Strengthen the independence and objectivity of decision-making by deliberating and resolving on overall management risks, including internal transactions                   | 1               | 2                           | -         |

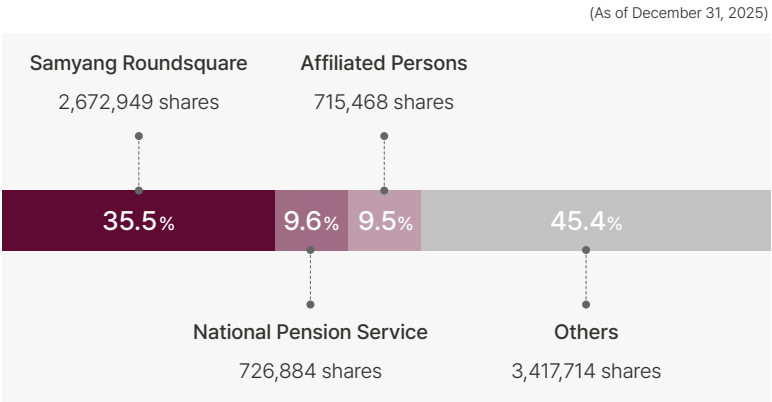
Board Evaluation and Compensation

In accordance with Article 388 of the Commercial Act, we pay director remuneration within the limit approved annually at the General Meeting of Shareholders, subject to approval by the Board and its committees. The base salary and performance-based bonuses of inside directors are determined by the Compensation Committee, a majority of which comprises independent directors, with inside director members excluded from voting to ensure independence and transparency. Independent directors and Audit Committee members receive fixed pay not linked to management performance, and such remuneration is deliberated and resolved by the Management Committee. Director evaluations were conducted in February 2026 for the Board and independent directors, using objective indicators such as Board and committee participation and efforts to strengthen expertise, combining self-evaluation with a Board-led employee evaluation to ensure objectivity and fairness. The CEO performance evaluation reflects not only financial results but also non-financial factors such as ESG management performance and expanded R&D capabilities, strengthening the CEO's accountability and execution capacity for sustainable management.

Shareholder-Friendly Management

Shareholder Composition

The largest shareholder of Samyang Foods is Samyang Roundsquare, holding 2,672,949 shares of common stock (35.5%). The major shareholder owning more than 5% of shares is the National Pension Service (9.6%). 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 2025, the total number of issued shares is 7,533,015.



Safeguarding Shareholders' Rights

Samyang Foods has introduced electronic voting to make exercising voting rights more convenient and maintains a proxy voting system as well as procedures for shareholder proposals. Relevant materials are disclosed via the electronic disclosure system and our website at least two weeks before the general shareholders' meeting, and the meeting date is set to avoid concentrated dates for shareholder convenience. In addition, we disclose stock investment information and IR announcements through our website, business reports, and corporate governance reports, and separately operate an English governance website for foreign investors. To strengthen shareholder communication, we hold pre-meeting shareholder briefings before the general shareholders' meeting, and continue active communication such as having the C-level executives personally attend to explain agenda items to major institutional investors and respond to their questions.

Shareholder Return Policy

Samyang Foods has pushed forward an active dividend policy to elevate shareholder value and create a long-term investment environment. Dividend amounts are determined by considering business performance and changes in the management environment for the relevant year, after achieving the principles of financial structure stability, investment scale for future growth, and securing cash. We have paid cash dividends for 13 consecutive years, with a cumulative dividend amount of KRW 94.3 billion over the past five years and a five-year average payout ratio of 11.4%. Interim dividends were introduced in 2022, and we have strengthened the institutional foundation for enhancing shareholder value, such as enabling the Board resolution to determine the settlement and interim dividend record dates. As a mid-to long-term dividend policy, we plan to maintain a payout ratio of 9–11% on a consolidated financial statement basis until stable cash flow is secured, and to continuously raise dividends per share through future review. In addition, we intend to set and operate the maximization of total shareholder return as the core direction of our shareholder return policy, based on corporate value and profit growth through expanded investment.

| Dividend Status

| Category              | Unit               | 2025   | 2024   | 2023   | 2022   | 2021  |
|-----------------------|--------------------|--------|--------|--------|--------|-------|
| Total dividends       | KRW<br>100 million | 359.94 | 246.12 | 156.62 | 104.56 | 75.33 |
| Dividend per share    | KRW                | 4,800  | 3,300  | 2,100  | 1,400  | 1,000 |
| Dividend payout ratio | %                  | 9.2    | 9.0    | 12.4   | 13.1   | 13.3  |

| Mid-to Long-Term Dividend Policy

|                    |                                                                                                                                                                                                                         |
|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Dividend Scale     | Payment within the range of 9–11% of net income on a consolidated basis                                                                                                                                                 |
| Dividend Direction | Continuous increase in dividends per share in line with profit growth                                                                                                                                                   |
| Investment Plan    | Continued CAPEX spending planned for 2025–2026                                                                                                                                                                          |
| Core Objectives    | <div><div>1</div>Expand investment</div> <div><div>2</div>Expand business</div> <div><div>3</div>Maximize total shareholder return by establishing a virtuous cycle structure through corporate value enhancement</div> |

Selected as an Outstanding Value-up Company and Awarded the Financial Services Commission Chairman's Award

Samyang Foods has pursued a mid- to long-term Value-up goal of maximizing shareholder value by strengthening growth and profitability, and has continued to make steady progress toward this goal. As a result, it was selected as an outstanding value-up company in 2025 and received the Financial Services Commission Chairman's Award. Rather than expanding the absolute amount of shareholder returns, we focus on securing sustainable growth momentum through business expansion and reinvestment, and on maximizing total shareholder return through increased corporate value. During periods when stable free cash flow is generated, we plan to specify our shareholder return policy by considering the management environment, investment plans, and available resources for shareholder returns.

# Ethical Management and Compliance

Ethical management and compliance required of companies—in areas such as human rights, labor, and fair trade—are expanding in scope, and accordingly, stakeholder expectations are also continuously rising. Under the management philosophy of 'honesty and trust,' Samyang Foods aims to internalize its ethics and compliance system through the systematic development of the Code of Ethics and Ethical Guidelines, the operation of a compliance self-assessment checklist, and the distribution of the Legal & Compliance Practical Guide. Going forward, we will further strengthen our institutional and practical efforts so that ethical management and compliance can take root as an everyday corporate culture.

## Ethical Management and Compliance System

Samyang Foods operates a dedicated ethical management department and a dedicated compliance department to systematically pursue ethical management and compliance. We support ethical management and compliance through various systems and mechanisms, including regular internal audits and business assessments, the operation of a Whistleblowing Channel for reporting violations of the Code of Ethics, and the publication of the Legal & Compliance Practical Guide. On this foundation, employees thoroughly respect and comply with domestic and international laws and regulations, and transparently and fairly fulfill their ethical and legal responsibilities to all stakeholders in accordance with the Code of Ethics, Ethical Guidelines, and Compliance Guidelines. Samyang Foods will continue to spare no effort in elevating employees' ethical awareness and spirit of compliance, and will take the lead in fostering a sustainable management culture.

### Organizational Structure



## Metrics & Targets

| Core Objectives | Short-Term                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Mid-to-Long Term                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                 | <ul style="list-style-type: none"><li>Maintain a pledge renewal rate of 98% or higher for the Code of Ethics among Samyang Foods employees</li><li>Conduct fraud risk assessments including domestic and overseas subsidiaries</li><li>Establish a Whistleblowing System for each subsidiary</li><li>Announce the status of the Whistleblowing System (at least twice a year internally)</li><li>Plan and conduct ethics surveys among partners including domestic/overseas subsidiaries (customer, vendor, etc.) (at least once a year)</li><li>Achieve a 100% internal audit/business assessments execution rate at each business site to proactively respond to potential risk factors</li></ul> | <ul style="list-style-type: none"><li>Expand the collection of the pledge of compliance for Code of Ethics across all group companies including new affiliates (HQ, domestic subsidiaries, overseas entities, etc.)</li><li>Expand fraud risk assessments to all group companies and reflect the results in the annual audit plan</li><li>Establish and advance a group-wide Whistleblowing System</li><li>Expand the ethics survey to partners across the group</li><li>Conduct regular audits and business assessments of group companies through an evaluation-based system</li></ul> |
|                 | <ul style="list-style-type: none"><li>Advance the internal system by establishing a group-wide legal support process</li><li>Establish and revise standard contract templates for Group-wide compliance management</li><li>Conduct compliance training by job function</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                    | <ul style="list-style-type: none"><li>Establish and stabilize a group-wide compliance monitoring system</li><li>Strengthen risk response resilience through the digitalization of legal data</li><li>Expand compliance training for domestic subsidiaries and overseas subsidiaries</li></ul>                                                                                                                                                                                                                                                                                            |

Key Management Areas

| Category                        | Description                                                                                                                        | Key Activities                                                                                                                                                                                          |
|---------------------------------|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Fair Trade                      | Maintain fair market competition and transparent transactions with suppliers                                                       | Conduct fair trade training, operate ethics surveys targeting suppliers, collect fair trade compliance pledges, operate whistle-blowing channels for fair trade violations, and perform internal audits |
| 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 whistle-blowing channels for corrupt practices, and conduct investigations into corrupt practices            |
| Fair Labeling and Advertising   | Prevent consumer confusion from false or exaggerated labeling or advertising and provide accurate product information              | Conduct internal inspections of compliance with labeling and advertising regulations through the compliance self-assessment checklist                                                                   |
| Personal Information Protection | Comply with relevant laws and strengthen internal accountability for personal information management                               | Provide regular training and internal inspections based on relevant regulations, and require newly hired employees to sign a confidentiality pledge                                                     |
| Internal Transactions           | Ensure appropriateness and transparency in internal transactions by preventing unfairly assisting a related party or other company | Newly establish the Risk Management Committee to deliberate and review matters related to internal transactions                                                                                         |

Ethical Management

Regulations and Guidelines

Samyang Foods has expanded the scope of its Code of Ethics and Ethical Guidelines to ensure that our employees, group companies, and stakeholders can actively practice ethical management. Each year, we distribute the CEO's ethics message with The Code of Ethics to all employees and require them to sign the 'Pledge of Compliance for Code of Ethics,' reinforcing our organization's commitment to integrity. The pledge includes commitments to comply with anti-corruption laws, prohibiting unethical behavior such as fraud, bribery, improper acceptance of money or valuables, and unfair trading practices. In 2025, 100% of Samyang Foods employees participated in the pledge, reaffirming the importance of ethical values.

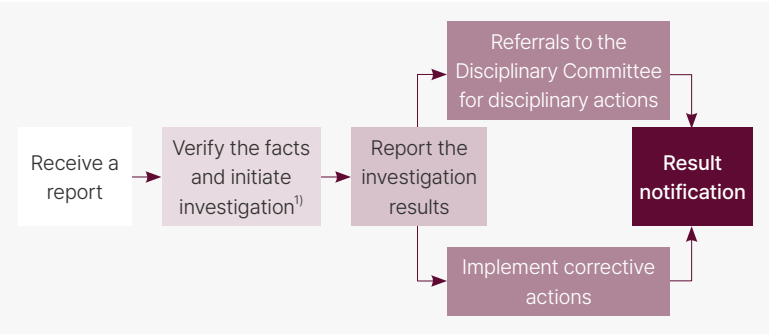
[📄 Code of Ethics](#)   [📄 Ethical Guidelines](#)

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 the Audit Committee and senior management and implement appropriate corrective measures. In 2025, we received 7 reports and completed corrective actions for all cases.

[📄 Whistleblowing Channel for Code of Ethics Violations](#)  
[📄 Whistleblowing Operation Guidelines](#)

| Procedures for Handling Violations



1) In case a 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

To foster a fair and transparent ethical management culture, we operate a whistleblower protection system that guarantees complete confidentiality of all matters related to the whistleblower—including their identity and report content—and strictly prohibit any action that could expose the whistleblower's identity to the accused party's or related departments. Whistleblowers who have experienced or fear unfair treatment due to their Whistle-blowing or the investigation may request an investigation and protection from the auditor, ensuring that neither whistleblowers nor those cooperating with investigations face any disadvantage.

Ethics Audit

Samyang Foods has established a corruption risk management system to systematically conduct ethics audits. Our dedicated ethics audit organization performs annual fraud risk assessments reflecting changes in the management environment each year, assessing corruption risks by business division, and based on the results, establishes an annual audit plan to respond to ethical violation risks. Regular audits and business assessments are conducted regularly each year, and in addition, we conduct various internal audit activities such as process consulting, targeted audits, financial audits, ongoing audits, compliance audits, and monitoring activities. When violations of ethics are identified as a result of audits and business assessments, corrective actions are implemented or, if necessary, cases are referred to the Disciplinary Committee, and the results are reported directly to the Audit Committee by the Auditing Department.

