



**SPC GROUP**

Sustainability Report 2025

# About this report

SPC Samlip published its first sustainability report in 2025 based on SPC Group's ESG management principles and direction, demonstrating its commitment to responsible management for a sustainable future and strengthening trust with stakeholders.

This report reflects SPC Group's overall ESG strategy and introduces key affiliates, while primarily focusing on SPC Samlip's unique ESG initiatives and performance. In particular, SPC Samlip applied the Group's integrated ESG data management framework and operational standards to enhance its performance management system and improve the consistency and reliability of ESG information.

Going forward, SPC Samlip will continue to raise its ESG standards and strive to create sustainable value through transparent disclosure and proactive communication.

## Reporting Principles

This report has been prepared with reference to the GRI Standards 2021, the international sustainability reporting framework, and incorporates the materiality assessment methodology of the EU Corporate Sustainability Reporting Directive (CSRD).

## Reporting Scope

This report reflects SPC Group's ESG strategy and key achievements, with a primary focus on ESG data from SPC Samlip. Information on Paris Croissant and BR Korea is included to the extent of general company and product introductions. If there were any limitations in collecting data, a footnote has been provided to clarify the reporting scope of the relevant information.

## Reporting Period

This report covers ESG activities and achievements from January 1, 2024 to December 31, 2024. Some qualitative information spans from previous years through the first half of 2025, and quantitative data reflects performance from 2022 through 2024.

## Report Assurance

This report has undergone a verification process by an independent external professional organization to ensure the reliability of its content. The third-party assurance of the data was conducted at the SPC Group level, and detailed verification results can be found in the Third-Party Assurance Statement included in the SPC Group Sustainability Report.



[SPC Group Sustainability Report](#)

## Contact for Inquiries

SPC Samlip Sustainability Team  
Address: SPC1945, 2620, Nambusunhwan-ro, Seocho-gu,  
Seoul, Republic of Korea  
Email: [spcesg@spc.co.kr](mailto:spcesg@spc.co.kr)

## INTERACTIVE User Guide

SPC Samlip's Sustainability Report has been produced as an interactive PDF, allowing users to navigate to relevant web pages and view related videos for better understanding.

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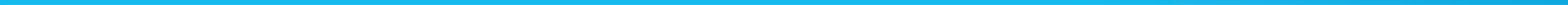
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# Overview

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# Company Profile

## Company Overview

### Introduction to SPC Group

SPC Group is a comprehensive food company that pursues sustainable growth through proactive global expansion, continuous investment in research and development (R&D) and innovation, and ESG (Environmental, Social, and Governance) management. We operate a number of affiliates, including SPC Samlip, Paris Croissant, and BR Korea, and continue to strengthen our capabilities across the entire food industry through diverse business operations.

SPC Samlip has diversified its business portfolio into areas such as milling, eggs, and meat processing to further enhance the competitiveness of our bakery business, while also expanding into food, dining services, and food ingredient distribution.

Paris Baguette, operated by Paris Croissant, is firmly establishing itself as a global bakery brand with approximately 4,000 stores across 121 countries, including Korea, the United States, China, France, Singapore, Vietnam, Cambodia, and Indonesia.

BR Korea, which operates Baskin-Robbins and Dunkin—both leading brands in Korea’s premium ice cream and donut markets—has gained strong customer support by offering a wide range of trend-aligned products and various marketing campaigns.

SPC Group is committed to realizing our vision of becoming a “Great Food Company”, operating 12,000 stores worldwide by 2030.

1) Active Business Sites (as of April 2025)










### SPC Group at a Glance

Major Affiliates	SPC Samlip, Paris Croissant, BR Korea, SPC GFS, Secta9ine, SPC Pack		
Date of Establishment	October 28, 1945	Number of Employees	Approximately 20,000 (as of the end of 2024)
Sales Revenue	KRW 8.2729 trillion (based on consolidated figures of affiliates as of the end of 2024)	Number of Brands	48 brands (including Paris Baguette, Baskin-Robbins, Dunkin, Samlip, Pascucci, etc.)

### Major Affiliates of SPC Group

In addition to food-related affiliates such as SPC Samlip, Paris Croissant, and BR Korea, SPC Group is also expanding its business scalability through packaging, raw materials, and IT/service-related subsidiaries.

### Vision & Slogan by Affiliates

<p><b>SPC SAMLIP</b></p>  <p>A comprehensive food company expanding into the global market</p>	<p><b>PARIS CROISSANT</b></p>  <p>An authentic French bakery franchise company</p>	<p><b>BR KOREA</b></p>  <p>Korea’s No.1 Food &amp; Beverage(F&amp;B) company providing delicious enjoyment</p>
<p><b>SPC Co., Ltd.</b></p>  <p>The Best Way to Happiness</p>	<p><b>SPC GFS</b></p>  <p>A specialized food ingredient distribution company</p>	<p><b>SPL</b></p>  <p>Asia’s largest dormant dough manufacturer</p>
<p><b>SECTA9INE</b></p>  <p>A digital marketing specialist leading new change</p>	<p><b>Big Bite Company</b></p>  <p>Global No.1 F&amp;B Strategic Partner Company</p>	<p><b>SPC PACK</b></p>  <p>A high-quality flexible packaging materials specialist</p>

# Company Profile

## Management Philosophy

### The Spirit of Sangmidang

Honorary Chairman Hur Chang-sung, the founder of SPC Group, opened a small bakery named Sangmidang in Ongjin, Hwanghae-do, in 1945. SPC Group’s vision—to make the world a happier place with the most delicious and healthy bread—began with the Spirit of Sangmidang and continues to this day.

**The Spirit of Sangmidang in Quality and Customer Commitment**

You can make millions of loaves, but the customer will judge you on one loaf.

**The Spirit of Sangmidang in Shared Growth and Giving**

When you share bread, you provide a meal, but when you share skills, it becomes their dreams.



### SPC Group Value System: SPC WAY

Management Philosophy

**We Make the World Happy With the Best Quality, Customer Focus, and Creative Initiatives**

Core Values



**Integrity**



**Innovation**



**Integration**

SPC Group Vision

**GREAT FOOD COMPANY**

**The vision of SPC Group is to become a global comprehensive food company that is respected by people around the world and has sustainable growth competitiveness.**

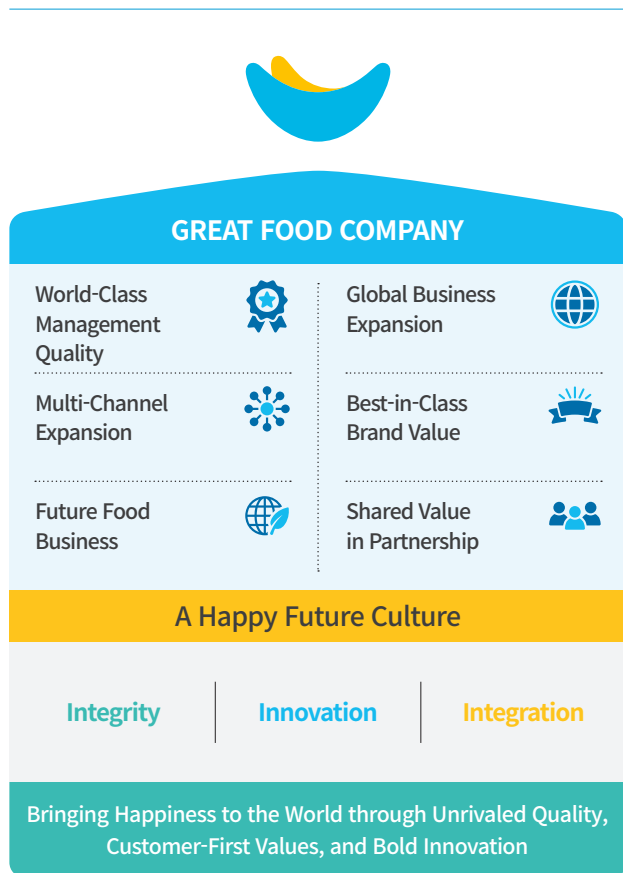
**By 2030, our vision of becoming a “GREAT FOOD COMPANY” aims to go beyond serving Korea’s 50 million people—to share happiness with 7 billion people across 80 countries around the world.**

# Company Profile

## SPC Group 2030 Vision

SPC Group has established its 2030 Vision framework as a foundation for sustainable growth going forward. We are committed to delivering the highest quality in our products and services through a world-class, customer-centric management philosophy, while fostering a happy future culture based on our core values of Integrity, Innovation, and Integration. SPC Group will continue to practice sustainable management by delivering the highest quality and embracing bold innovation, while also creating shared value with local communities and expanding globally and increasing revenue.

### 2030 Vision House



### 6 Core Business Strategies

#### Quality World-Class Management Quality



We pursue world-class management practices and product/service quality.

We aim to enhance the quality of not only the products and services we provide to our customers, but also the quality of our management and organizational culture.

#### Global Global Business Expansion



Proudly sharing our flavors. with the world.

Expand into new regions and stabilize through localization, glocalization, and infrastructure expansion.

#### Channel Multi-Channel Expansion



Innovation at SPC. Expanding through new channels.

Based on our offline channels, we are expanding into online and mobile platforms and enhancing delivery services to increase customer convenience.

#### Brand Best-in-Class Brand Value



Delivering exceptional brand value to our customers.

We enhance our brand positioning through advanced store and product branding, and deliver outstanding brand value through the launch of new brands and strategic partnerships.

#### New Biz Future Food Business



A new challenge for sustainability. Preparing for the future.

We prepare for the future by advancing logistics distribution and trade through sustainable raw material use and product development.

#### C.S.V Shared Value in Partnership



Creating value together for a better society.