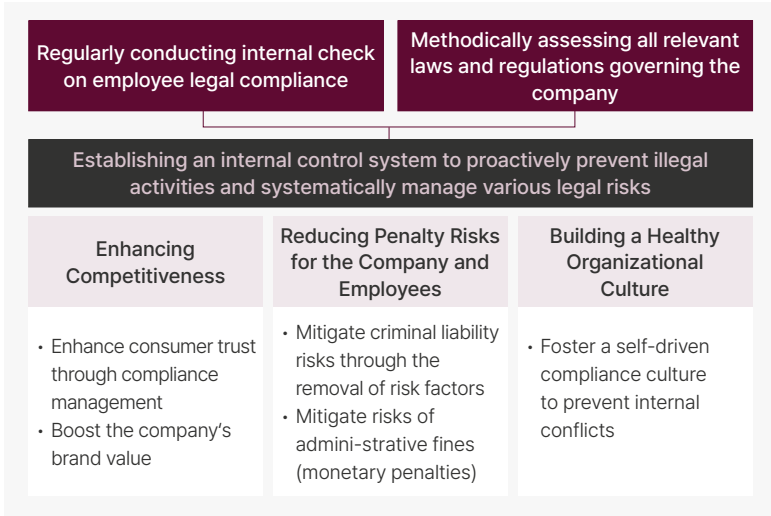
| Key Areas

| Category                           | Description                                                                                                                                                                                                                                     |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Regular Audits                     | Conducting regular audits at least once a year across all target operation, including fraud risk assessments                                                                                                                                    |
| Process Assessments and Consulting | Providing consulting and process redesign to enable efficient operations and proactively mitigate potential risk factors in daily operations (including subsidiaries)                                                                           |
| Targeted Audits                    | Identifying problems in specific tasks or projects and presenting improvement proposals, and inspections triggered by Whistle-blowing of Code of Ethics violations, based on the directives of the Board, Audit Committee, or senior management |
| Financial Audits                   | Examining the operation of budgets, the appropriateness of accounting practices, and the accuracy of fund management to secure financial reliability                                                                                            |
| Ongoing Audits                     | Reviewing final approval content for key items designated by the auditor                                                                                                                                                                        |
| Compliance Audits                  | Inspecting duty violations, misconduct, and work conditions                                                                                                                                                                                     |
| Monitoring                         | Reviewing key matters within the company and identifying issues, used as basic data for determining whether to escalate to formal audits                                                                                                        |

Compliance Management

Goals and Direction

To proactively prevent legal violations, we continuously monitor changes in relevant laws and regulations and provide employees with a system to self-check their compliance. Through this prevention-focused approach, we aim to minimize risks and contribute to a sound organizational culture and stronger corporate competitiveness.



Compliance Self-Assessment Checklist

Samyang Foods distributes a compliance self-assessment checklist at least once a year to foster voluntary compliance awareness and establish a compliance management culture, proactively identifying and managing potential risks related to unfair trade and unfair competition. In the first half of 2025, we identified the Procurement Division as high-risk for unfair trade and implemented customized risk mitigation by intensively circulating a Subcontracting Act checklist for that division. In the second half, we distributed a company-wide checklist covering prohibitions on improper solicitation, stock trading and insider information misuse, and unfair trade practices to all employees, spreading a compliance management culture and enhancing compliance awareness.

Compliance Control Standards and Support System

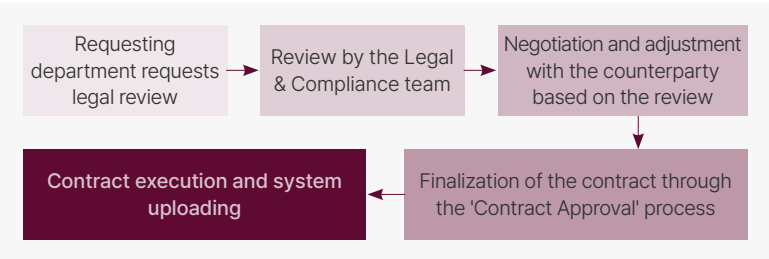
Samyang Foods operates Compliance Guidelines so that employees can properly understand laws and regulations and perform their duties fairly. To prevent legal risks that may arise during work, we continuously monitor government policies and regulatory trends. We regularly publish Legal Insight, which compiles this information, and have created and distributed a Legal & Compliance practical guide—containing legal explanations and violation cases—to all employees. We have also introduced a global legal management system, building a global compliance support system that encompasses headquarters as well as domestic and overseas subsidiaries and overseas branches. Furthermore, by standardizing group-wide legal processes by risk level, we provide consistent legal support and continuously strengthen internal controls.

Compliance Guidelines

Compliance Risk Management

The Fair Trade Commission strictly regulates the intra-group transaction tunneling and unfair support practices, and controlling internal transactions remains important even when not subject to regulation. Accordingly, for internal transactions, Samyang Foods requires a resolution by the Risk Management Committee to prevent unfair support in advance, and manages transactions to ensure they are appropriate through contract reviews and advice by the Legal & Compliance Team. Going forward, we plan to continuously strengthen risk prevention activities—distributing checklists for specific departments exposed to unfair support risks, and establishing and distributing guidelines for internal transaction to spread a compliance management culture.

Legal Support Process



| Management Guidelines

(Applicable to: Headquarters, subsidiaries, and overseas entities)

| Managing matters in three tiers according to risk level |             |                                                                                                                                                                                                                                                                                      |
|---------------------------------------------------------|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Category                                                | Risk Level  | Matters                                                                                                                                                                                                                                                                              |
| 1st                                                     | High Risk   | <ul style="list-style-type: none"><li>• Matters related to investigations/inquiries/ audits and litigation by major government agencies</li><li>• Matters related to significant corporate financial transactions</li><li>• Matters related to core asset/reputation risks</li></ul> |
| 2nd                                                     | Medium Risk | <ul style="list-style-type: none"><li>• General Review Matters other than 1st and 3rd priority</li></ul>                                                                                                                                                                             |
| 3rd                                                     | Low Risk    | <ul style="list-style-type: none"><li>• Low-risk/simple repetitive contracts</li><li>• Contracts using the company's standard contract</li></ul>                                                                                                                                     |

Compliance Management Program

Samyang Foods has introduced a Compliance Officer system and operates a systematic compliance management program so that all employees can perform their duties lawfully. In particular, to prevent legal risks that may arise during the contracting process, we actively recommend the use of standard contract templates, and continuously improve related processes by strengthening internal controls through contract reviews and advisory services utilizing the legal system.

Commitment Statement on Compliance Management Program

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

# Ethics and Compliance Training

Samyang Foods conducts online ethics training for all employees at least once a year to foster employees' sense of compliance. In addition, we conduct compliance management training that considers the characteristics of each job function and rank, so that all employees adhere to Compliance Guidelines and deepen their understanding of ethical and compliant management.

| Category                       | Program                                                                 | Content                                                                                                                                                                                                                                                                                                                                                                          | Target Audience                                                                  |
|--------------------------------|-------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| Common Training                | Ethics Training                                                         | <ul style="list-style-type: none"> <li>• Importance of ESG</li> <li>• Necessity of ethical management</li> <li>• Types of corporate misconduct</li> <li>• Current management status and precautions</li> </ul>                                                                                                                                                                   | Employees in managerial positions<br>(including contract and dispatched workers) |
|                                | Fair Transactions in Subcontracting Act Training                        | <ul style="list-style-type: none"> <li>• Definition of subcontracting law (purpose, legislative intent, scope of application, etc.</li> <li>• Obligations of the principal contractors by contract stage and precautions on sanctions for violations</li> </ul>                                                                                                                  | Procurement Division<br>Research Department<br>Marketing Department              |
| Job-specific Training          | Compliance Training                                                     | <ul style="list-style-type: none"> <li>• Importance of overseas corporation compliance</li> <li>• Practical precautions based on internal regulations such as the Articles of Incorporation</li> </ul>                                                                                                                                                                           | Overseas subsidiary managers                                                     |
|                                | Sales Academy<br>(Practical Knowledge and Ethical Awareness)            | <ul style="list-style-type: none"> <li>• Practical precautions such as how to use standard contracts</li> <li>• Guidelines for practicing ethical management</li> </ul>                                                                                                                                                                                                          | Employees in domestic/overseas sales positions                                   |
| Advanced Job-specific Training | Trade union and Labor Relations Adjustment Act Training                 | <ul style="list-style-type: none"> <li>• Amendments to the Trade union and Labor Relations Adjustment Act</li> <li>• Key implications and corporate responses</li> </ul>                                                                                                                                                                                                         | Key relevant employees at affiliates                                             |
|                                | Amended Commercial Act                                                  | <ul style="list-style-type: none"> <li>• Directors' fiduciary duty of loyalty to shareholders</li> <li>• Introduction of the independent director system and increase in appointment ratio</li> <li>• Strengthening of the 3% voting rights restriction for Audit Committee member appointment</li> <li>• Implementation of electronic general shareholders' meetings</li> </ul> | Key relevant employees at affiliates                                             |
|                                | Corporate Legal Affairs Training                                        | <ul style="list-style-type: none"> <li>• General corporate legal affairs</li> </ul>                                                                                                                                                                                                                                                                                              | Legal & Compliance Team                                                          |
|                                | Precautions and Recent Trends in International Arbitration Negotiations | <ul style="list-style-type: none"> <li>• Precautions in international dispute negotiations</li> <li>• General arbitration procedures</li> <li>• Recent trends and early resolution methods</li> </ul>                                                                                                                                                                            | Legal & Compliance Team                                                          |

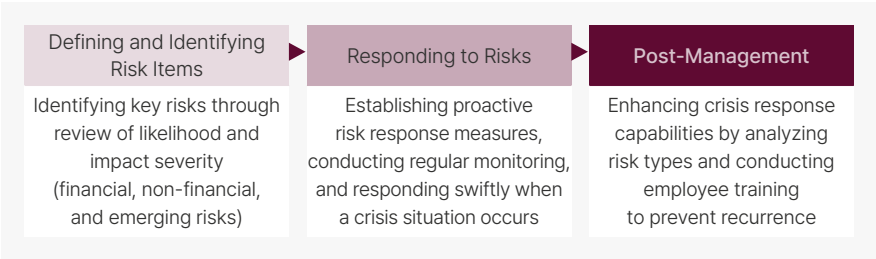
# Risk Management

Amid growing uncertainty in the global business environment—driven by geopolitical conflicts, global supply chain instability, and expanding exchange rate volatility—the importance of proactive responses to financial and non-financial risks is increasing. Based on company-wide risk management activities, Samyang Foods identifies and assesses potential risks and responds swiftly. We will continuously advance our risk management system and strengthen the foundation for sustainable management.

## Risk Management System

### Risk Management Process

Samyang Foods manages company-wide risks centered on the Board and its subcommittees. The Board reviews and approves company-wide risk management policies and key financial risks, and responds to risks by area through the ESG Committee, the Audit Committee, and the Risk Management Committee under the Board. The Risk Management Committee, newly established in 2025, reviews overall management risks. In addition, the ESG Committee identifies risk and opportunity factors by ESG issue and reviews the response system, and the Audit Committee conducts regular audits of the internal control system and reports to the Board.



### Establishment of the Risk Management Committee

To systematically respond to complex management risks arising from overseas business expansion, Samyang Foods newly established the Risk Management Committee under the Board through a Board resolution in November 2025. The Committee deliberates, reviews, and resolves on matters related to overall management risks, including internal transactions, and plans to enhance the effectiveness of the risk management system.

### Key Risk Management

Global trade environments are shifting rapidly, and the risks companies face are changing in a complex manner due to expanding exchange rate and interest rate volatility and strengthened non-financial regulations related to the environment, supply chains, and ethics. To respond to this, Samyang Foods newly established the Risk Management Committee and strengthened company-wide risk governance. Going forward, we plan to comprehensively review financial and non-financial risks in an integrated manner and advance our proactive response system.