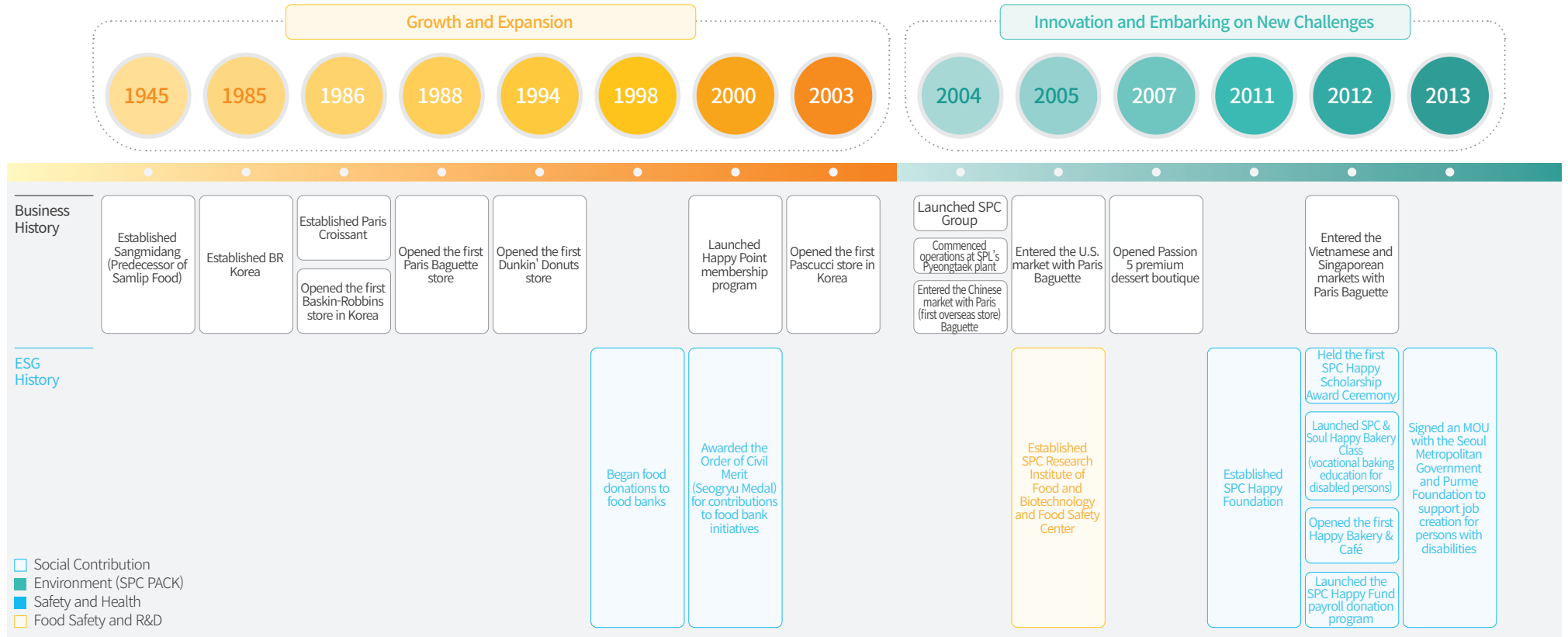
We promote shared growth with our stores and partners, generate shared value, and actively participate in resolving local and global social issues.

# Company Profile

## SPC History

### 80 Years of Legacy

SPC Group traces its origins back to Sangmidang, a small bakery that opened in Ongjin, Hwanghae-do, in 1945. In the 1960s, we laid the foundation for Korea's food industrialization by introducing the country's first automated bread production system and launching cream bread in plastic packaging. In the 1980s, the launches of Paris Baguette and Baskin-Robbins marked a new era in Korea's franchise industry. Through our innovative franchise system, we established ourselves as the undisputed leader in the sector. In the 2000s, we successfully entered markets including China, the United States, and Vietnam, building the foundation for our growth into a global company. Today, SPC Group operates more than 4,000 stores across 12 countries, including South Korea. We will continue our journey toward becoming a "Great Food Company" through shared growth and cooperation with our franchisees, partners, and other stakeholders.

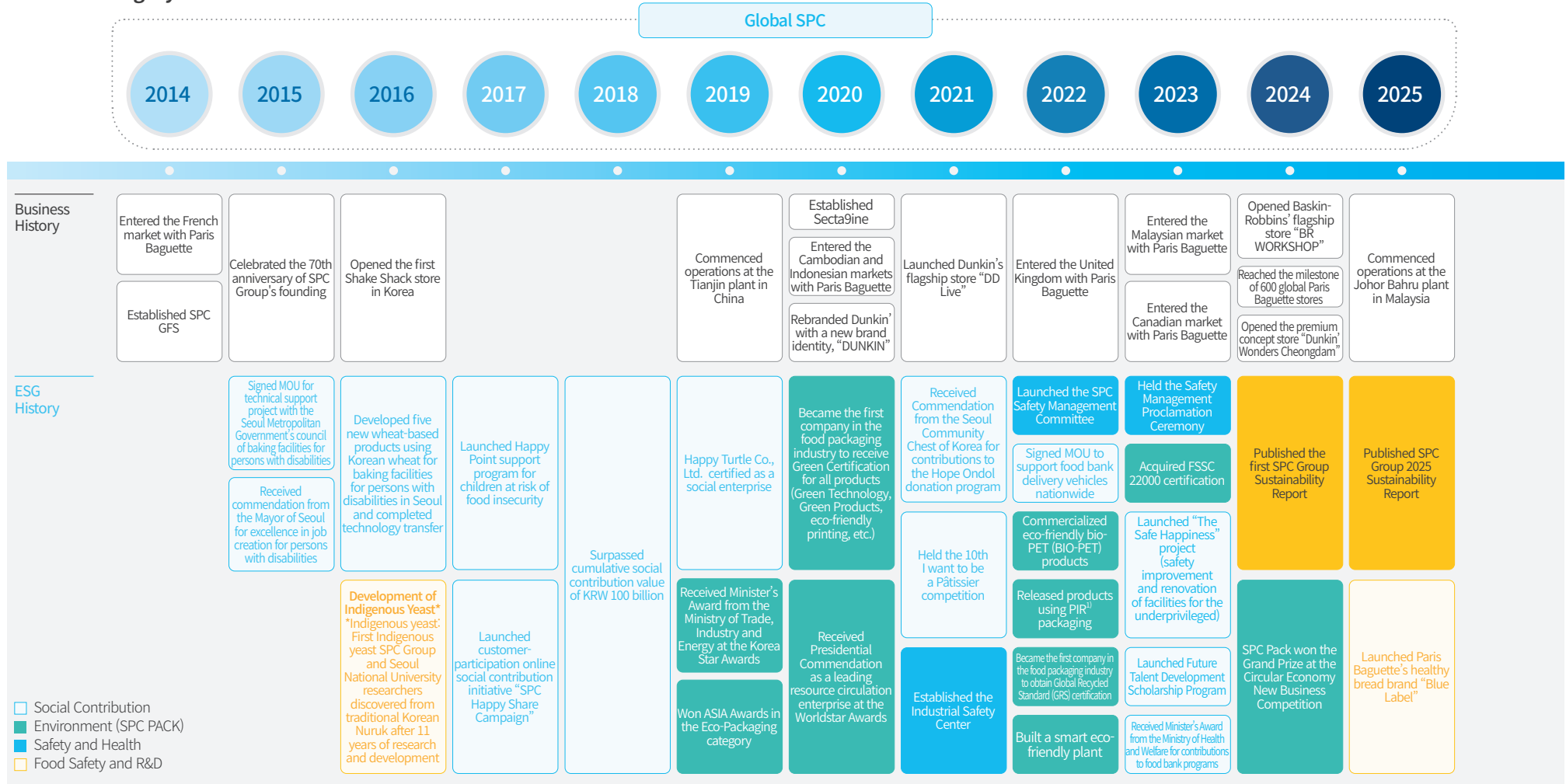


1) Active Business Sites (as of April 2025)

# Company Profile

## SPC History

### 80 Years of Legacy



- Social Contribution
- Environment (SPC PACK)
- Safety and Health
- Food Safety and R&D

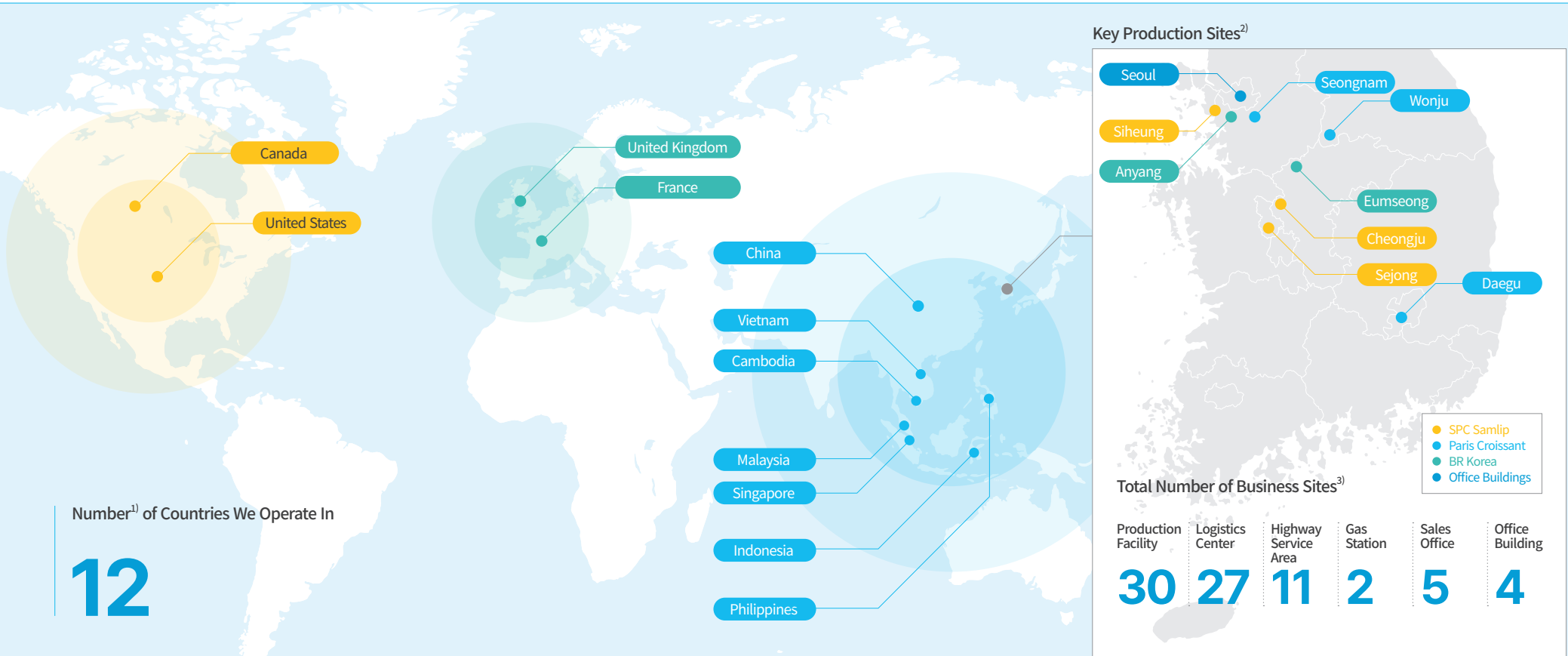
1) PIR: Post-Industrial Recycled, referring to leftover plastic generated during the product manufacturing process

# Company Profile

## Global Network

### Domestic Business Sites and Global Presence

SPC Group continues its active business operations both domestically and internationally. In Korea, we currently operate a total of 78 business sites, including 30 production facilities, 27 logistics centers, 11 highway service areas, 2 gas stations, 4 sales offices, and 4 office buildings. We are also aggressively expanding our global presence by establishing a worldwide network across 12 countries<sup>1)</sup>, including China, Southeast Asia, the United States, Canada, the United Kingdom, and France.



1) Status of Business Sites in Operation (as of April 2025)

2) Key production facilities of SPC Samlip, Paris Croissant, and BR Korea (as of April 2025)

3) SPC Group domestic business sites (as of April 2025)

# Affiliate Introduction



## SPC Samlip

### SPC Samlip, creating new experiences and healthy food culture

SPC Samlip is a company that carries on the history and legacy of SPC Group, originating in 1945 from Sangmidang. The company has played a pivotal role in advancing Korea's bakery industry and contributing to improvements in the national food culture by introducing numerous beloved hit products.

In 1995, SPC Samlip completed construction of its Sihwa Plant equipped with a state-of-the-art automated system. Since then, we have remained committed to food safety and hygiene, striving to become a more trusted company.

Furthermore, SPC Samlip has established a new vision to become a global food company that creates new experiences and food culture. We are actively pursuing business diversification by enhancing core capabilities of our existing businesses and expanding into traditional Korean rice cake products and food service franchise operations.

Based on our longstanding expertise, technical know-how, and continuous innovation, SPC Samlip is growing into a world-class leader in the food industry.

### Key Brands of SPC Samlip



### SPC Samlip at a Glance

Affiliate Name	SPC Samlip
Establishment Date	June 28, 1968
Head Office Address	101, Gongdan 1-daero, Siheung-si, Gyeonggi-do, Republic of Korea
Major Business Areas	Comprehensive food business, concession business, service business, export business
Sales Revenue <sup>1)</sup>	KRW 1.6471 trillion
Website	www.spcsamlip.co.kr

1) Based on separate financial statements for 2024

### Awards and Recognitions of SPC Samlip

- 2025**
  - Received the Main Prize in the Typography category at the 2025 iF Design Award for Creamy White Font
  - Received the Main Prize in the Branding category at the 2025 iF Design award for Project:H and Samlip Yagwa
- 2024**
  - Selected as Best Product at the Seoul Café Show Excellence Awards for YAAM Ready-to-Bake Dough
  - Won the Grand Prize in the Integrated Marketing Communications (IMC) category at the Korea PR Awards
  - Received the following recognitions at the International Taste Institute (ITI)
    - Samlip Hopang (Sweet Red Bean): 3 Stars (Superior Taste Award)
    - Kimchi Hopang: 2 Stars
    - Mini Yagwa, Hotteok, Cheesecake, and Himyun Stir-fried Noodles: 1 Star
- 2023**
  - Received the Main Prize at the iF Design Awards for Meegak Bakery Gift Set
  - Won the Anuga Innovation Award at the Anuga 2023 Food & Beverage Industry Exhibition

# Affiliate Introduction

## SPC Samlip

### Main Products

SPC Samlip has dedicated itself to delivering the highest quality products and services to consumers, backed by 80 years of accumulated experience and technical expertise.

#### 01 Hopang (Steamed Bun)



Launched in 1971, Samlip Hopang is SPC Samlip's iconic winter snack. The smooth red bean paste delicately melts in the mouth, offering a distinctive flavor. Made with fermented starter dough, the product boasts an enhanced chewy texture.

#### 02 Honey Hotteok



Launched in 1974, Samlip Hotteok is one of SPC's longest-selling signature products. Inspired by hotteok sold on winter streets, this version was the first of its kind to be oven-baked and made available for easy home enjoyment, offering a unique take on the traditional street snack.

#### 03 Authentic Cream Bread



Originally launched in 1964 as Korea's first plastic-packaged and fully automated bakery product. Featuring buttercream with sugar crystals inside a soft bun with distinctive holes, it offers a unique flavor and texture.

#### 04 Full Moon Cake



Launched in 1976, Full Moon Cake has long been a beloved classic. It features a soft cake sheet with a layer of strawberry cream, offering a moist and sweet taste.

#### 05 Whole Wheat Bread



Made using SPC's patented indigenous yeast, this high-protein, high-dietary fiber bread delivers a soft texture and nutty flavor.

#### 06 Mini Honey Yakgwa



A traditional dessert highlighting the nutty richness of canola oil, the sweetness of pure honey, and the umami depth of fermented rice malt syrup derived from aged rice malt.

#### 07 Zero Tiramisu



A rich and indulgent tiramisu made with sugar-free chocolate sponge and layers of cream cheese for a full-bodied flavor experience.

#### 08 Juicy Bockwurst



A premium deli-style sausage made with 100% Korean fresh chilled pork, aged at low temperatures to create a juicy, flavorful meat experience.

#### 09 Signature Golden Tender Chicken Bowl



A hearty signature salad bowl featuring six popular toppings including sweet potato, chicken tenders, and egg—designed to be both satisfying and flavorful.

# Affiliate Introduction



## Paris Croissant

### Paris Croissant: An Authentic French Bakery Franchise

Paris Croissant has led the transformation and development of the Korean bakery industry by introducing a distinct French-style bakery culture.

In 1988, we launched the franchise brand Paris Baguette, which grew to become the No. 1 bakery brand in Korea. Since establishing our first overseas subsidiary in 2004, we have expanded our presence as a global company.

In addition, we have actively pursued business diversification through food service and beverage businesses.

## Key Brands of Paris Croissant

PARIS BAGUETTE PARIS CROISSANT

passion5

LAGRILLIA

teatra:

Latelier



CAFFÉ PASCUCCI

D.QUEENS



OCS

## Paris Croissant at a Glance

Affiliate Name	Paris Croissant
Establishment Date	October 17, 1986
Head Office Address	18, Sagimakgo-ro 31beon-gil, Jungwon-gu, Seongnam-si, Gyeonggi-do, Republic of Korea
Major Business Areas	Comprehensive food business, concession business, service business, export business
Sales Revenue <sup>1)</sup>	KRW 1.9307 trillion
Website	www.paris.co.kr

1) Based on separate financial statements for 2024

## Awards and Recognitions of Paris Croissant

2024	<ul style="list-style-type: none"> <li>Ranked No. 1 in National Customer Satisfaction Index (NCSI) for 16 consecutive years</li> <li>Ranked No. 1 in Korean Standard-Service Quality Index (KS-SQI) for 14 consecutive years</li> <li>Ranked No. 1 in Korea Customer Satisfaction Index (KCSI) for 14 consecutive years</li> <li>Ranked No. 1 in National Brand Competitiveness Index (NBCI) for 13 consecutive years</li> <li>Rated "Excellent" in the Shared Growth Index for 4 consecutive years</li> <li>Awarded Gold Medal at Monde Selection for 3 consecutive years</li> </ul>
2023	<ul style="list-style-type: none"> <li>Received Consumer-Centered Management (CCM) certification for the third consecutive time</li> <li>Received Export Tower and Market Pioneer Tower at the K-Food+ Awards</li> </ul>


# Affiliate Introduction

## Paris Croissant

### Main Products

Paris Croissant, as Korea’s leading franchise bakery company, continues to be loved by customers for its wide variety of high-quality products.

**01**  
Paran Label



Paran Label, Paris Baguette’s healthy bread brand, is a delicious and nutritious product line developed by combining Sangmidang’s 80-year heritage with Paris Baguette’s technical expertise. With the slogan “A New Standard for Healthy Bread,” the brand features “bread as filling as rice,” crafted with Paris Baguette’s proprietary fermentation technology and carefully selected ingredients. Paran Label products are based on the brand motto of “the optimal balance between taste and nutrition.”