### Risk Management Activities

| ● Financial Risk ● Non-Financial Risk |                                                                                                                                            |                                                                                                                                                                                                                                                                                        |
|---------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Category                              | Impact                                                                                                                                     | Management Activities                                                                                                                                                                                                                                                                  |
| Foreign Exchange                      | Impact on profit and loss due to exchange rate fluctuations affecting export receipts and the value of foreign currency assets/liabilities | <ul style="list-style-type: none"><li>Natural hedging through balancing foreign currency inflows and outflows</li><li>Conduct sensitivity analysis of major currency exchange rates</li><li>Manage foreign currency deposits and monitor exchange rate trends</li></ul>                |
| Interest Rate                         | Occurrence of funding policy volatility due to base rate changes                                                                           | <ul style="list-style-type: none"><li>Reduce high-interest borrowings and improve short-/long-term borrowing structures</li><li>Maintain an appropriate fixed-to-variable interest rate ratio</li><li>Minimize external borrowing by expanding internal funds</li></ul>                |
| Liquidity                             | Loss of investment opportunities due to constrained funding                                                                                | <ul style="list-style-type: none"><li>Maintain an appropriate level of unused borrowing limits</li><li>Monitor cash flow plans and covenant compliance status</li><li>Forecast liquidity considering internal target debt ratios and external laws and regulations</li></ul>           |
| Environment                           | Non-compliance with environmental regulations and decline in production activities and corporate image due to pollution incidents          | <ul style="list-style-type: none"><li>Conduct assessments of water resources, biodiversity, and pollution risks</li><li>Add pollution prevention facilities and expand business sites obtaining environmental management system certification</li></ul>                                |
| Climate Change                        | Increase in operating costs due to strengthened carbon regulations and climate change                                                      | <ul style="list-style-type: none"><li>Establish a 2050 carbon neutrality roadmap and detailed strategy</li><li>Adopt renewable energy and optimize energy efficiency and operations</li></ul>                                                                                          |
| Supply Chain                          | Sales and production losses due to raw material procurement failures                                                                       | <ul style="list-style-type: none"><li>Perform TCO (Total Cost of Ownership)-based raw material procurement</li><li>Diversify supply sources and countries of origin to ensure stable production</li></ul>                                                                              |
| Quality                               | Legal sanctions and reputational damage due to product safety incidents                                                                    | <ul style="list-style-type: none"><li>Monitor overseas issue information for proactive response to food safety regulations</li><li>Conduct regular supplier quality audits and improvement activities</li></ul>                                                                        |
| Health and Safety                     | Legal sanctions and production disruptions due to workplace safety incidents                                                               | <ul style="list-style-type: none"><li>Obtain occupational health and safety management system certification and build a smart health and safety management IT system</li><li>Conduct regular health and safety inspections, risk assessments, and health and safety training</li></ul> |
| Human Resources                       | Decline in organizational competitiveness due to constraints on securing top talent and talent outflow                                     | <ul style="list-style-type: none"><li>Operate work-family balance support systems</li><li>Conduct human rights impact assessments and improvement activities</li></ul>                                                                                                                 |
| Information Security                  | Financial losses due to work paralysis and response costs from security incidents and data leaks                                           | <ul style="list-style-type: none"><li>Conduct regular and ad-hoc inspections of key risks</li><li>Establish response procedures for malicious emails</li><li>Advance new information security systems and infrastructure</li></ul>                                                     |
| Ethics and Compliance                 | Human and material losses and sanctions due to legal violations from unethical conduct                                                     | <ul style="list-style-type: none"><li>Strengthen the Compliance Officer's control over internal transactions among affiliates</li><li>Distribute compliance self-assessment checklists</li><li>Operate a whistleblowing channel for ethics violations</li></ul>                        |

Emerging Risks

Supply Chain Instability from Geopolitical Conflicts

Geopolitical tensions such as wars and trade disputes have become routine, and combined with climate-driven harvest failures, global supply chain uncertainty continues to rise. The FAO's Food Price Index (FFPI) remains above its long-term average, while regulations such as the U.S. Uyghur Forced Labor Prevention Act (UFLPA) are adding further complexity to supply chain management. The food industry is directly affected: high import dependence on key raw materials such as wheat and palm oil exposes companies to international market volatility, while Middle East instability has driven up maritime shipping costs and disrupted crude oil and naphtha supply, increasing packaging cost burdens. Some raw material prices have surged by up to 50% year-on-year, and rising logistics costs are adding to fixed cost pressures. To ensure stable supply chain operations, Samyang Foods is diversifying sourcing origins for strategic raw materials and continuously monitoring global market trends, while expanding local production bases and enhancing supply chain transparency through the AMS (Audit Management System) to strengthen risk response capabilities.

Digital Transformation of the Food Industry Driven by AI

The World Economic Forum (WEF) has identified AI as a key driver reshaping industrial structures over the next five years, with global food industry AI spending projected to grow from approximately USD 8.5 billion in 2023 to USD 84.8 billion in 2030—an average annual growth rate of 39%. Major global food companies are actively applying AI across the value chain, from predicting consumer trends and improving new product development to deploying digital marketing. However, the AI transition also raises risks of core asset leakage through cyberattacks such as ransomware and hacking. Building AI governance frameworks, fostering data-driven decision-making cultures, and improving employee AI literacy are therefore emerging as common challenges for food companies. Samyang Foods is expanding AI applications in consumer trend analysis, smart factory management, and quality control, while strengthening its information security system to build a foundation for responsible AI use.

Raw Material Supply Instability from Biodiversity Loss

The World Economic Forum (WEF) has identified biodiversity loss and ecosystem collapse as among the most severe crises facing humanity over the next decade, warning that natural capital degradation will trigger cascading shocks across the economy and society. Biodiversity decline now threatens industry-wide sustainability, with the food industry—dependent on nature for raw materials—directly exposed to supply instability. The UN Food and Agriculture Organization notes that about 75% of the world's food supply is concentrated in just 12 crops and 5 livestock species, meaning pest outbreaks or climate shocks could destabilize the entire global food supply chain. Declining microbial and insect diversity further reduces crop productivity and quality, while shifts in marine ecosystems threaten seafood supply. Disclosure requirements on natural capital—through frameworks such as EUDR and TNFD—are also increasing, prompting global food companies to source biodiversity-certified materials, invest in regenerative agriculture, and make voluntary disclosures. Samyang Foods aims to reduce environmental impact and respond to global regulatory changes by adopting sustainably certified materials, transitioning to eco-friendly packaging, and expanding renewable energy use, while strengthening supply chain traceability to manage environmental risks.

Tax Management

Samyang Foods complies with domestic and international tax regulations and the principle of fair taxation, faithfully fulfilling its tax obligations through a dedicated organization with expertise. It prevents tax risks through prior tax reviews and external expert advice for major decisions, and transparently discloses tax-related matters in its business report.

Tax Policy

As a global food company, Samyang Foods complies with tax laws and upholds the good faith principle as a taxpayer, fulfilling our corporate social responsibility through timely and accurate tax reporting. Going forward, we will continue to monitor global tax policy developments and diligently fulfill our tax reporting and payment obligations.

International Tax Obligations

As a company exporting to over 90 countries and regions, we strictly adhere to domestic tax laws and the OECD Transfer Pricing Guidelines in international transactions, and rigorously prohibit tax avoidance and the use of tax havens. We operate overseas subsidiaries in Japan, China, the U.S., Indonesia, Singapore, and Europe, and as our overseas sales grow, so does the importance of cross-border tax management. Accordingly, we establish and implement a reasonable transfer pricing policy based on arm's length transactions with related parties, prepare annual transfer pricing reports to manage compliance, and continuously monitor international tax issues through a transfer pricing consultative body to prevent potential challenges.

Internal Control over Financial Reporting

In accordance with our Internal Control over Financial Reporting (ICFR) Regulation, the CEO reviews its effectiveness annually and submits an operational status report to the Board and the Audit Committee. The Audit Committee then prepares an ICFR evaluation report—assessing the system's design and operational effectiveness and its substantive contribution to reliable financial reporting—and presents it to the Board at least one week before the annual general meeting. To further advance the ICFR, we have conducted consulting with Samil PwC since April 2025 and provided employee training in August 2025. 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.

| Evaluation Results of Internal Accounting Operations

| Category          | 2023     | 2024     | 2025     |
|-------------------|----------|----------|----------|
| Management        | Adequate | Adequate | Adequate |
| Audit Committee   | Adequate | Adequate | Adequate |
| External auditors | Adequate | Adequate | Adequate |

# APPENDIX

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# Financial Information

## Summary of the Consolidated Statement of Financial Position<sup>1)</sup>

| Category                     |                                        | Unit            | 2023   | 2024   | 2025   |
|------------------------------|----------------------------------------|-----------------|--------|--------|--------|
| Assets                       | Total assets                           | KRW 100 million | 11,703 | 15,948 | 21,965 |
|                              | Current assets                         | KRW 100 million | 4,921  | 6,767  | 8,729  |
|                              | Non-current assets held for sale       | KRW 100 million | 53     | 55     | 53     |
|                              | Non-current assets                     | KRW 100 million | 6,730  | 9,126  | 13,183 |
| Liabilities                  | Total liabilities                      | KRW 100 million | 5,935  | 7,667  | 9,250  |
|                              | Current liabilities                    | KRW 100 million | 4,020  | 4,924  | 5,555  |
|                              | Non-current liabilities                | KRW 100 million | 1,915  | 2,743  | 3,695  |
| Equity                       | Total equity                           | KRW 100 million | 5,768  | 8,280  | 12,715 |
|                              | Capital stock                          | KRW 100 million | 377    | 377    | 377    |
|                              | Other capital                          | KRW 100 million | 46     | 46     | 795    |
|                              | Accumulated other comprehensive income | KRW 100 million | 3      | 46     | 88     |
|                              | Retained earnings                      | KRW 100 million | 5,222  | 7,699  | 11,295 |
|                              | Non-controlling interests              | KRW 100 million | 120    | 112    | 162    |
| Total liabilities and equity |                                        | KRW 100 million | 11,703 | 15,948 | 21,965 |

1) Discrepancies in totals may occur due to unit rounding-off (truncation)

## Economic Value Creation and Distribution<sup>1)</sup>

| Category                   |                                             | Unit            | 2023  | 2024  | 2025  |
|----------------------------|---------------------------------------------|-----------------|-------|-------|-------|
| Shareholders and Investors | Dividend                                    | KRW 100 million | 157   | 246   | 360   |
|                            | Interest Expense                            | KRW 100 million | 122   | 144   | 151   |
| Employees                  | Employee payroll                            | KRW 100 million | 1,495 | 1,906 | 2,610 |
|                            | Welfare benefits                            | KRW 100 million | 244   | 317   | 439   |
| Local Communities          | Social contribution investments (donations) | KRW 100 million | 24    | 8     | 6     |
| Government                 | Corporate tax expense                       | KRW 100 million | 297   | 804   | 1,282 |
|                            | Effective tax rates                         | %               | 19    | 23    | 25    |
| Partners                   | Purchase expenses <sup>2)</sup>             | KRW 100 million | 5,628 | 5,990 | 9,854 |

1) On a consolidated basis

2) Account for use of raw materials and goods as disclosed in the notes to the consolidated financial statements

## Summary of the Consolidated Income Statement

| Category                             |  | Unit            | 2023    | 2024     | 2025     |
|--------------------------------------|--|-----------------|---------|----------|----------|
| Revenue                              |  | KRW 100 million | 11,929  | 17,280   | 23,518   |
| Cost of sales                        |  | KRW 100 million | (7,762) | (10,048) | (12,988) |
| Gross profit                         |  | KRW 100 million | 4,167   | 7,232    | 10,530   |
| Selling and administrative expenses  |  | KRW 100 million | (2,692) | (3,786)  | (5,288)  |
| Operating profit                     |  | KRW 100 million | 1,475   | 3,446    | 5,242    |
| Other income                         |  | KRW 100 million | 393     | 477      | 642      |
| Other expenses                       |  | KRW 100 million | (295)   | (223)    | (686)    |
| Financial income                     |  | KRW 100 million | 58      | 105      | 148      |
| Financial costs                      |  | KRW 100 million | (122)   | (290)    | (181)    |
| Share of profit (loss) of associates |  | KRW 100 million | 55      | 2        | 3        |
| Profit before corporate tax          |  | KRW 100 million | 1,563   | 3,516    | 5,169    |
| Corporate tax expense                |  | KRW 100 million | (297)   | (804)    | (1,282)  |
| Net profit                           |  | KRW 100 million | 1,266   | 2,713    | 3,887    |

## Corporate Tax Expenses by Country<sup>1) 2)</sup>

| Category                |  | Unit            | 2023  | 2024 | 2025  |
|-------------------------|--|-----------------|-------|------|-------|
| Korea                   |  | KRW 100 million | 346   | 754  | 1,104 |
| United States           |  | KRW 100 million | 11    | 11   | 63    |
| China                   |  | KRW 100 million | 11    | 24   | 50    |
| Japan                   |  | KRW 100 million | 5     | 2    | 2     |
| Indonesia               |  | KRW 100 million | (0.3) | 2    | 2     |
| Netherlands             |  | KRW 100 million | -     | 1    | 15    |
| Singapore <sup>3)</sup> |  | KRW 100 million | -     | -    | 0     |

1) Based on Samyang Foods' separate financial statements

2) For exports not routed through subsidiaries, the revenue is attributed to Samyang Foods and the related corporate tax is recognized as Samyang Foods (South Korea)'s tax expense. Therefore, only the corporate tax expenses of countries with overseas subsidiaries are listed.