**02**  
Official Tottenham Hotspur Partnership Products



Paris Baguette launched a line of products inspired by Tottenham Hotspur, the English Premier League football club and its players. This is part of the official partnership that Paris Baguette signed with Tottenham Hotspur through global sports marketing. Through this collaboration, Paris Baguette delivers new value and enjoyment to customers and fans by merging the worlds of sports and bakery.

**03**  
Silky Roll Cake



This soft and fluffy roll cake features a perfectly balanced texture, enhanced with sweet raisins and rich cream for added flavor. It has been listed in the Guinness World Records for five consecutive years as the world’s best-selling roll cake—with approximately eight sold every minute.

**04**  
Espresso Plate



Pascucci’s Espresso Plate is a menu inspired by traditional Italian breakfast culture, offering a complete experience with its signature espresso, an espresso plate, and an affogato served with gelato — delivering a rich and leisurely taste of Italy.

### Corporate Social Responsibility Products


Paris Croissant develops products through shared growth projects that embody the company’s commitment to co-prosperity with local communities.

**01**  
Mungyeong Omija Tea & Ade




These products were created as part of the Happy Co-Prosperity Project to support omija farmers in Mungyeong, whose consumption levels had dropped despite a surplus harvest. Through the sale of these products, the company contributed to boosting demand for locally grown agricultural products.

**02**  
Nonsan Strawberry Fraisier




As part of the Happy Co-Prosperity Agreement signed with Nonsan City in February 2021, Paris Croissant annually sources in-season strawberries from Nonsan to produce this item. Since 2022, the strawberries used have been grown by young farmers, who represent the next generation of agriculture, further reinforcing the value of shared growth.

**03**  
“Beep Beep We’re on Our Way!” Fire Truck Cake



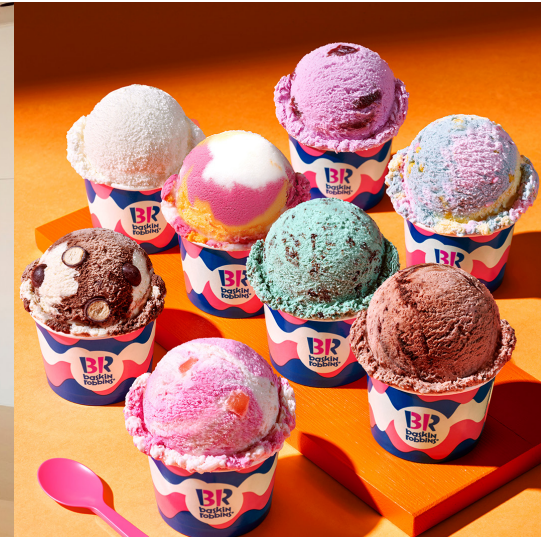
This cake was designed in collaboration with the National Fire Agency to honor and support the dedication of firefighters. Released on Firefighters’ Day in 2023, a portion of its sales—KRW 30 million—was donated to Fallen Fighters Survivor Hope Sharing, a nonprofit organization supporting the families of fallen firefighters.

**04**  
Fruity Big Refresher



The Fruity Big Refresher combines low-sugar cold brew rose tea with the rich berry flavors of blueberry, raspberry, and cherry, offering a refreshing burst of fruit and a wholesome moment of relaxation in every cup.

# Affiliate Introduction 비알코리아(주)



## BR Korea

### We Make People Happy! BR Korea

BR Korea pioneered Korea's premium ice cream market by launching the premium ice cream brand Baskin-Robbins.

In 1993, we also launched Dunkin' Donuts, successfully establishing a strong presence in Korea's segmented bakery market.

We currently operate more than 2,300 Baskin-Robbins and Dunkin' stores nationwide, producing products under HACCP (Hazard Analysis and Critical Control Points) certification.

By providing tastier and healthier ice cream, donuts, coffee, and beverages, BR Korea is leading the way in transforming Korea's food service culture into a more enjoyable experience.

## Key Brands of BR Korea



## BR Korea at a Glance

Affiliate Name	BR Korea
Establishment Date	June 12, 1985
Head Office Address	955-25, Geumil-ro, Samseong-myeon, Eumseong-gun, Chungcheongbuk-do, Republic of Korea
Major Business Areas	Manufacturing, wholesale, and retail
Sales Revenue <sup>1)</sup>	KRW 712.6 billion
Website	<a href="http://www.baskinrobbins.co.kr">www.baskinrobbins.co.kr</a> <a href="http://www.dunkindonuts.co.kr">www.dunkindonuts.co.kr</a>

1) Based on separate financial statements for 2024

## Awards and Recognitions of BR Korea


- 2024**
  - Included into the Consumer-Centered Management (CCM) Hall of Fame — a first in the franchise industry
  - Received the Honorary Certificate from the Korean Red Cross in recognition of cumulative donations
  - Received a plaque of appreciation from the Korea Consumer Association for outstanding evaluation results in the 2024 KIMA Industry Demand Survey
  - Received a commendation from the Korea Fair Trade Commission for advancing consumer rights
- 2023**
  - Selected as one of Korea's Top 100 Franchises of 2023 by Maeil Business Newspaper

# Affiliate Introduction

## BR Korea

### Main Products


**Ice cream** BR Korea’s flagship brand, Baskin-Robbins, offers customers a variety of flavors and delightful experiences through its ice cream products.

**01 Puss In Boots** 


A bestseller that has sold over 4.8 million TUB<sup>1)</sup>, this flavor combines milk chocolate, dark chocolate, and white mousse ice creams, enhanced with sweet and crunchy pretzel balls.

**02 Shooting Star** 

A fun and fizzy flavor featuring popping candy, sprinkle candy, and tangy cherry syrup.

**03 Almond BonBon** 

A sweet and rich option featuring chocolate-covered almonds in smooth vanilla ice cream.

**04 Mint Chocolate Chip** 

A refreshing mint-flavored ice cream with plenty of chocolate chips.

1) TUB: A container used to serve ice cream

### Other Desserts


Baskin-Robbins offers a variety of joyful dessert experiences, including ice cream cakes, ice dessert mochi, and customizable treats such as the “WHAT YOU WANT Shake” made with your favorite flavors.

**01 27 Cube What You Want** 


**02 Ice Mochi Salted Milk** 

**03 WHAT YOU WANT Shake** 


**Donuts** Dunkin’s signature donuts are produced in dedicated donut facilities, using high-quality ingredients and strict quality control for optimal freshness.

**01 Famous Glazed** 

A soft donut coated in honey glaze, made with acacia honey.

**02 Olive Chewisty** 

A chewy donut containing fragrant, premium-grade extra virgin olive oil.

**03 Salt Milk Donut by Seoul Milk** 


A donut made with Jersey Milk<sup>1)</sup> and Maldon Salt<sup>2)</sup> finished with a condensed milk glaze, offering a rich yet mild taste with a pleasant balance of saltiness.


1) Jersey Milk: Milk produced by Jersey cows, originally bred on Jersey Island to supply milk to the British royal family. It is known for its high fat and protein content and is considered a premium milk.

2) Maldon Salt: A natural sea salt known for its distinctive flaky crystals, produced in Maldon, UK. It is a favorite among chefs for its purity and texture.

### Beverages

Dunkin’ continually develops beverages that are both delicious and trustworthy for customers to enjoy.

**01 Honey Strawberry Latte** 

**02 Dunkin’ Espresso** 

# Affiliate Introduction

## SPC GFS



### SPC GFS – Global Food Ingredient Distribution Specialist

SPC GFS is a specialized food ingredient distribution company established on July 1, 2014, through a physical division from SPC Samlip. We provide high-quality food ingredients—ensuring hygiene and safety—to restaurants and food service operators at reasonable prices. With our sourcing capabilities, price competitiveness, and logistics infrastructure, we create high customer value. Building on SPC Group’s expertise in the bakery business and purchasing power, we engage in integrated procurement, global sourcing of food ingredients, and consolidated logistics, growing into a global food ingredient distribution specialist.

### SPC GFS at a Glance

Company Name	SPC GFS Co., Ltd.
Establishment Date	July 1, 2014
Head Office Address	18, Sagimakgol-ro 31beon-gil, Jungwon-gu, Seongnam-si, Gyeonggi-do, Republic of Korea
Sales Revenue <sup>1)</sup>	KRW 1.9656 trillion

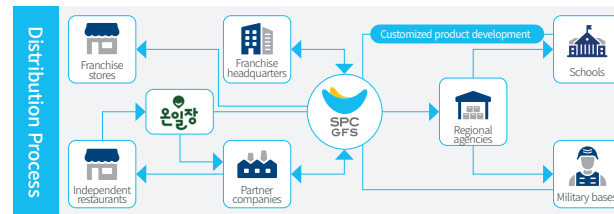
1) Based on 2024 financial data

### Main Services and Products of SPC GFS

- Meal Service
- Food Ingredient and Franchise Procurement
- Food Ingredient Management System, Food Ingredient Logistics System, Supply Distribution Management System (SDMS)
- Food Ingredient Distribution Platform(Oniljang, Bakingmon/Freshmon)

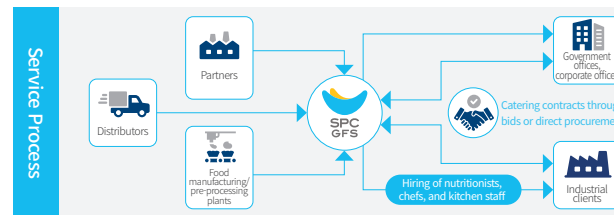
### Franchise & Ingredient Distribution Division

The Franchise Food Ingredient Business Division supplies fresh ingredients and OEM products to more than 150 franchise headquarters, while the Food Service Ingredient Business Division delivers foodservice supplies through approximately 41 distributors. With distribution expertise proven through over 8,200 franchise stores and deliveries to schools and military bases, it offers top-tier food ingredient distribution services and customized product proposals.



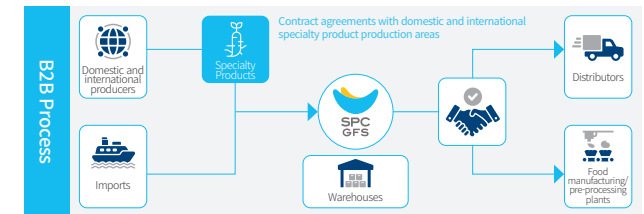
### FS Division – Group Catering (Factories, Offices, Hospitals, etc.)

We support delicious and healthy meal services through diverse menus and cooking processes. By leveraging SPC Group’s foodservice expertise and verified food ingredients, we operate food courts inside government offices, corporate buildings, and industrial sites.



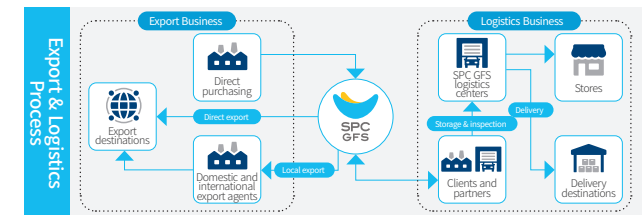
### Food Ingredient Business – B2B Sales to Food Manufacturers and Distributors

With purchasing power of over KRW 1.4 trillion per year, we offer global specialty food ingredients at competitive prices and provide tailored financing services. We operate under a contract inventory model—securing exclusive sales through full buyout contracts with suppliers—or manage GFS’s own strategic stock based on market arbitrage opportunities. Some products are handled under a quick-turn brokerage model with same-day purchases and sales.



### Export & Logistics – Global Food Markets and Domestic Food Companies

We export major products such as noodles, breadcrumbs, dumplings, and bread to 50 buyers in 50 countries, tailoring offerings to local preferences. With logistics experience in managing major franchise brands like Paris Baguette, Dunkin, and Baskin-Robbins—as well as in raw/subsidiary material import/export—we offer full-scale 3PL services.



# Affiliate Introduction

## Other Key Affiliates

### Secta9ine

#### 01 Secta9ine (Total IT Service and Marketing Specialist)

Secta9ine is SPC Group’s Smart Life Technology company, responsible for the group’s IT services and digital marketing. The company develops and operates SPC Group’s platform services based on the Happy Point mobile app. We provide more than 6,300 franchise stores with reliable payment systems and smart store solutions, while also expanding into areas such as delivery services and smart ERP systems. Through these offerings, we make the everyday experiences of our customers and employees easier and more convenient.

#### Secta9ine at a Glance

Company Name	Secta9ine
Establishment Date	December 26, 2006
Head Office Address	18, Sagimakgol-ro 31beon-gil, Jungwon-gu, Seongnam-si, Gyeonggi-do, Republic of Korea
Sales Revenue <sup>1)</sup>	KRW 246.7 billion

<sup>1)</sup>Based on 2024 financial data

#### Main Services and Products of Secta9ine

- Membership Marketing: Happy Point Membership, Happy Pay
- Delivery: Happy Order
- Smart Store: Happy M Board, Happy Station
- IT Outsourcing (ITO) Services: Development of SPC Groupware
- Other IT Solutions

### BIG BITE COMPANY

#### 02 Big Bite Company (Specialized Restaurant Business Company)

Big Bite Company was established in December 2023 through a spin-off from Paris Croissant, with the aim of transforming SPC Group into a comprehensive food company along with its bakery and café businesses. As a separate entity specializing in restaurant business, Big Bite currently operates Shake Shack, a fine casual restaurant brand from New York, and Jamba Juice, a healthy smoothie business, and we plan to pursue various brand businesses in the future.

#### Big Bite Company at a Glance

Company Name	Big Bite Company
Establishment Date	December 1, 2023
Head Office Address	18, Sagimakgol-ro 31beon-gil, Jungwon-gu, Seongnam-si, Gyeonggi-do, Republic of Korea
Sales Revenue <sup>1)</sup>	KRW 106.5 billion

<sup>1)</sup>Based on 2024 financial data

#### Main Services and Products of Big Bite Company

- Shake Shack
- Jamba Juice



#### 03 SPC PACK (Eco-Friendly Packaging Company)

SPC PACK is an eco-friendly packaging company that has been producing and supplying a wide range of packaging materials and functional films since its establishment in 1970. Our packaging products are used across various categories including baked goods, noodles, refrigerated and frozen foods, and daily necessities. SPC PACK holds the distinction of being the first in the food packaging industry to obtain both Green Certification and Halal Certification. Through continuous research into innovative packaging technologies and sustainable materials, we contribute to safe food storage and distribution for our customers.

#### SPC PACK at a Glance

Company Name	SPC PACK Co., Ltd.
Establishment Date	December 22, 1976
Head Office Address	40, Wolmyeong-ro 55beon-gil, Heungdeok-gu, Cheongju-si, Chungcheongbuk-do, Republic of Korea
Sales Revenue <sup>1)</sup>	KRW 81.5 billion

<sup>1)</sup>Based on 2024 financial data

#### Main Services and Products of SPC PACK

##### Film Business

- Mono CPP, general packaging, bread products, high-transparency CPP, anti-fogging packaging, deco sheet, easy peel, retort pouch, etc.

##### Eco-Friendly Flexible Packaging Business

- Bread packaging, bakery packaging, noodle and liquid food packaging, refrigerated and frozen packaging, confectionery and frozen dessert packaging, LID packaging, household goods packaging, retort packaging, etc.









# ESG Strategy

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# Stakeholder Communication

## Stakeholder Outreach

SPC Group defines customers, supply chain partners, shareholders and investors, local communities, franchisees, and employees as our key stakeholders who are directly or indirectly affected by our business activities. We operate dedicated communication channels tailored to each stakeholder group to actively listen to their voices, and we strive to reflect their feedback in advancing our sustainability management. We will continue to transparently disclose SPC Group’s activities and achievements through our sustainability reports, further strengthening trust with our stakeholders.

	 Customers	 Supply Chain	 Shareholders and Investors	 Local Communities	 Franchises	 Employees
 Key Topics of Interest by Stakeholder Group	<ul style="list-style-type: none"> <li>· Product quality</li> <li>· Product safety enhancement</li> <li>· Customer communication</li> <li>· Customer information security</li> </ul>	<ul style="list-style-type: none"> <li>· Establishing communication systems with partners</li> <li>· Promoting shared growth with partners</li> <li>· Providing technical and educational support to partners</li> </ul>	<ul style="list-style-type: none"> <li>· Establishing transparent and sound governance</li> <li>· Transparent disclosure of financial performance and management information</li> <li>· Implementation of ESG management activities</li> </ul>	<ul style="list-style-type: none"> <li>· Environmental protection activities</li> <li>· Carry out corporate social responsibility</li> <li>· Building cooperative relationships with local communities</li> </ul>	<ul style="list-style-type: none"> <li>· Enhancing brand power</li> <li>· Price competitiveness</li> <li>· Product quality and safety</li> <li>· Strengthening win-win relationships</li> </ul>	<ul style="list-style-type: none"> <li>· Enhanced capacity development (education and training)</li> <li>· Various welfare and benefits programs</li> <li>· Safety and health management</li> <li>· Labor-management relations</li> <li>· Diversity and inclusion</li> </ul>
 Communication Channel	<ul style="list-style-type: none"> <li>· Website</li> <li>· Social media (Instagram)</li> <li>· Happy Point mobile application</li> <li>· Paris Baguette mobile application</li> <li>· Voice of the Customer (VOC)</li> <li>· Customer satisfaction surveys</li> </ul>	<ul style="list-style-type: none"> <li>· Partner portal</li> <li>· Right Way Management Whistleblower Channel</li> <li>· Partner ESG self-assessments</li> <li>· Partner training and technical support</li> </ul>	<ul style="list-style-type: none"> <li>· General shareholders’ meetings</li> <li>· Business reports</li> <li>· Board of directors</li> <li>· Sustainability reports</li> <li>· Corporate governance reports</li> </ul>	<ul style="list-style-type: none"> <li>· Community engagement programs</li> <li>· Local partnership agreements</li> <li>· SPC Happy Foundation</li> </ul>	<ul style="list-style-type: none"> <li>· Franchisee portal (POS)</li> <li>· Franchisee councils</li> <li>· Franchisee managers (supervisors, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>· Grievance handling program</li> <li>· Labor-management council</li> <li>· Occupational Safety and Health Committee</li> <li>· CEO site visits</li> <li>· Internal communication channel (portal)</li> <li>· Whistleblower system (Cyber Reporting Center)</li> </ul>

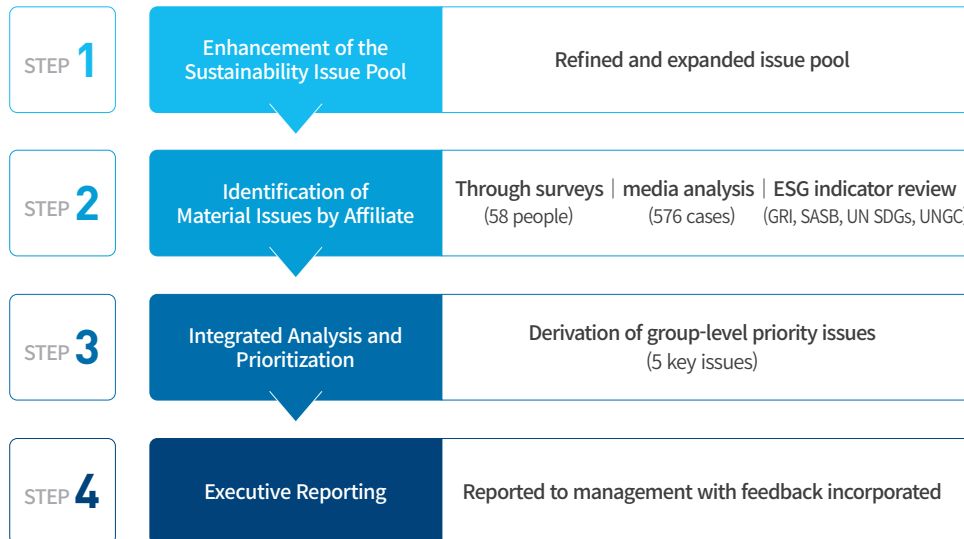
# Double Materiality Assessment

## Assessment Results

SPC Group conducted a double materiality assessment to identify key sustainability issues by affiliate and integrate them into a group-wide analysis, with the goal of deriving a unified strategic direction for sustainability management at the group level.