3) The newly established Singaporean subsidiary did not generate any income in 2025.

# ESG Data

## Environmental

### Greenhouse Gases (Scope 1, 2)<sup>1)</sup>

Reporting scope: Headquarters, Production Sites, and Distribution/Sales Branches

| Category      |                             | Unit                            | 2023   | 2024   | 2025   |
|---------------|-----------------------------|---------------------------------|--------|--------|--------|
| GHG emissions | Total emissions (Scope 1+2) | tCO <sub>2</sub> eq             | 64,173 | 72,404 | 79,637 |
|               | Scope 1                     | tCO <sub>2</sub> eq             | 44,599 | 50,853 | 51,373 |
|               | Scope 2                     | tCO <sub>2</sub> eq             | 19,577 | 21,555 | 28,266 |
|               | GHG emission intensity      | tCO <sub>2</sub> eq/KRW million | 0.058  | 0.051  | 0.042  |

1) Discrepancies in the total emissions (Scope 1+2) may occur due to truncation to integers at the business site level.

### Greenhouse Gases (Scope 3)<sup>1)</sup>

Reporting scope: Headquarters and Production Sites

| Category      |                                                                           | Unit                | 2023 | 2024 | 2025    |
|---------------|---------------------------------------------------------------------------|---------------------|------|------|---------|
| GHG emissions | Total Scope 3 emissions                                                   | tCO <sub>2</sub> eq | -    | -    | 855,540 |
|               | C1. Purchased goods and services                                          | tCO <sub>2</sub> eq | -    | -    | 630,586 |
|               | C2. Capital goods                                                         | tCO <sub>2</sub> eq | -    | -    | 112,256 |
|               | C3. Fuel- and energy-related activities<br>(not included in Scope 1 or 2) | tCO <sub>2</sub> eq | -    | -    | 18,317  |
|               | C4. Upstream transportation and distribution                              | tCO <sub>2</sub> eq | -    | -    | 64,747  |
|               | C5. Waste generated in operations                                         | tCO <sub>2</sub> eq | -    | -    | 2,868   |
|               | C6. Business travel                                                       | tCO <sub>2</sub> eq | -    | -    | 912     |
|               | C7. Employee commuting                                                    | tCO <sub>2</sub> eq | -    | -    | 955     |
|               | C9. Downstream transportation and distribution                            | tCO <sub>2</sub> eq | -    | -    | 5,543   |
|               | C12. End-of-life treatment of sold products                               | tCO <sub>2</sub> eq | -    | -    | 19,357  |

1) Discrepancies in the total figure may occur due to truncation to integers at the category level.

### Energy<sup>1)</sup>

Reporting scope: Headquarters, Production Sites, and Distribution/Sales Branches

| Category                     |                                         | Unit           | 2023    | 2024    | 2025    |
|------------------------------|-----------------------------------------|----------------|---------|---------|---------|
| Total energy consumption     |                                         | TJ             | 1,373.3 | 1,498   | 1,806.4 |
| Energy consumption           | Total                                   | TJ             | 1,370.2 | 1,495   | 1,601.4 |
|                              | LNG                                     | TJ             | 868.9   | 987     | 996.6   |
|                              | Diesel                                  | TJ             | 2.4     | 2.8     | 2.7     |
|                              | Gasoline                                | TJ             | 5.8     | 7       | 4.4     |
|                              | LPG                                     | TJ             | 0       | 0       | 0       |
|                              | Electricity                             | TJ             | 409.1   | 450.3   | 597.6   |
|                              | Propane                                 | TJ             | 0.2     | 0.1     | 0.1     |
|                              | External heat                           | TJ             | 83.8    | 47.8    | 0       |
|                              | Kerosene                                | TJ             | -       | -       | 0       |
|                              | Total                                   | TJ             | 3.1     | 3       | 205     |
| Renewable energy consumption | Biomass                                 | TJ             | 0       | 0       | 201.3   |
|                              | Solar power (electricity) <sup>2)</sup> | TJ             | 3.1     | 3       | 3.7     |
| Energy consumption intensity |                                         | TJ/KRW million | 0.00125 | 0.00105 | 0.00095 |

1) Discrepancies in totals may occur due to truncation of decimal places.

2) In the 2025 Samyang Foods Greenhouse Gas Emissions and Energy Consumption Statement, the solar power generation was calculated by applying the KEPCO (Korea Electric Power Corporation) electricity calorific value coefficient (9.6 MJ/kWh) due to the system structure. As this data was recalculated by applying the renewable energy calorific value coefficient (3.6 MJ/kWh), a difference in values arises compared with the Statement.

Water<sup>1)</sup>

Reporting scope: Headquarters and Production Sites

| Category                                       |                                      | Unit             | 2023    | 2024    | 2025      |
|------------------------------------------------|--------------------------------------|------------------|---------|---------|-----------|
| Total of HQ <sup>2)</sup> and production sites | Total water withdrawal               | tons             | 811,815 | 852,407 | 1,030,318 |
|                                                | Industrial water and Municipal water | tons             | 781,337 | 828,436 | 1,010,570 |
|                                                | Groundwater                          | tons             | 30,478  | 23,971  | 19,748    |
|                                                | Total effluent discharge             | tons             | 491,832 | 507,554 | 682,130   |
|                                                | Total water consumption              | tons             | 319,983 | 344,853 | 348,188   |
|                                                | Total water recycled                 | tons             | 2,161   | 32,973  | 33,990    |
|                                                | Water consumption intensity          | tons/KRW million | 0.29    | 0.24    | 0.18      |
| HQ                                             | Water withdrawal                     | tons             | 10      | 13      | 13        |
| Wonju Plant                                    | Water withdrawal                     | tons             | 600,230 | 592,422 | 655,701   |
|                                                | Industrial water and Municipal water | tons             | 600,230 | 592,422 | 655,701   |
|                                                | Groundwater                          | tons             | 0       | 0       | 0         |
|                                                | Effluent discharge                   | tons             | 402,460 | 362,462 | 442,203   |
|                                                | Water consumption                    | tons             | 197,770 | 229,960 | 213,498   |
|                                                | Water recycled                       | tons             | 2,161   | 32,973  | 33,990    |
|                                                |                                      |                  |         |         |           |
| Iksan Plant                                    | Water withdrawal                     | tons             | 91,579  | 93,312  | 91,429    |
|                                                | Municipal water                      | tons             | 61,101  | 69,341  | 71,681    |
|                                                | Groundwater                          | tons             | 30,478  | 23,971  | 19,748    |
|                                                | Effluent discharge                   | tons             | 31,035  | 46,486  | 50,613    |
|                                                | Water consumption                    | tons             | 60,544  | 46,826  | 40,816    |
|                                                | Water recycled                       | tons             | 0       | 0       | 0         |
|                                                |                                      |                  |         |         |           |
| Miryang Plant                                  | Water withdrawal                     | tons             | 119,996 | 166,660 | 283,175   |
|                                                | Municipal water                      | tons             | 119,996 | 166,660 | 283,175   |
|                                                | Groundwater                          | tons             | 0       | 0       | 0         |
|                                                | Effluent discharge                   | tons             | 58,337  | 98,606  | 189,314   |
|                                                | Water consumption                    | tons             | 61,659  | 68,054  | 93,861    |
|                                                | Water recycled                       | tons             | 0       | 0       | 0         |
|                                                |                                      |                  |         |         |           |

1) Discrepancies in totals may occur due to unit rounding-off (truncation).  
2) The headquarters includes both the main building and the annex located in Wolgok-dong, Seongbuk-gu, Seoul (as of 2025).

Waste<sup>1)</sup>

Reporting scope: Headquarters and Production Sites

| Category                                       |                              |                  | Unit             | 2023      | 2024      | 2025     |
|------------------------------------------------|------------------------------|------------------|------------------|-----------|-----------|----------|
| Total waste generated                          |                              |                  | tons             | 12,283.36 | 12,906.78 | 8,692.64 |
| Total of HQ <sup>2)</sup> and production sites | HQ                           | Total            | tons             | 30.8      | 37.5      | 38.25    |
|                                                |                              | Others           | tons             | 30.8      | 37.5      | 38.25    |
|                                                | Production sites             | Total            | tons             | 57.94     | 38.36     | 95.64    |
|                                                |                              | Designated waste |                  |           |           |          |
|                                                |                              | Recycled         | tons             | 30.94     | 24.24     | 17.58    |
|                                                |                              | Incinerated      | tons             | 15.78     | 13.99     | 12.26    |
|                                                |                              | Landfilled       | tons             | 0         | 0.13      | 0        |
|                                                |                              | Others           | tons             | 11.22     | 0         | 65.8     |
|                                                | Production sites             | Total            | tons             | 12,194.62 | 12,830.92 | 8,558.75 |
|                                                |                              | General waste    |                  |           |           |          |
|                                                |                              | Recycled         | tons             | 11,261.5  | 12,073.91 | 7,402.87 |
|                                                |                              | Incinerated      | tons             | 933.12    | 757.01    | 989.92   |
|                                                |                              | Landfilled       | tons             | 0         | 0         | 165.96   |
|                                                |                              | Others           | tons             | 0         | 0         | 0        |
| HQ                                             | Waste generation intensity   |                  | tons/KRW million | 0.011     | 0.009     | 0.005    |
|                                                | Recycling rate <sup>3)</sup> |                  | %                | 91.93     | 93.73     | 85.36    |
|                                                | Total                        |                  | tons             | 30.8      | 37.5      | 38.25    |
|                                                |                              | General waste    |                  |           |           |          |
|                                                |                              | Total            | tons             | 30.8      | 37.5      | 38.25    |
|                                                |                              | Others           | tons             | 30.8      | 37.5      | 38.25    |
|                                                | Wonju Plant                  | Total            | tons             | 7,999.43  | 7,516.85  | 5,477.46 |
|                                                |                              | Designated waste |                  |           |           |          |
|                                                |                              | Total            | tons             | 16.33     | 23.25     | 12.44    |
|                                                |                              | Recycled         | tons             | 0.73      | 9.17      | 0.4      |
| Wonju Plant                                    |                              | Incinerated      | tons             | 15.6      | 13.95     | 12.04    |
|                                                |                              | Landfilled       | tons             | 0         | 0.13      | 0        |
|                                                |                              | Others           | tons             | 0         | 0         | 0        |
|                                                | General waste                | Total            | tons             | 7,983.1   | 7,493.6   | 5,465.02 |
|                                                |                              | Recycled         | tons             | 7,271.33  | 7,027.24  | 4,663.38 |
|                                                |                              | Incinerated      | tons             | 711.77    | 466.36    | 635.68   |
|                                                |                              | Landfilled       | tons             | 0         | 0         | 165.96   |
|                                                |                              | Others           | tons             | 0         | 0         | 0        |
|                                                | Recycling rate               |                  | %                | 90.91     | 93.61     | 85.14    |

1) Discrepancies in totals may occur due to unit rounding-off (truncation).  
2) The headquarters includes both the main building and the annex located in Wolgok-dong, Seongbuk-gu, Seoul (as of 2025).  
3) The recycling rate decreased as the total waste volume was reduced due to circular resource recognition.

Waste

| Category      |                  |             | Unit | 2023     | 2024     | 2025     |
|---------------|------------------|-------------|------|----------|----------|----------|
| Iksan Plant   | Total            |             | tons | 580.07   | 956.05   | 515.55   |
|               | Designated waste | Total       | tons | 40.14    | 13.95    | 75.72    |
|               |                  | Recycled    | tons | 28.74    | 13.91    | 9.7      |
|               |                  | Incinerated | tons | 0.18     | 0.04     | 0.22     |
|               |                  | Landfilled  | tons | 0        | 0        | 0        |
|               |                  | Others      | tons | 11.22    | 0        | 65.8     |
|               | General waste    | Total       | tons | 539.93   | 942.1    | 439.83   |
|               |                  | Recycled    | tons | 516.28   | 924.45   | 437.17   |
|               |                  | Incinerated | tons | 23.65    | 17.65    | 2.66     |
|               |                  | Landfilled  | tons | 0        | 0        | 0        |
|               |                  | Others      | tons | 0        | 0        | 0        |
|               | Recycling rate   |             | %    | 93.95    | 98.14    | 86.67    |
| Miryang Plant | Total            |             | tons | 3,673.06 | 4,396.38 | 2,661.29 |
|               | Designated waste | Total       | tons | 1.47     | 1.16     | 7.48     |
|               |                  | Recycled    | tons | 1.47     | 1.16     | 7.48     |
|               |                  | Incinerated | tons | 0        | 0        | 0        |
|               |                  | Landfilled  | tons | 0        | 0        | 0        |
|               |                  | Others      | tons | 0        | 0        | 0        |
|               | General waste    | Total       | tons | 3,671.59 | 4,395.22 | 2,653.81 |
|               |                  | Recycled    | tons | 3,473.89 | 4,122.22 | 2,302.23 |
|               |                  | Incinerated | tons | 197.7    | 273      | 351.58   |
|               |                  | Landfilled  | tons | 0        | 0        | 0        |
|               |                  | Others      | tons | 0        | 0        | 0        |
|               | Recycling rate   |             | %    | 94.61    | 93.79    | 86.78    |

Pollutants<sup>1)</sup>

Reporting scope: Headquarters and Production Sites

| Category                    |           | Unit | 2023  | 2024  | 2025   |
|-----------------------------|-----------|------|-------|-------|--------|
| Water pollutants discharges | BOD       | tons | 33.03 | 41.72 | 117.01 |
|                             | TOC       | tons | 22.96 | 28.43 | 65.59  |
|                             | SS        | tons | 11.69 | 10.9  | 11.93  |
|                             | T-N       | tons | 3.92  | 4.03  | 4.6    |
|                             | T-P       | tons | 0.17  | 0.18  | 0.23   |
| Air pollutants emissions    | NOx       | tons | 35.38 | 20.56 | 32.39  |
|                             | SOx       | tons | 1.29  | 0.37  | 2.17   |
|                             | Dust (PM) | tons | 1.39  | 1.56  | 1.87   |

1) Discharges or Emissions of each pollutant increased due to higher production volume and the operation of the Miryang Plant 2.

Environmental Management

| Category                    |                               | Unit            | 2023 <sup>1)</sup> | 2024 | 2025 <sup>2)</sup> |
|-----------------------------|-------------------------------|-----------------|--------------------|------|--------------------|
| Environmental law violation | No. of law violation cases    | cases           | 3                  | 0    | 2                  |
|                             | Amount of fines and penalties | KRW million     | 22                 | 0    | 3                  |
| Investment                  | New environmental investments | KRW 100 million | 46.6               | 65   | 72                 |

1) In 2023, sanctions were imposed due to exceeding pollutant emission limits; to prevent recurrence, we carried out measures such as replacing equipment at pollution control facilities and conducting environmental management training.

2) In 2025, an administrative measure (improvement order) and an excess emission charge (KRW 1,425,200) were imposed for exceeding the emission limits at the Wonju air pollutant emission facility.  
In 2025, a first warning and a fine (KRW 1,600,000) were imposed because a portion of the entrusted wastewater from the Miryang laboratory was discharged into the wastewater treatment plant.

Raw Materials and Packaging

| Category                             |                                                                  | Unit | 2023          | 2024          | 2025          |
|--------------------------------------|------------------------------------------------------------------|------|---------------|---------------|---------------|
| Usage                                | Raw materials <sup>1)</sup>                                      | kg   | 214,485,585   | 253,768,143   | 319,463,280   |
|                                      |                                                                  | L    | 5,637         | 5,041         | 53,946        |
|                                      |                                                                  | EA   | 161,488       | 320,940       | 225,344       |
|                                      | Renewable materials                                              | tons | 0             | 440.37        | 11,551.59     |
|                                      | Packaging materials <sup>2)</sup>                                | m    | 279,675,548   | 338,468,903   | 493,593,043   |
|                                      |                                                                  | kg   | 48,759        | 70,704        | 119,492       |
|                                      |                                                                  | EA   | 3,055,326,904 | 3,700,011,982 | 4,256,329,103 |
|                                      | Total                                                            | kg   | 247,782,564   | 316,720,990   | 349,597,600   |
|                                      | Wheat flour                                                      | kg   | 111,995,088   | 132,691,329   | 153,040,457   |
| Procurement                          | Starch                                                           | kg   | 34,768,103    | 38,111,177    | 39,741,208    |
|                                      | Oils <sup>3)</sup>                                               | kg   | 51,996,285    | 53,658,517    | 67,765,159    |
|                                      | Seasonings                                                       | kg   | 16,907,891    | 24,247,992    | 28,724,999    |
|                                      | Sugars                                                           | kg   | 7,294,455     | 10,283,556    | 14,414,604    |
|                                      | Agricultural products                                            | kg   | 5,111,852     | 5,970,539     | 8,645,867     |
|                                      | Others                                                           | kg   | 19,708,890    | 51,757,880    | 37,265,306    |
|                                      | Total                                                            | kg   | 988,967       | 2,586,838     | 4,122,639     |
| Sustainable raw material procurement | Organic raw milk                                                 | kg   | 988,967       | 987,838       | 1,011,639     |
|                                      | RSPO-certified palm oil                                          | tons | 0             | 1,599         | 3,111         |
|                                      | Proportion of sustainable raw material procurement <sup>4)</sup> | %    | 0.4           | 0.82          | 1.18          |

1) Raw materials are presented separately in units of weight(kg), volume(L) and quantity(EA), depending on their physical properties.  
2) Packaging materials are presented separately in units of length(m), weight(kg) 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

Packaging<sup>1)</sup>

| Category  |                          | Unit | 2023       | 2024       | 2025       |
|-----------|--------------------------|------|------------|------------|------------|
| Packaging | Total                    | kg   | 11,152,762 | 32,178,627 | 24,300,028 |
| Usage     | Composite resin          | kg   | 9,265,947  | 11,303,548 | 18,140,381 |
|           | Polystyrene paper (PSP)  | kg   | 26,519     | 4,799      | 4,619      |
|           | Polypropylene (PP) sacks | kg   | 124,112    | 2,856,111  | 3,162,627  |
|           | Single material          | kg   | 1,711,137  | 17,988,825 | 2,992,401  |
|           | Metal can                | kg   | 25,047     | 25,344     | 0          |

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

Green Purchasing

| Category              |                                                                                                    | Unit            | 2023    | 2024     | 2025     |
|-----------------------|----------------------------------------------------------------------------------------------------|-----------------|---------|----------|----------|
| Green Purchasing      | Total                                                                                              | KRW 100 million | 58.07   | 101.27   | 264.95   |
|                       | Purchase amount of third-party certified green products <sup>1)</sup>                              | KRW 100 million | 23.22   | 51.47    | 139.82   |
|                       | Construction and operating costs for eco-friendly facilities based on the K-Taxonomy <sup>2)</sup> | KRW 100 million | 34.85   | 49.8     | 125.13   |
| Total purchase amount |                                                                                                    | KRW 100 million | 6,152.3 | 7,170.21 | 9,589.91 |

1) The purchase includes green-certified packaging, organic-certified raw milk, RSPO-certified palm oil, and FSC-certified calendars and diaries.  
2) The costs were calculated for economic activities defined under the K-Taxonomy (2025), including greenhouse gas reduction facility operation; renewable energy generation; sewage/wastewater treatment and livestock manure purification; air pollution prevention and treatment; and odor prevention and mitigation activities. Subsidies from government support programs are included.

Eco-Friendly Products<sup>1)</sup>

| Category                          |                                              | Unit        | 2023  | 2024  | 2025  |
|-----------------------------------|----------------------------------------------|-------------|-------|-------|-------|
| Products with Green Certification |                                              | items       | 35    | 31    | 32    |
| Eco-friendly products             | Eco-friendly products                        | items       | 4     | 8     | 16    |
|                                   | Sales of eco-friendly products <sup>2)</sup> | KRW million | 7,499 | 6,864 | 6,349 |

1) Internal criteria for calculating eco-friendly sales are established to include products utilizing green-certified packaging materials in accordance with Article 57 of the Enforcement Decree of the Framework Act on Carbon Neutrality, low-carbon certified products pursuant to the Notice of the Ministry of Environment (No. 2024-15), and both organic products from low-carbon agricultural activities and plant-based protein products from low-carbon feed or alternative processed food manufacturing activities under the K-Taxonomy.  
2) Eco-friendly product sales were calculated based on the total sales.

Employees<sup>1)</sup>

| Category               |                          |        | Unit    | 2023  | 2024  | 2025  |
|------------------------|--------------------------|--------|---------|-------|-------|-------|
| Total no. of employees |                          |        | persons | 2,083 | 2,390 | 3,025 |
| By employment type     | Executive                | Male   | persons | 8     | 7     | 13    |
|                        |                          | Female | persons | 2     | 4     | 3     |
|                        | Permanent                | Male   | persons | 938   | 1,103 | 1,263 |
|                        |                          | Female | persons | 733   | 842   | 955   |
|                        | Temporary <sup>2)</sup>  | Male   | persons | 237   | 278   | 532   |
|                        |                          | Female | persons | 165   | 156   | 259   |
| By position            | Above head of department | Male   | persons | 8     | 34    | 43    |
|                        |                          | Female | persons | 2     | 11    | 11    |
|                        | Above team leader        | Male   | persons | 78    | 73    | 87    |
|                        |                          | Female | persons | 16    | 20    | 27    |
|                        | Part leader              | Male   | persons | 46    | 74    | 102   |
|                        |                          | Female | persons | 13    | 32    | 51    |
|                        | Team member              | Male   | persons | 1,051 | 1,206 | 1,576 |
|                        |                          | Female | persons | 869   | 940   | 1,128 |
| By age group           | Under 30                 | Male   | persons | 174   | 188   | 347   |
|                        |                          | Female | persons | 138   | 122   | 205   |
|                        | 30 and above ~ Under 50  | Male   | persons | 719   | 867   | 1,077 |
|                        |                          | Female | persons | 393   | 484   | 566   |
|                        | 50 and above             | Male   | persons | 290   | 335   | 384   |
|                        |                          | Female | persons | 369   | 394   | 446   |
| By nationality         | Korea                    |        | persons | 2,078 | 2,382 | 3,007 |
|                        | China                    |        | persons | 1     | 0     | 9     |
|                        | Philippines              |        | persons | 1     | 2     | 1     |
|                        | Indonesia                |        | persons | 2     | 1     | 2     |
|                        | Vietnam                  |        | persons | 0     | 2     | 1     |
|                        | Russia                   |        | persons | 0     | 1     | 2     |
|                        | United States            |        | persons | 1     | 2     | 1     |
|                        | Others                   |        | persons | 0     | 0     | 2     |

| Category                       |                                           |                              | Unit    | 2023 | 2024 | 2025  |
|--------------------------------|-------------------------------------------|------------------------------|---------|------|------|-------|
| Diversity                      | Female                                    | Female leaders <sup>3)</sup> | persons | 31   | 63   | 89    |
|                                |                                           | Female leader rate           | %       | 19   | 26   | 28    |
|                                | Veteran employees                         |                              | persons | 4    | 4    | 3     |
|                                | Employees with disabilities <sup>4)</sup> |                              | persons | 60   | 68   | 78    |
|                                | High school graduate employees            |                              | persons | 140  | 178  | 751   |
| New recruitment                | Total                                     |                              | persons | 735  | 906  | 1,535 |
|                                | By gender                                 | Male                         | persons | 428  | 545  | 937   |
|                                |                                           | Female                       | persons | 307  | 361  | 598   |
|                                | By nation                                 | Korea                        | persons | 734  | 901  | 1,514 |
|                                |                                           | United States                | persons | 1    | 2    | 1     |
|                                |                                           | China                        | persons | 0    | 0    | 9     |
|                                |                                           | Russia                       | persons | 0    | 2    | 0     |
|                                |                                           | Vietnam                      | persons | 0    | 1    | 3     |
|                                |                                           | Others                       | persons | 0    | 0    | 8     |
|                                | By age                                    | 10s                          | persons | 3    | 0    | 3     |
|                                |                                           | 20s                          | persons | 194  | 256  | 400   |
|                                |                                           | 30s                          | persons | 210  | 253  | 507   |
|                                |                                           | 40s                          | persons | 180  | 220  | 375   |
|                                |                                           | 50s and above                | persons | 148  | 177  | 250   |
| Years of service <sup>5)</sup> | Total average                             |                              | years   | 9.7  | 8.2  | 6.4   |
|                                | Male average                              |                              | years   | 10.3 | 8.7  | 6.8   |
|                                | Female average                            |                              | years   | 8.9  | 7.5  | 5.9   |
| Turnover rate <sup>6)</sup>    | Number of turnover                        | Total <sup>7)</sup>          | persons | 788  | 620  | 895   |
|                                |                                           | Permanent                    | persons | 220  | 202  | 262   |
|                                | Voluntary turnover rate                   |                              | %       | 32.1 | 21   | 25.7  |
|                                | Non-voluntary turnover rate               |                              | %       | 7.1  | 6.6  | 7.4   |

1) Based on the business report; registered directors are excluded

2) Our production positions operate under the procedure of 'temporary contract employment → evaluation after 1 year of service → conversion to permanent contract'

The ratio of temporary contract employees increased due to the establishment of Miryang Plant 1 and 2.