Based on an enhanced issue pool expanded from 23 to 28 topics, we systematically analyzed sustainability issues by reflecting the interaction between external stakeholder expectations and internal management activities. This assessment applied the materiality assessment criteria outlined in the revised Global Reporting Initiative (GRI) Standards 2021 and the EU Corporate Sustainability Reporting Directive (CSRD). To prioritize issues for SPC Group, we weighted the importance of issues identified by each affiliate based on their share of total revenue, thereby establishing a strategic response direction and sustainability management priorities across the group.

### Double Materiality Assessment Process



### Double Materiality Assessment Results

Category	Issue Pool	Issue Materiality by Key Affiliate		
		SPC SAMLIP	PARIS CROISSANT	비알코리아(주)
Environmental	Establishment of Environmental Management Systems	●	●	●
	Climate Change Response	● (Very High)	● (High)	● (High)
	Energy Efficiency Management	● (Very High)	● (Moderate)	● (Low)
	Water Resource Management	● (Very High)	● (Low)	● (Moderate)
	Biodiversity Protection	● (Moderate)	● (Low)	● (Low)
	Hazardous (Chemical)/Pollutant Management	● (Low)	● (Moderate)	● (Low)
	Waste Management and Reduction (including Food Waste)	● (Very High)	● (High)	● (High)
	Eco-Friendly Packaging	● (Very High)	● (Very High)	● (Very High)
	Ensuring Product Eco-Friendliness	● (Very High)	● (Moderate)	● (Low)
	Protection of Employee Human Rights	● (High)	● (Moderate)	● (Moderate)
Social	Respect for Employee Diversity	● (High)	● (High)	● (High)
	Talent Acquisition and Development	● (High)	● (Very High)	● (Very High)
	Improvement of Employee Work Environment and Corporate Culture	● (Low)	● (Very High)	● (High)
	Supply Chain ESG management	● (High)	● (High)	● (High)
	Responsible Raw Material Procurement	● (Moderate)	● (High)	● (High)
	Occupational Safety and Health Management	● (Very High)	● (Very High)	● (Very High)
	Win-Win Partnership with Franchisees	● (Moderate)	● (Very High)	● (Very High)
	Co-Prosperity with Local Communities	● (Moderate)	● (High)	● (Moderate)
	Enhancing Customer Communication	● (High)	● (High)	● (Moderate)
	Responsible Marketing	● (Moderate)	● (Moderate)	● (Very High)
Economy and Governance	Food Safety and Quality Management	● (High)	● (Very High)	● (Very High)
	Establishment of Sound Governance	● (Low)	● (Moderate)	● (High)
	Ethical and Compliance Management	● (High)	● (Very High)	● (Very High)
	Transparent Information Disclosure	● (Low)	● (Moderate)	● (Low)
	Risk Management	● (Low)	● (Low)	● (Moderate)
	Enhancing Stakeholder Engagement	● (Low)	● (Low)	● (Moderate)
	Expanding Digital Transformation	● (Low)	● (Low)	● (Moderate)
	Strengthening Information Security and Privacy Protection	● (Moderate)	● (Low)	● (Low)

Materiality | ● Very High (Rank 1-7) ● High (Rank 8-14) ● Moderate (Rank 15-21) ● Low (Rank 22-28)

# Double Materiality Assessment

## Group-Wide Analysis of Material Issues

SPC Group selected five group-wide key material issues from a pool of 28, based on a comprehensive review of the environmental, social, and financial impacts identified across its affiliates. Building on the four key issues identified in the previous year, “Talent Recruitment and Development” was newly added in 2025, bringing the total to five. For each, an impact analysis was conducted, and the results informed the formulation of our ESG strategic framework. Among the selected material issues, “Occupational Safety and Health Management,” “Ethical and Compliance Management,” and “Talent Recruitment and Development” were incorporated into the strategy for “A Happy and Healthy Workplace for Everyone.” “Eco-Friendly Packaging” and “Food Safety and Quality Management” were reflected in the strategy for “Happy and Healthy Products for Everyone.”

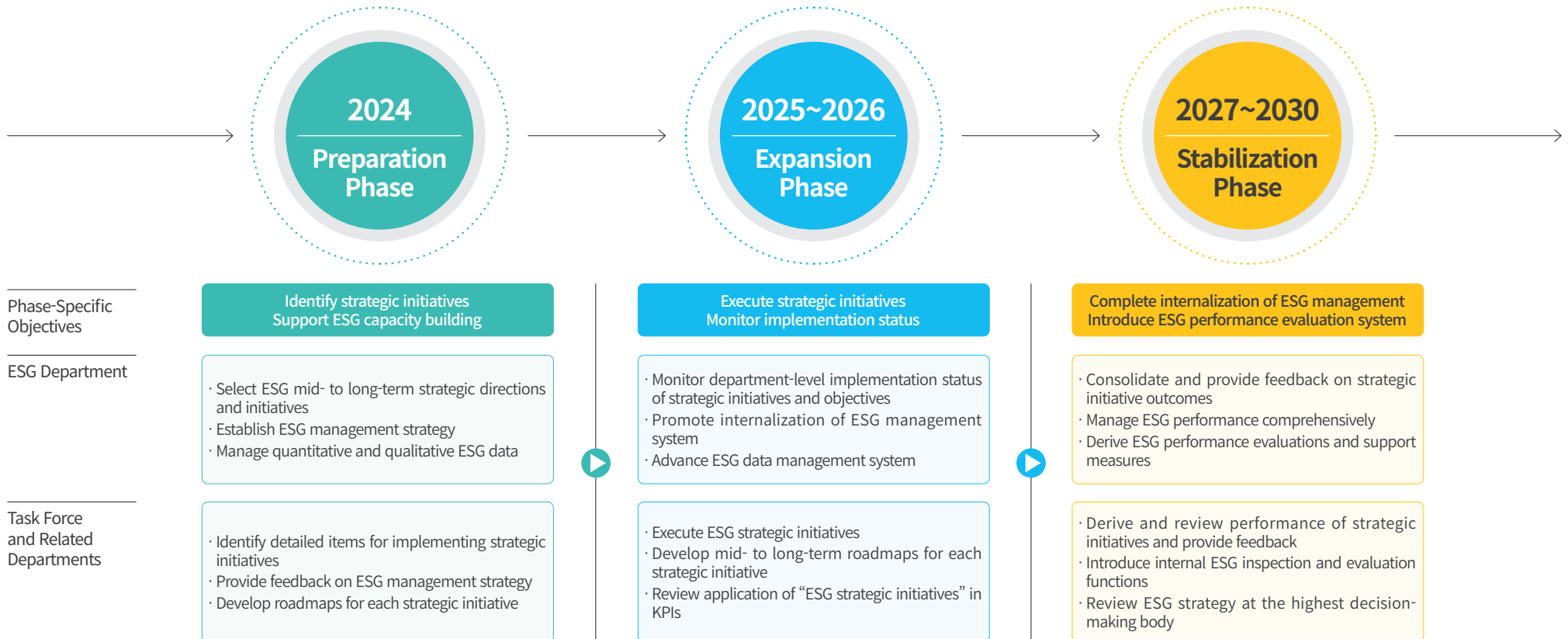
### Integrated Material Issues

Rank	Area	Material Issues	Key Risks and Opportunities		Response Direction and Key Strategic Tasks
			Risk	Opportunity	
1	Social	Occupational Safety and Health Management	Risk of workplace accidents and damage to brand image due to inadequate safety and health management	Enhance safety education and on-site inspections to prevent industrial accidents at production and manufacturing facilities	<ul style="list-style-type: none"> <li>· Advance the safety and health management system</li> <li>· Activate health promotion programs</li> </ul>
2	Environmental	Eco-Friendly Packaging	Rising costs of packaging due to strengthened single-use plastic regulations; risk of consumer backlash and violation of environmental regulations if unaddressed	Reduce environmental impact through minimizing plastic use and introducing biodegradable and recyclable eco-friendly materials, improve consumer perception and enhance corporate image	<ul style="list-style-type: none"> <li>· Expand development of environmentally conscious products</li> <li>· Strengthen R&amp;D for ESG-aligned product development</li> </ul>
3	Governance	Ethical and Compliance Management	Decline in brand value and consumer trust due to issues such as poor partner oversight or unfair trade practices	Improve corporate credibility and social reputation through establishing ethical supply chains via fair trade and co-prosperity with partners, and establishing ethical management culture	<ul style="list-style-type: none"> <li>· Advancement of ethics and compliance management system</li> <li>· Expand and internalize ethical management</li> </ul>
4	Social	Food Safety and Quality Management	Risk of consumer dissatisfaction, reputational damage, and increased legal liability due to incidents such as foreign matter contamination	Secure competitive advantage through establishing strict quality management systems and enhancing product reliability through food hygiene education, strengthening customer satisfaction	<ul style="list-style-type: none"> <li>· Develop products that prioritize health and taste</li> <li>· Strengthen R&amp;D for ESG-aligned product development</li> </ul>
5	Social	Talent Acquisition and Development	Risk of reduced market competitiveness and weakened growth momentum due to shortages or turnover of key technical and job-specific personnel	Secure competitiveness and strengthening organizational productivity through operating SPC-specialized talent development programs (e.g., bakery technology expertise, food R&D, etc.)	<ul style="list-style-type: none"> <li>· Activate capability and happiness enhancement programs</li> </ul>

# ESG Management System

## ESG Strategy Roadmap

SPC Group has established a phased roadmap aimed at the internalization of its ESG management strategy and the enhancement of its response to external evaluations, with a target year of 2030. We have designated 2024 as the preparation phase to establish a strategic foundation by identifying ESG directions and key initiatives. The period from 2025 to 2026 will serve as the implementation and expansion phase to enhance execution capabilities, during which we will monitor the implementation status across departments. From 2027 to 2030, we will enter the establishment phase, during which we will comprehensively manage ESG performance and introduce a self-assessment system to enhance the completeness of our strategy. Through this step-by-step implementation approach, SPC Group aims to realize sustainable ESG management.