3) Based on Head of department, Team Leader, and Part Leader

4) Calculated based on the data reported to the Korea Employment Agency for Persons with Disabilities

5) Correction of errors in the 2023 and 2024 data

6) Correction of the 2023 and 2024 data due to a change in the calculation standard

7) Personnel transferred to affiliates are excluded

Wage

| Category                                   |                                                                                                                                  | Unit  | 2023   | 2024    | 2025  |
|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|-------|--------|---------|-------|
| Total annual compensation ratio            | Increase rate of highest-paid employee's compensation                                                                            | %     | 13.12  | (18.49) | 71.7  |
|                                            | Increase rate of employee compensation <sup>1)</sup>                                                                             | %     | 15.52  | 9.02    | 3.8   |
|                                            | Ratio of the highest-paid employee's compensation increase rate to the average employee compensation increase rate <sup>2)</sup> | times | (0.85) | (2.05)  | 18.87 |
| Salary ratio of women to men <sup>3)</sup> | Salary ratio of employees in the position above team leader                                                                      | %     | 100    | 102     | 105   |
|                                            | Salary ratio of employees in the position of part leader                                                                         | %     | 90     | 97      | 99    |
|                                            | Salary ratio of team members                                                                                                     | %     | 91     | 93      | 89    |
|                                            | Ratio of initial salary to minimum wage (management position)                                                                    | %     | 160    | 162     | 159   |

1) The calculations are based on the average salary of employees with indefinite-term contracts and fixed-term employees, as detailed in the business report.

2) Increase rate of the highest-paid employee's compensation / Increase rate of the average employee compensation

3) Average salary of female employees / Average salary of male employees x 100, based on basic salary

\* In 2025, the CEO's compensation was 57 times the average compensation of employees.

Labor Practice

| Category                                                     |                                     |                          | Unit  | 2023 | 2024 | 2025 |
|--------------------------------------------------------------|-------------------------------------|--------------------------|-------|------|------|------|
| Labor Union                                                  | Membership rate <sup>1)</sup>       |                          | %     | 72.6 | 66.2 | 65.5 |
| Minimum notice period to employees about operational changes |                                     |                          | weeks | 2    | 2    | 2    |
| Employee grievance handling                                  | No. of cases reported <sup>2)</sup> | Human rights             | cases | 11   | 6    | 18   |
|                                                              |                                     | Work-related suggestions | cases | 1    | 7    | 3    |
|                                                              | 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    |

1) Correction of the 2023 and 2024 data due to a change in the calculation standard

2) Correction of the 2024 data due to a change in the calculation standard

Parental Leave<sup>1)</sup>

| Category                                                                              |        | Unit    | 2023 | 2024 | 2025 |
|---------------------------------------------------------------------------------------|--------|---------|------|------|------|
| Employees eligible for parental leave <sup>2)</sup>                                   | Male   | persons | 94   | 116  | 136  |
|                                                                                       | Female | persons | 29   | 32   | 53   |
| Employees using parental leave <sup>3)</sup>                                          | Male   | persons | 7    | 5    | 9    |
|                                                                                       | Female | persons | 5    | 10   | 15   |
| Employees returning after parental leave <sup>4)</sup>                                | Male   | persons | 4    | 5    | 4    |
|                                                                                       | Female | persons | 5    | 8    | 12   |
| Employees with 12 months of service after returning from parental leave <sup>5)</sup> | Male   | persons | 1    | 1    | 3    |
|                                                                                       | Female | persons | 2    | 3    | 7    |
| Return-to-work rate of employees using parental leave <sup>6)</sup>                   | Male   | %       | 57   | 100  | 44   |
|                                                                                       | Female | %       | 100  | 80   | 80   |
| Retention rate of employees using parental leave <sup>7)</sup>                        | Male   | %       | 14   | 20   | 33   |
|                                                                                       | Female | %       | 40   | 30   | 47   |

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) Correction of the 2023 and 2024 data due to a change in the calculation standard

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

Training

| Category                               |  | Unit            | 2023   | 2024   | 2025    |
|----------------------------------------|--|-----------------|--------|--------|---------|
| Total training hours                   |  | hours           | 61,339 | 66,341 | 125,955 |
| Average training hours per employee    |  | hours           | 29.5   | 27.8   | 41.6    |
| Total training expenses                |  | KRW 100 million | 6.98   | 7.31   | 6.2     |
| Average training expenses per employee |  | KRW 10,000      | 33.5   | 30.6   | 20.5    |

Performance Evaluation<sup>1)</sup>

| Category    |                  | Unit | 2023  | 2024  | 2025  |
|-------------|------------------|------|-------|-------|-------|
| By gender   | Male             | %    | 77.43 | 79.54 | 70.91 |
|             | Female           | %    | 79.11 | 84.23 | 78.96 |
| By position | Executive        | %    | 70.00 | 90.91 | 81.25 |
|             | Manager position | %    | 96.71 | 96.76 | 96.73 |
|             | Staff            | %    | 75.01 | 78.91 | 70.67 |

1) Based on production and management positions (Active employees as of the end of the year)

Health & Safety

| Category                                       |                                                          | Unit              | 2023 | 2024 | 2025 |
|------------------------------------------------|----------------------------------------------------------|-------------------|------|------|------|
| Certification                                  | Ratio of business sites under ISO 45001                  | %                 | 100  | 100  | 100  |
| Occupational injuries                          | No. of Lost Time Injury (LTI)                            | cases             | 5    | 3    | 3    |
|                                                | Lost Time Injury Rate (LTIR) <sup>1)</sup>               | case/200,000-hour | 0.26 | 0.12 | 0.1  |
| Occupational illness                           | No. of occupational illness                              | cases             | 1    | 1    | 0    |
|                                                | Occupational Illness Frequency Rate (OIFR) <sup>2)</sup> | case/200,000-hour | 0.05 | 0.04 | 0    |
| Industrial accident rate <sup>3)</sup>         |                                                          | %                 | 0.31 | 0.16 | 0.1  |
| Fatality rate per 10,000 workers <sup>4)</sup> |                                                          | ‰                 | 0    | 0    | 0    |

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) (No. of fatalities within a 12-month period / No. of employees covered by occupational accident compensation insurance) × 10,000

\* The industrial accident rate of major partners in 2025 is 0%.

Product Safety & Labeling

| Category    |                                                                             | Unit  | 2023 | 2024 | 2025 |
|-------------|-----------------------------------------------------------------------------|-------|------|------|------|
| Food Safety | No. of violations of safety regulations for products and services           | cases | 0    | 0    | 0    |
|             | 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                                                    | EA    | 0    | 0    | 0    |
|             | Total weight of recalled products                                           | tons  | 0    | 0    | 0    |
| Labeling    | No. of violations of labeling regulations for products                      | cases | 0    | 0    | 0    |
|             | No. of violations of marketing regulations for products and services        | cases | 0    | 0    | 0    |

Information Security

| Category                              | Unit  | 2023 | 2024 | 2025 |
|---------------------------------------|-------|------|------|------|
| No. of personal data breach cases     | cases | 0    | 0    | 0    |
| No. of information security incidents | cases | 0    | 0    | 0    |

Consumer Satisfaction

| Category                                          | Unit     | 2023   | 2024   | 2025 <sup>3)</sup> |
|---------------------------------------------------|----------|--------|--------|--------------------|
| No. of VOC collection channels                    | channels | 7      | 7      | 7                  |
| No. of general inquiries <sup>1)</sup> received   | cases    | 1,900  | 2,455  | 6,712              |
| No. of consumer complaints <sup>2)</sup> received | cases    | 16,903 | 14,177 | 19,378             |
| Consumer complaint handling rate                  | %        | 100    | 100    | 100                |
| No. of external grievances received               | cases    | 5      | 21     | 28                 |

- 1) Product and service suggestions, ideas, business proposals and partnerships, and compliments  
2) Complaints regarding foreign matter, taste, defective products, etc.  
3) Increase in the number of received cases due to higher production and sales volume and channel expansion

Supply Chain

| Category                |                                      | Unit            | 2023  | 2024  | 2025  |
|-------------------------|--------------------------------------|-----------------|-------|-------|-------|
| No. of suppliers        | Total no. of suppliers <sup>1)</sup> | suppliers       | 197   | 210   | 213   |
|                         | No. of key suppliers <sup>2)</sup>   | suppliers       | 30    | 30    | 30    |
|                         | Purchase amount <sup>3)</sup>        | KRW 100 million | 6,083 | 7,286 | 9,623 |
| Supplier ESG assessment | No. of suppliers assessed            | suppliers       | 23    | 25    | 30    |

- 1) Selected based on the suppliers which are available for actual transactions, proposals and cooperations  
2) Selected the top 30 suppliers considering purchase amount and proportion  
3) Based on the annual purchase amount from suppliers

Social Contribution

| Category                                      |                                 | Unit            | 2023   | 2024 <sup>1)</sup> | 2025   |
|-----------------------------------------------|---------------------------------|-----------------|--------|--------------------|--------|
| Shared growth with local communities          | No. of partner organizations    | organizations   | 80     | 92                 | 80     |
|                                               | Amount of partnership support   | KRW 100 million | 9.72   | 4.51               | 1.68   |
| Culture and the Arts                          | No. of partner organizations    | organizations   | 13     | 7                  | 8      |
|                                               | Amount of partnership support   | KRW 100 million | 0.33   | 0.07               | 0.07   |
| Others <sup>2)</sup>                          | No. of partner organizations    | organizations   | 2      | 7                  | 1      |
|                                               | Amount of partnership support   | KRW 100 million | 1.08   | 1.93               | 0.14   |
| Total no. of partner organizations            |                                 | organizations   | 95     | 106                | 89     |
| Total amount of partnership support           |                                 | KRW 100 million | 11.13  | 6.50 <sup>3)</sup> | 1.89   |
| Employees' volunteer activities <sup>4)</sup> | Total volunteering hours        | hours           | 15,576 | 16,484             | 20,996 |
|                                               | Volunteering hours per employee | hours           | 7.5    | 6.9                | 6.9    |
| Political donations                           |                                 | KRW 100 million | 0      | 0                  | 0      |

- 1) Correction of the 2024 data due to a change in the calculation standard  
2) The data includes sponsorships for associations and universities, etc.  
3) Discrepancies in totals may occur due to unit rounding-off (truncation).  
4) Among employee volunteer activities, the Walk Together step donation campaign and the On-Us Delicious Sharing Volunteer Group's activities each include some performance results from Samyang Roundsquare employees.

Board of Directors and Audit Committee

| Category    |                                |                                          | Unit                 | 2023    | 2024 | 2025 |
|-------------|--------------------------------|------------------------------------------|----------------------|---------|------|------|
| Composition | Board Composition              | Total no. of board members <sup>1)</sup> | persons              | 8       | 8    | 8    |
|             |                                | Inside director                          | Male                 | persons | 3    | 3    |
|             |                                |                                          | Female               | persons | 1    | 1    |
|             |                                | Independent director                     | Male                 | persons | 3    | 3    |
|             |                                |                                          | Female               | persons | 1    | 1    |
|             | Ratio of independent directors | Board of Directors                       | %                    | 50      | 50   | 50   |
|             |                                | Audit Committee                          | %                    | 100     | 100  | 100  |
| Operation   | Board of Directors             | No. of board meetings held               | times                | 11      | 8    | 14   |
|             |                                | No. of agenda items discussed            | cases                | 24      | 29   | 41   |
|             |                                | Attendance rate                          | Inside director      | %       | 100  | 94   |
|             |                                |                                          | Independent director | %       | 100  | 100  |
|             |                                | No. of reported major concerns           | cases                | 0       | 0    | 0    |
|             | Audit Committee                | No. of Audit Committee meetings held     | times                | 7       | 7    | 8    |

1) As of the end of December

Shareholders

| Category        |                                                           | Unit   | 2023    | 2024             | 2025    |
|-----------------|-----------------------------------------------------------|--------|---------|------------------|---------|
| Share ownership | No. of shares owned by the CEO                            | shares | 325,850 | 325,850          | 283,488 |
|                 | No. of shares owned by inside directors excluding the CEO | shares | 0       | 28 <sup>1)</sup> | 28      |

1) Correction of errors in the 2024 data

Anti-corruption

| Category                                  |                                                                    | Unit  | 2023 | 2024 | 2025 |
|-------------------------------------------|--------------------------------------------------------------------|-------|------|------|------|
| Confirmed cases of corruption and bribery | No. of ongoing investigations                                      | cases | 0    | 0    | 0    |
|                                           | No. of violations                                                  | cases | 0    | 0    | 0    |
|                                           | No. of cases of employees dismissed or disciplined                 | cases | 0    | 0    | 0    |
|                                           | No. of cases of contracts terminated or not renewed with suppliers | cases | 0    | 0    | 0    |
| Corruption risk assessments               | Business sites conducting corruption-related risk assessments      | sites | 4    | 4    | 4    |
|                                           |                                                                    | %     | 100  | 100  | 100  |