# ESG Management System

## ESG Management Implementation Strategy

SPC Group has established its ESG management strategy based on its commitment to delivering the highest quality and embracing creative initiatives, with the goal of realizing the happiness and health of all stakeholders. We have positioned the strengthening of our growth foundation from an ESG perspective and enhancing product competitiveness as the core directions of our strategy. Based on this, we are integrating ESG elements throughout our overall management practices. SPC Group will continue to reinforce its ESG management system and strive to create a sustainable future in partnership with all stakeholders.

SPC Group's Management Philosophy

We Make the World Happy With the Best Quality and Creative Initiatives.

ESG Strategic Direction

Strategy

Strategic Tasks



Strengthen & Expand the ESG Management System

# Happy and Healthy Workplace for Everyone

## System for a Safe Workplace

### Safety Management Policy

SPC Group regards the safety of our employees as a critical priority and is continuously implementing safety and health initiatives to prevent serious accidents.

To this end, we have established an occupational safety and health management system to identify risk factors, prevent industrial accidents, and ensure compliance with relevant laws and regulations. We also assign responsibilities and roles related to safety and health activities to employees to encourage voluntary participation and foster a safety culture across the organization.

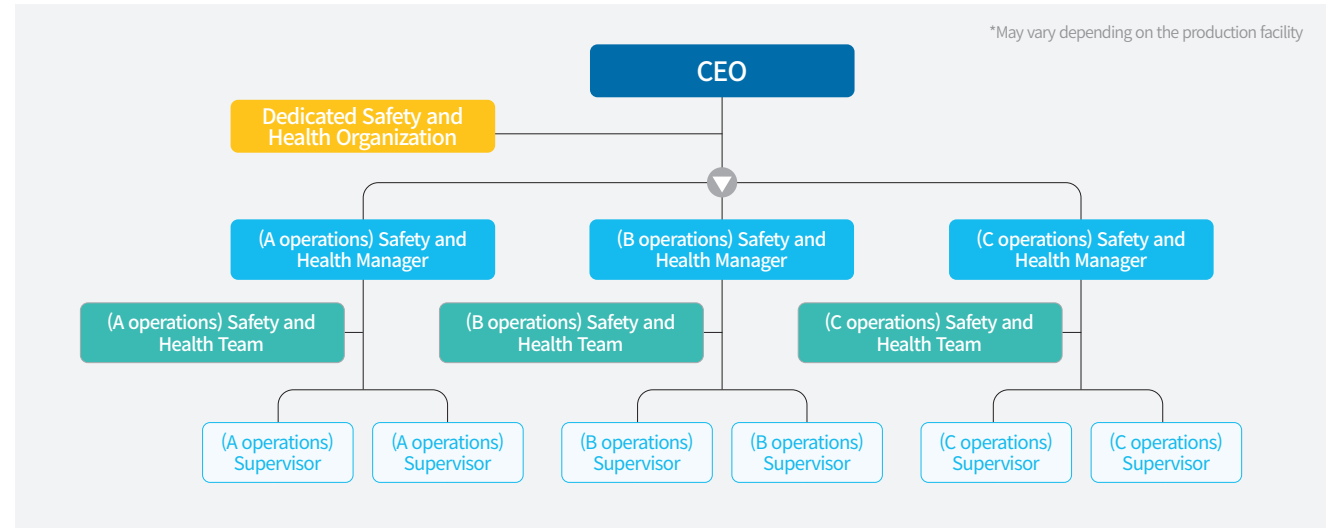
### SPC Safety Management Charter

In order to prevent industrial accidents, maintain and enhance worker safety, improve and advance the working environment, and fulfill our corporate social responsibility, we adhere to and put into practice the following principles:

Safety First	Risk Improvement
Participation-Based	Regulatory Compliance
People-Centered	Consideration and Respect
Embracing Diversity	

### Safety and Health Organizational Structure

SPC Group assigns safety and health management personnel to each business site in accordance with the Occupational Safety and Health Act and the Serious Accidents Punishment Act. In addition, we have established a dedicated safety and health organization (excluding some affiliates) to protect employees from industrial accidents and create a safe working environment.



### Safety Management System

SPC Group is pursuing certification under ISO 45001, the international standard for occupational health and safety management systems. We conduct regular management reviews and internal audits to assess and improve the safety and health management level at our business sites.

### Status of Occupational Health and Safety Management System Certification at Manufacturing Sites<sup>1)</sup>

Affiliates	Certification Standard	Number of Sites
SPC Samlip	ISO 45001	6
Paris Croissant		3
BR Korea		5
SPL		1
SPC PACK		1
Shany		4
Sand Farm		2

1)As of the first half of 2025

# Happy and Healthy Workplace for Everyone

## People-Centered Management

SPC Group, led by its Working Environment Improvement Task Force, implemented a variety of initiatives throughout 2024 to improve the balance between work and life, restore employee pride, and enhance the working environment. We will continue to realize the value of “people-centered management” and build a sustainable working environment where everyone can work with satisfaction.

### Key Initiatives in 2024

#### Work-Life Balance

- Implementation of Family Day, early leave on birthdays, and the quarter-day leave system
- Employee Health and Organizational Vitality
- Hosting family invitation events and parent education programs

#### Restoration of Employee Pride

- Online/offline communication policies for employee engagement
- Restoration of employees’ sense of belonging and self-esteem
- Employee Motivation and Development
- Enhancement of welfare programs through the Junior Board

#### Improvement of the Working Environment




- Improvement in working hours and formats
- Improvement in work systems for both office and production staff
- Upgrades to office and welfare spaces
- Improvement of Work Culture

## Work-Life Balance

SPC Group operates a range of programs designed to help employees feel fulfilled both at work and at home. In 2024, we significantly expanded our family-friendly programs to improve employees’ quality of life. Flexible work arrangements such as “Family Day,” early leave on birthdays, and the quarter-day leave system have made it easier for employees to manage their personal schedules. In addition, we actively promote a healthy lifestyle through no-smoking campaigns and health challenges. To foster a corporate culture that embraces employees’ families, we regularly organize family invitation events and parent education programs (e.g., “Welcome Mom,” parenting role education, etc.). SPC Group strives to create an environment where not only employees but also their families can have a positive perception of the company.

## Family-Friendly Programs

SPC Group has strengthened its policies to ensure employees can maintain stable careers throughout pregnancy, childbirth, and parenting.

Category	Eligible Participants	Description
 Pregnancy	<b>Infertility Treatment Leave</b> Employees undergoing infertility treatments such as artificial or in-vitro fertilization	Up to 3 days of leave per year
	<b>Reduced Working Hours During Pregnancy</b> Pregnant employees within the first 12 weeks or after 36 weeks of pregnancy	Up to 2 hours of reduced working hours per day
 Childbirth	<b>Maternity Leave</b> Pregnant employees	90 days (minimum 45 days after childbirth) For multiple births: 120 days (minimum 60 days after childbirth)
	<b>Maternity Leave for Premature Births</b> Employees who have given birth	100 days (minimum 45 days after childbirth) For multiple births: 120 days (minimum 60 days after childbirth)
	<b>Paternity Leave</b> Spouses of employees who have given birth	20 days of leave
 Parental Support	<b>Parental Leave</b> Male or female employees with children under the age of 8 (including adopted children) *Exceptions: Employees with less than 6 months of continuous employment prior to the start of leave or reduced hours	Up to one year of leave per parent for the same child (can be taken in two separate periods)
	<b>6+6 Parental Leave Program (Concurrent Parental Leave for Couples)</b> Employees with children under 18 months of age	If both parents take parental leave (either simultaneously or sequentially) before the child turns 18 months old, each will receive increased parental leave pay for the first six months

# Happy and Healthy Workplace for Everyone

## People-Centered Management

### Boosting Employee Pride

SPC Group operates a wide range of online and offline programs to help restore employees' sense of pride. Programs such as "BuzzTalk," "Relaxed Lunch," and "Town Hall Meetings" are designed to enhance communication and a sense of belonging among employees. Activities including visits to regional business sites and EAP (Employee Assistance Program) psychological counseling have contributed to restoring employees' sense of belonging and self-worth. Thematic special lectures and job-related seminars have provided motivation and opportunities for employees to enhance their practical capabilities. Through Junior Board activities, we strive to incorporate employees' opinions into the improvement of our welfare programs and ensure that these suggestions lead to actual policy changes.

### Regular Culture Letter to Share Corporate Culture Activities

SPC Group publishes a monthly "Culture Letter" to regularly share organizational culture activities with employees. In 2024, a total of ten issues were published, with an average view count of 652 per issue.