Ethical Management

| Category                                         |                         | Unit            | 2023  | 2024  | 2025 |
|--------------------------------------------------|-------------------------|-----------------|-------|-------|------|
| Ratio of signing the pledge for ethical practice |                         | %               | 98.96 | 99.86 | 100  |
| Ethics reporting                                 | Ethics reports received | Total           | cases | 8     | 5    |
|                                                  |                         | Fair trade      | cases | 5     | 3    |
|                                                  |                         | Internal ethics | cases | 3     | 2    |
|                                                  | Resolution Rate         |                 | %     | 100   | 100  |

Compliance Management

| Category                       |                            | Unit | 2023  | 2024 | 2025 |
|--------------------------------|----------------------------|------|-------|------|------|
| Employee compliance violations | Antitrust and fair trade   |      | cases | 0    | 0    |
|                                | Subcontracting transaction |      | cases | 0    | 0    |
|                                | Labeling and advertising   |      | cases | 0    | 0    |
|                                | Others                     |      | cases | 0    | 0    |

# GRI Index

|                              |                                                                                                                           |
|------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| Overview                     | Samyang Foods has reported information for the period from January to December 2025 in accordance with the GRI Standards. |
| GRI 1 Used                   | GRI 1: Foundation 2021                                                                                                    |
| GRI Sector Standards Applied | As of June 2026, the applicable sector standards for Samyang Foods have not yet been released.                            |

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| GRI 3: Material Topics                               |       |                                                                                               |            |                        |
| GRI 3: Material Topics                               | 3-1   | Process to determine material topics                                                          | 16         |                        |
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| GRI 3: Material Topics                               | 3-3   | Management of material topics                                                                 | 18, 21, 47 |                        |
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|                                     | 101-2 | Management of biodiversity impacts                                              | 32-34 |                              |
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|                                     | 101-5 | Locations with biodiversity impacts                                             | 32-33 |                              |
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| GRI 200: Economic Topics            |       |                                                                                 |       |                              |
| GRI 201: Economic Performance       | 201-1 | Direct economic value generated and distributed (EVG&D)                         | 108   |                              |
|                                     | 201-2 | Financial implications and other risks and opportunities due to climate change  | 35-39 |                              |
|                                     | 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    | 114   |                              |
| GRI 205: Anti-corruption            | 205-1 | Operations assessed for risks related to corruption                             | 117   |                              |
|                                     | 205-2 | Communication and training about anti-corruption policies and procedures        | 104   |                              |
|                                     | 205-3 | Confirmed incidents of corruption and actions taken                             | 117   |                              |
| 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                                                                 | 106   |                              |
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|                                         | 303-3  | Water withdrawal                                                                                              | 110         |                |
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| GRI 306: Waste                          | 306-1  | Waste generation and significant waste-related Impacts                                                        | 29-30       |                |
|                                         | 306-2  | Management of significant waste-related impacts                                                               | 30          |                |
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| GRI 402: Labor/ Management Relation     | 402-1  | Minimum notice periods regarding operational changes                                                          | 114         |                |
| GRI 403: Occupational Health and Safety | 403-1  | Occupational health and safety management system                                                              | 77-78       |                |
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|                                         | 403-3  | Occupational health services                                                                                  | 80          |                |
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|                                         | 403-8  | Workers covered by an occupational health and safety management system                                        | 77-81       |                |
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|                                                           | 404-2 | Programs for upgrading employee skills and transition assistance programs                                      | 70-72     |                |
|                                                           | 404-3 | Percentage of employees receiving regular performance and career development reviews                           | 115       |                |
| GRI 405: Diversity and Equal Opportunity                  | 405-1 | Diversity of governance bodies and employees                                                                   | 113, 117  |                |
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| GRI 408: Child Labor                                      | 408-1 | Operations and suppliers at significant risk for incidents of child labor                                      | -         | Not Applicable |
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| GRI 417: Marketing and Labeling                           | 417-1 | Requirements for product and service information and labeling                                                  | 59        |                |
|                                                           | 417-2 | Incidents of non-compliance concerning product and service information and labeling                            | 115       |                |
|                                                           | 417-3 | Incidents of non-compliance concerning marketing communications                                                | 115       |                |
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# SASB Index

## 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 | 109     |
| 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 | 33, 110 |
|                                                           | Number of incidents of non-compliance associated with water quality permits, standards and regulations                                                                   | FB-PF-140a.2 | 111     |
|                                                           | Description of water management risks and discussion of strategies and practices to mitigate those risks                                                                 | FB-PF-140a.3 | 30      |
| 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) recognised food safety certification programme     | FB-PF-250a.2 | N/A     |
|                                                           | (1) Total number of notices of food safety violation received, and (2) percentage corrected                                                                              | FB-PF-250a.3 | 115     |
|                                                           | (1) Number of recalls issued and (2) total amount of food product recalled                                                                                               | FB-PF-250a.4 | 115     |
| Health & Nutrition                                        | Revenue from products labelled 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 | 48-53   |
| 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 | 115     |
|                                                           | Total amount of monetary losses as a result of legal proceedings associated with labelling or marketing practices                                                        | FB-PF-270a.4 | 115     |
| 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 | 45, 112 |
|                                                           | Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle                                                                        | FB-PF-410a.2 | 44-45   |
| 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 | 28, 112 |
|                                                           | 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 | N/A     |
| 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 related to environmental and social considerations                                                    | FB-PF-440a.2 | 28, 106 |

# TCFD Index

| TCFD Recommended Disclosures                                                                                                                                 | Page  |
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| <b>Governance</b>                                                                                                                                            |       |
| a) Describe the board's oversight of climate-related risks and opportunities.                                                                                | 35    |
| b) Describe management's role in assessing and managing climate-related risks and opportunities.                                                             | 35    |
| <b>Strategy</b>                                                                                                                                              |       |
| a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term.                               | 37    |
| b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.                        | 38    |
| c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. | 39    |
| <b>Risk Management</b>                                                                                                                                       |       |
| a) Describe the organization's processes for identifying and assessing climate-related risks.                                                                | 40    |
| b) Describe the organization's processes for managing climate-related risks.                                                                                 | 40    |
| c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.     | 40    |
| <b>Metrics and Targets</b>                                                                                                                                   |       |
| a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.    | 41    |
| b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.                                              | 42    |
| c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.                          | 41-42 |

# ESRS Index

## ESRS 2. General Disclosures

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| GOV-1                  | The role of the administrative, management and supervisory bodies                                                                   | 15, 96-99                |
| GOV-2                  | Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies | 99                       |
| GOV-3                  | Integration of sustainability-related performance in incentive schemes                                                              | 99                       |
| GOV-4                  | Statement on due diligence                                                                                                          | 75-76, 83                |
| GOV-5                  | Risk management and internal controls over sustainability reporting                                                                 | 19-22, 105               |
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| SBM-2                  | Interests and views of stakeholders                                                                                                 | 23                       |
| SBM-3                  | Material impacts, risks and opportunities and their interaction with strategy and business model                                    | 17-18                    |
| IRO-1                  | Description of the processes to identify and assess material impacts, risks and opportunities                                       | 16                       |
| IRO-2                  | Disclosure requirements in ESRS covered by the undertaking's sustainability statements                                              | 123-125                  |
| MDR-P                  | Policies adopted to manage material sustainability matters                                                                          | 19-22                    |
| MDR-A                  | Actions and resources in relation to material sustainability matters                                                                | 19-22                    |
| MDR-M                  | Metrics in relation to material sustainability matters                                                                              | 19-22                    |
| MDR-T                  | Tracking effectiveness of policies and actions through targets                                                                      | 19-22                    |

## ESRS E1. Climate Change

| Disclosure Requirement |                                                                                                                       | Page          |
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| GOV-3                  | Integration of sustainability-related performance in incentive schemes                                                | 27            |
| E1-1                   | Transition plan for climate change mitigation                                                                         | 41            |
| SBM-3                  | Material impacts, risks and opportunities and their interaction with strategy and business model                      | 18, 19, 35-43 |
| IRO-1                  | Description of the processes to identify and assess material climate-related impacts, risks and opportunities         | 35            |
| E1-2                   | Policies related to climate change mitigation and adaptation                                                          | 26            |
| E1-3                   | Actions and resources in relation to climate change policies                                                          | 38            |
| E1-4                   | Targets related to climate change mitigation and adaptation                                                           | 41            |
| E1-5                   | Energy consumption and mix                                                                                            | 42, 109       |
| E1-6                   | Gross Scopes 1, 2, 3 and Total GHG emissions                                                                          | 42, 109       |
| E1-7                   | GHG removals and GHG mitigation projects financed through carbon credits                                              | 27            |
| E1-8                   | Internal carbon pricing                                                                                               | N/A           |
| E1-9                   | Anticipated financial effects from material physical and transition risks and potential climate-related opportunities | 38-39         |

## ESRS E2. Pollution

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| IRO-1                  | Description of the processes to identify and assess material pollution-related impacts, risks and opportunities | 16, 29  |
| E2-1                   | Policies related to pollution                                                                                   | 26      |
| E2-2                   | Actions and resources related to pollution                                                                      | 29      |
| E2-3                   | Targets related to pollution                                                                                    | 29      |
| E2-4                   | Pollution of air, water and soil                                                                                | 29, 111 |
| E2-5                   | Substances of concern and substances of very high concern                                                       | 29      |
| E2-6                   | Anticipated financial effects from pollution-related impacts, risks and opportunities                           | N/A     |

ESRS E3. Water and Marine Resources

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| IRO-1                  | Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities | 16, 33  |
| E3-1                   | Policies related to water and marine resources                                                                                   | 26      |
| E3-2                   | Actions and resources related to water and marine resources                                                                      | 30, 34  |
| E3-3                   | Targets related to water and marine resources                                                                                    | 30      |
| E3-4                   | Water consumption                                                                                                                | 30, 110 |
| E3-5                   | Anticipated financial effects from water and marine resources-related impacts, risks and opportunities                           | N/A     |

ESRS E4. Biodiversity and Ecosystems

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|------------------------|------------------------------------------------------------------------------------------------------------------------------|-------|
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| SBM-3                  | Material impacts, risks and opportunities and their interaction with strategy and business model                             | 32-34 |
| IRO-1                  | Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities | 33    |
| E4-2                   | Policies related to biodiversity and ecosystems                                                                              | 26    |
| E4-3                   | Actions and resources related to biodiversity and ecosystems                                                                 | 34    |
| E4-4                   | Targets related to biodiversity and ecosystems                                                                               | N/A   |
| E4-5                   | Impact metrics related to biodiversity and ecosystems change                                                                 | 34    |
| E4-6                   | Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities                                | N/A   |

ESRS E5. Resource Use and Circular Economy

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| E5-1                   | Policies related to resource use and circular economy                                                                                   | 26        |
| E5-2                   | Actions and resources related to resource use and circular economy                                                                      | 30-31     |
| E5-3                   | Targets related to resource use and circular economy                                                                                    | 26, 44    |
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| E5-5                   | Resource outflows                                                                                                                       | 110-111   |
| E5-6                   | Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities                           | N/A       |

ESRS S1. Own Workforce

| Disclosure Requirement |                                                                                                                                                                                                  | Page            |
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| SBM-3                  | Material impacts, risks and opportunities and their interaction with strategy and business model                                                                                                 | 69, 74          |
| S1-1                   | Policies related to own workforce                                                                                                                                                                | 74              |
| S1-2                   | Processes for engaging with own workforce and workers' representatives about impacts                                                                                                             | 76, 77-78       |
| S1-3                   | Processes to remediate negative impacts and channels for own workers to raise concerns                                                                                                           | 76              |
| S1-4                   | Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions | 75              |
| S1-5                   | Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities                                                                 | 74, 77          |
| S1-6                   | Characteristics of the undertaking's employees                                                                                                                                                   | 113             |
| S1-7                   | Characteristics of non-employees in the undertaking's own workforce                                                                                                                              | 113             |
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| S1-14                  | Health and safety metrics                                                                                                                                                                        | 77-78, 115      |
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| S1-17                  | Incidents, complaints and severe human rights impacts                                                                                                                                            | 75, 76, 79, 115 |

ESRS S2. Workers in the Value Chain

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| S2-1                   | Policies related to value chain workers                                                                                                                                                                    | 83         |
| S2-2                   | Processes for engaging with value chain workers about impacts                                                                                                                                              | 84         |
| S2-3                   | Processes to remediate negative impacts and channels for value chain workers to raise concerns                                                                                                             | 78, 84     |
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ESRS S3. Affected Communities

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| SBM-3                  | Material impacts, risks and opportunities and their interaction with strategy and business model                                                                                                             | N/A    |
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| S3-3                   | Processes to remediate negative impacts and channels for affected communities to raise concerns                                                                                                              | 87     |
| S3-4                   | Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions | 88-89  |
| S3-5                   | Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities                                                                             | 86     |

ESRS S4. Consumers and End-Users

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| S4-1                   | Policies related to consumer and end-users                                                                                                                                                                         | 61                     |
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| S4-3                   | Processes to remediate negative impacts and channels for consumers and end-users to raise concerns                                                                                                                 | 63                     |
| S4-4                   | Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions | 62-63                  |
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ESRS G1. Business Conduct

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# Independent Assurance Statement

## To readers of 2025 Samyang Foods Sustainability Report

### Introduction

Korea Management Registrar (KMR) was engaged to conduct an independent assurance of 2025 Samyang Foods Sustainability Report for the year ending December 31, 2025. The preparation, information and internal control of the report are the sole responsibility of Samyang Foods's the management. KMR's responsibility is to comply with the agreed engagement and express an opinion to Samyang Foods's management.

### Subject Matter

The reporting boundaries included the performance and activities of sustainability-related organizations as described in Samyang Foods's report:

- 2025 Samyang Foods Sustainability Report

### Reference Standard

- GRI Standards 2021

### Assurance criteria

KMR applied the quality management system in accordance with ISO 17029 and KMR EDV 01, and carried out the verification in accordance with the assurance criteria of AA1000AS v3 and KMR's proprietary SRV1000. Under AA1000AS v3, we assessed the adherence to the four principles presented in AA1000AP:2018—Inclusivity, Materiality, Responsiveness, and Impact—and evaluated the reliability and quality of the data and information using. Under SRV1000, we conducted a multidimensional review aimed at zero data errors, applying expert judgment to determine the materiality criteria.

- ISO 17029:2019, ISO 14065:2020, AA1000AS v3:2020(AccountAbility), AA1000AP:2018(AccountAbility), SRV1000:2022(KMR), KMR EDV 01: 2024(KMR)
- Levels of assurance/materiality: AA1000AS v3 – Type 2/moderate

### Scope of Assurance

The information subject to verification in the sustainability report is as follows.

- GRI Standards 2021 reporting principles
- Universal Standards
  - GRI 2 General Disclosures 2021, GRI 3 Material Topics 2021
- Topic Specific Standards
  - GRI 101: Biodiversity(101-1, 101-2, 101-4, 101-5, 101-6, 101-7, 101-8),
  - GRI 201: Economic Performance, GRI 202: Market Presence(202-1), GRI 205: Anti-corruption,

- GRI 206: Anti-competitive Behavior, GRI 207: Tax,
- GRI 301: Materials, GRI 302: Energy, GRI 303: Water and Effluents, GRI 305: Emissions, GRI 306: Waste, GRI 308: Supplier Environmental Assessment,
- GRI 401: Employment, GRI 402: Labor/Management Relations, GRI 403: Occupational Health and Safety, GRI 404: Training and Education, GRI 405: Diversity and Equal Opportunity, GRI 406: Non-discrimination, GRI 407: Freedom of Association and Collective Bargaining, GRI 408: Child Labor, GRI 409: Forced or Compulsory Labor, GRI 413: Local Communities(413-1), GRI 414: Supplier Social Assessment, GRI 415: Public Policy, GRI 416: Customer Health and Safety, GRI 417: Marketing and Labeling, GRI 418: Customer Privacy

As for the reporting boundary, information external to the organization was excluded from the scope of assurance.

### KMR's Approach

Our Assurance Team undertook the following activities for the agreed scope of assurance using the standard outlined above:

- Evaluating the appropriateness of the reference standard used as a basis for preparing sustainability information and the reliability of the materiality assessment process and its findings;
- Conducting inquiries to understand the data management and control environment, processes, and information systems (the effectiveness of controls was not tested);
- Evaluating the appropriateness and consistency of the methodology for estimation (note that the underlying data was not tested and KMR has not made any estimates);
- Visiting the headquarters, determining visit sites based on the site's contribution to sustainability and the possibility of unexpected changes since the previous period and sampling data, and carrying out due diligence on a limited number of source records at the sites visited;
- Interviewing people in charge of preparing the report;
- Considering whether the presentation and disclosures of sustainability information are accurate and clearly defined;
- Identifying errors through comparison and check against underlying information, recalculation, analyses, and backtracking; and
- Evaluating the reliability and balance of information based on independent external sources, public databases, and press releases.

### Limitations and Recommendations

The absence of generally accepted reporting frameworks or well-established practices on which to draw to evaluate and measure non-financial information allows for different measures and measuring techniques, which can affect comparability

# Independent Assurance Statement

between entities. Therefore, our assurance team relied on professional judgment. In a limited assurance engagement, the scope of the risk assessment procedures and the subsequent procedures performed in response to the assessed risks are limited than in a reasonable assurance engagement. Our assurance team conducted our work to a limited extent through inquiries, analysis, and limited sampling based on the assumption that the data and information provided by Samyang Foods are complete and sufficient. To overcome these limitations, we confirmed the quality and reliability of the information by referring to independent external sources and public databases, such as DART and the National GHGs Management System (NGMS).

### Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with Samyang 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. We found that the report was prepared in accordance with the criteria presented by Samyang Foods, and nothing comes to our attention to suggest that the evidence obtained regarding its content is insufficient to provide a basis for our opinion. Our opinion on the principles is as follows:

#### Inclusivity

Samyang 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's 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 sustainability performance

data, including environmental investment, environmental management system certification, air pollutant management, hazardous chemical substance management, biodiversity risk assessment, pollution risk assessment, biodiversity conservation activities, transition risk scenario analysis, adoption of renewable energy, greenhouse gas emission and energy use reduction activities by business site, application of flexographic printing, eco-friendly packaging renewal, greenhouse gases, energy, water, waste, pollutants, eco-friendly procurement, eco-friendly products, environmental management, total number of employees, persons with disabilities, national merit recipients, new hires, length of service, and turnover rate data. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

### KMR's Competence, Independence, and Quality Control

Korea Management Registrar (KMR) is a verification body for the Republic of Korea Emissions Trading Scheme (K-ETS), accredited to ISO/IEC 17029:2019 (Conformity Assessment - General principles and requirements for validation and verification bodies), ISO 14067, the additional accreditation criteria ISO 14065, and ISO/IEC 17021:2015 (Requirements for bodies providing audit and certification of management systems). Additionally, KMR maintains a comprehensive quality control system that includes documented policies and procedures of the KMR EDV 01:2024 (ESG Disclosure Assurance System) based on ISO/IEC 17029 requirements and compliant with IAASB ISQM1:2022 (International Standard on Quality Management 1 by the International Auditing and Assurance Standards Board). Furthermore, KMR adheres to the ethical requirements of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior in accordance with the IESBA Code:2023 (International Code of Ethics for Professional Accountants). Our assurance team consists of sustainability experts. Other than providing an independent assurance, KMR has no other contract with Samyang Foods and did not provide any services to Samyang Foods that could compromise the independence of our work.

### Limitations of Use

This assurance statement is made solely for the management of Samyang Foods for the purpose of enhancing an understanding of the organization's sustainability performance and activities. We assume no liability or responsibility for its use by third parties other than the management of Samyang Foods. As this assurance statement may be subject to revision after the assurance date below, we recommend verifying whether this is the latest version.

June 17, 2026

CEO E. J. Hwang



# GHG Verification Statement

## Introduction

DNV Business Assurance Korea Ltd. ("DNV") was commissioned by Samyang Foods Inc. ("Company") to perform third party verification for the Company's Greenhouse Gas Statement. The Company is responsible for the preparation of the GHG statement on the basis set out within the guidelines on the operation of GHG emissions trading scheme (ETS) (Notification No. 2025-64), Korea Ministry of Environment) based on 'ISO 14064-1:2018'. The Company has full responsibility of the GHG statement. According to terms of contract, DNV expressly disclaims any liability or responsibility for any decisions, based upon the verification opinion.

## Objective and Scope of Verification

The objective of the verification is to present an independent verification opinion on the company's GHG statement, and the scope of verification is as follows;

- Organizational Boundary: Samyang Foods Inc.'s domestic business sites in Korea
- Reporting Boundary: Scope 1 (Direct emissions),  
Scope 2 (Indirect emissions; fugitive emissions from refrigerant are excluded)
- Reporting Period: 2025.01.01 ~ 2025.12.31

## Verification Approach

The verification has been conducted in accordance with the verification principles and tasks outlined in the guidelines on the operation of GHG ETS (Notification No. 2025-165, Korea Ministry of Environment) based on 'ISO 14064-3:2019'. DNV planned and concluded our work so as to obtain all the information and explanations deemed necessary to provide us with sufficient evidence to provide a verification opinion with 5% materiality level. As part of the verification process, we have reviewed as follows,

- Adequacy of GHG data control, collection and emission calculation applied in GHG inventory report and report process
- The GHG inventory is based on measurements and has inherent limitations that may arise from the process of calculating, estimating, and finalizing the reported data.

## Conclusions

Based on the verification conducted, the information related to the GHG statement has been properly calculated and reported.

- DNV represents "unmodified" opinion on Greenhouse Gas Emissions.

(Unit: tCO<sub>2</sub>eq)

| Year | Direct Emissions (Scope 1) | Indirect Emissions (Scope 2) | Total Emissions |
|------|----------------------------|------------------------------|-----------------|
| 2025 | 51,373                     | 28,266                       | 79,637          |

\* There is a difference between each sites' emissions sum and total emissions as total emissions are summed up along with each rounded business sites' emissions according to the related regulation.

2026. 6. 9  
Seoul, Republic of Korea

Lee, Jang Sup  
Country Representative  
DNV Business Assurance Korea Ltd.



# GHG Verification Statement

## Introduction

DNV Business Assurance Korea Ltd. (“DNV”) was commissioned by Samyang Foods Inc.(“Company”) to perform third party verification for the Company’s Greenhouse Gas Statement. The Company is responsible for the preparation of the GHG statement on the basis set out within ‘WRI/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard’, ‘The Corporate Value Chain (Scope 3) Accounting and Reporting Standard’, ‘IPCC Guidelines: 2006’. The Company has full responsibility of the GHG statement. According to terms of contract, DNV expressly disclaims any liability or co-responsibility for any decisions a 3rd party may make based on the verification opinion.

## Objective and Scope of Verification

The objective of the verification is to present an independent verification opinion on the company's GHG statement, and the scope of verification is as follows;

- Organizational Boundary: Samyang Foods Inc.
- Reporting Boundary: Scope 3 (Other Indirect emissions – Category 1, 2, 3, 4, 5, 6, 7, 9, 12)
- Reporting Period: 2025.01.01 ~ 2025.12.31

## Verification Approach

The verification has been conducted in accordance with the verification principles and tasks outlined in the ‘ISO 14064-3:2019’, based upon a Limited Level of assurance. DNV planned and conducted the verification to obtain all necessary information and explanations, ensuring sufficient evidence to support a verification opinion at a 5% materiality level. As part of the verification process, we have reviewed as follows;

- Adequacy of GHG data control, collection and emission calculation and report process
- The GHG inventory is based on measurements and has inherent limitations that may arise from the process of calculating, estimating, and finalizing the reported data.

## Conclusions

Based on the verification, there is no evidence that the GHG statement is not materially correct and is not a fair representation of GHG data and information.

- DNV represents “unmodified” opinion on Greenhouse Gas Emissions.

(Unit: tCO<sub>2</sub>e)

| Year | Upstream | Downstream | Total Emissions |
|------|----------|------------|-----------------|
| 2025 | 830,640  | 24,900     | 855,540         |

\* Total emissions may differ from the sum of direct and indirect emissions due to decimal rounding.

\* Refer to Annex for GHG emissions by categories.

Samyang Foods Inc.’s Scope 3 emissions for 2025

(Unit: tCO<sub>2</sub>e)

| Categories |    |                                                                        | Emissions |
|------------|----|------------------------------------------------------------------------|-----------|
| Upstream   | 1  | Purchased Goods and Services                                           | 630,586   |
|            | 2  | Capital Goods                                                          | 112,256   |
|            | 3  | Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 | 18,317    |
|            | 4  | Upstream Transportation and Distribution                               | 64,747    |
|            | 5  | Waste Generated in Operations                                          | 2,868     |
|            | 6  | Business Travel                                                        | 912       |
|            | 7  | Employee Commuting                                                     | 955       |
| Downstream | 9  | Downstream Transportation and Distribution                             | 5,543     |
|            | 12 | End-of-Life Treatment of Sold Products                                 | 19,357    |
| Total      |    |                                                                        | 855,540   |

\* Total emissions may differ from the sum of each category emissions due to decimal rounding.



2026. 6. 10

Lee, Jang Sup

Country Representative

DNV Business Assurance Korea Ltd.