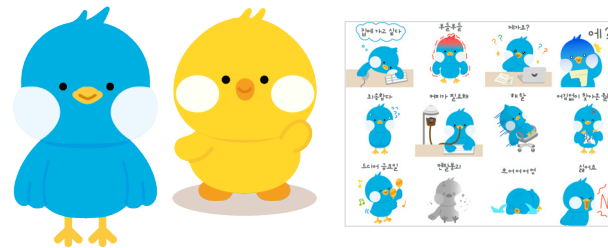


Culture Letter



### Organizational Culture Characters

To help employees relate more easily to the organizational culture, SPC Group developed and operates two organizational culture characters: Groovy and Sunny. These characters are featured in various promotional goods and used in events, winning the affection of many employees with their charming designs.



[Groovy and Sunny]

### Programs to Foster Employee Respect and Sense of Belonging

Programs to Foster Employee Respect and Sense of Belonging SPC Group conducted three family-friendly baking and pastry classes to help employees feel a greater sense of pride and belonging. A total of 176 individuals—including employees' family members, parents, and children—participated in the events, which received an average satisfaction score of 4.8 out of 5. In addition, a special lecture on work-life balance for employees raising children was held both online and offline, with 145 participants in total.



Baking and Pastry Class



### Activation of the Junior Board

SPC Group continues to promote organizational culture improvement initiatives led by junior-level employees. Junior Boards carry out a variety of activities by cohort, and in 2024, the company-wide Junior Board held an "Integrated Workshop" where members from different affiliates gathered to share their respective initiatives and plan joint activities to improve organizational culture. At the end of the year, the company-wide Junior Board and organizational culture staff from each affiliate co-hosted a company-wide employee charity bazaar. Around 170 employees participated in donations and purchases, and the total proceeds of KRW 3,067,000 from the bazaar were fully donated.



Company-wide employee charity bazaar



# Happy and Healthy Workplace for Everyone

## People-Centered Management

### Improvement of the Working Environment

SPC Group is restructuring working hours, work formats, and customized work systems to create a more flexible and efficient environment for our employees. Alongside these efforts, we have carried out office space renovations, including upgrades to welfare areas such as break rooms and in-house cafeterias.

### Early Leave Programs

Category	Program Title	Operating Details	Frequency
SPC Samlip	Family Day	2-hour reduction in working hours	Once a month
Paris Croissant	Hot Friday	Leave at 12:30 PM	
BR Korea	UFO Day	Leave at 1:00 PM	
SPC GFS	Family Day	Leave at 3:00 PM	
Secta9ine	Culture Day	Leave at 2:00 PM	
SPC Co., Ltd.	Work-Life Balance Day	Leave at 1:00 PM	
SPL Co., Ltd.	Work-Life Balance Day	Leave at 2:00 PM	
PB Partners	Work-Life Balance Day	Leave at 12:30 PM	

### Employee Grievance Handling System

Since 2017, SPC Group has implemented internal regulations for the operation of its employee grievance handling system, through which the Grievance Committee enforces guidelines to prevent and respond to workplace harassment and sexual misconduct.



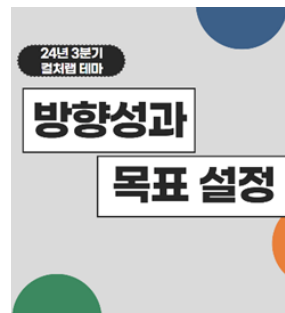
### Culture Pann: Online Space for Organizational Culture Suggestions

Since 2023, SPC Group has maintained “Culture Pann,” an online space within the groupware system that allows employees to freely share ideas and suggestions related to organizational culture. This platform serves as a communication channel where employees can exchange opinions and participate in activities centered around quarterly themes.

#### Culture Pann Activity Overview

Category	Theme
Q1	Communication and Collaboration
Q2	Responsibility and Authority
Q3	Direction and Goal Setting
Q4	Recognition and Self-Efficacy

#### Culture Pann Activities by Theme



#### Unicorn Team Leader Interview Highlights~!!

- Unicorn 1\_ Don't let your team members feel like they're working alone
- Unicorn 2\_ Success that overlooks the happiness of the team leader and members isn't true success
- Unicorn 3\_ Even as a team leader, never lose your practical work skills
- Unicorn 4\_ Since none of us know what the future holds, care for both the future of company's growth and your own
- Unicorn 5\_ Communication and active listening are fundamental duties of a team leader

# Happy and Healthy Workplace for Everyone

## People-Centered Management

### Employee Satisfaction Survey

According to the results of SPC Group’s 2024 employee satisfaction survey, “integrity” and “respect for employees” emerged as the top satisfaction drivers. It can be deduced that the organizational culture of voluntary compliance and respecting company members has led to positive evaluations. Notably, employees with a tenure of one to less than five years showed a significant increase in satisfaction with these aspects compared to the previous year. On the other hand, “long-term growth orientation” was again identified as the lowest-rated satisfaction factor in 2024, following 2023. Negative perceptions regarding this item were particularly high among respondents with a tenure of five to less than ten years and those without managerial roles. Many employees implicitly expressed concern that the company seems to prioritize short-term performance over setting strategic long-term directions and that changes to HR policies and leadership remain limited. Based on these results, SPC Group will strengthen areas of high satisfaction while conducting a multifaceted analysis of areas with low satisfaction to develop appropriate improvement measures.

| Top Satisfaction Drivers in 2024 |

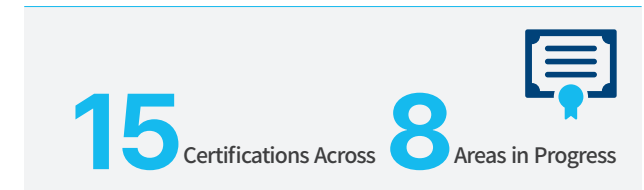


| Lowest Satisfaction Drivers in 2023 and 2024 |



### Expansion of Organizational Culture Certifications<sup>1)</sup>

SPC Group is working toward expanding organizational culture certifications across affiliates by 2025. We are pursuing a total of 11 certifications across six areas—including family-friendliness, leisure-friendliness, and health-friendliness—with family-friendly certifications accounting for the largest share (3 out of 11). By affiliate, SPC Samlip, BR Korea, and SPC GFS are preparing for family-friendly and health-friendly certifications, while SPC Pack and Shany are newly pursuing certifications in Small Giant Company and Labor-Management Culture, respectively. In terms of current certifications, Honam Shany, Secta9ine, and SPC Pack have maintained the Small Giant Company certification for two consecutive years. SPL has held the Youth-Friendly certification since 2023, and Secta9ine also acquired the Leisure-Friendly certification, valid through 2026. SPC Group will continue to expand and operate organizational culture programs tailored to the conditions of each affiliate.



<sup>1)</sup> Including renewals and recertifications

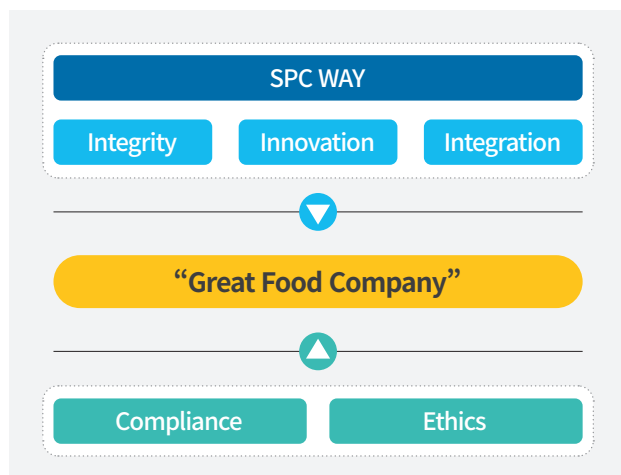
# Happy and Healthy Workplace for Everyone

## Ethical and Compliance Management

### Ethical Management System

SPC Group is strengthening transparency and fairness in its business operations through right way management to fulfill its corporate social responsibilities and evolve into a competitive global integrated food company. Right way management is a strategic approach aimed at growing into a “Great Food Company” by building a corporate culture grounded in the core values of the SPC WAY—Integrity · Innovation · Collaboration—and by practicing legal compliance and ethical management.

We have made adherence to laws and ethics a core value across all business activities to build trust with stakeholders. To this end, we have established ethical regulations and provide education to ensure company-wide dissemination and implementation of right way management principles. We have also established a dedicated right way management organization to monitor the implementation of ethical management on an ongoing basis.



### Ethical Regulations

To support employees in practicing right way management, SPC Group operates its ethical regulations through four detailed components: the Charter of Ethics, Code of Ethics, Code of Conduct, and Guidelines for Practice. These regulations strictly prohibit the exchange of money or entertainment, emphasize the protection of company assets and internal information, and promote fair trade practices and a sound organizational culture.

#### Ethical Regulations |

<b>Charter of Ethics</b>	· SPC Group’s belief in pursuing Right Way Management
<b>Code of Ethics</b>	· The standard for SPC employees’ behavior and value-based decision making
<b>Code of Conduct</b>	· Responsibilities and Obligations to Stakeholders, and Practical Standards of Conduct
<b>Guidelines for Practice</b>	· Specific Behavioral Standards for the Application of the Ethical Regulation

### Ethical Management Organization and Responsibilities

<b>Ethical Management Committee</b>	<p><b>Comprised of affiliate CEOs and the Head of the Right Way Management Division</b></p> <ul style="list-style-type: none"> <li>· Acts as the highest decision-making body for right way management</li> <li>· Approves comprehensive business plans for right way management</li> <li>· Resolves enactment and revision of ethical regulations</li> <li>· Oversees all aspects of right way management initiatives</li> </ul>
<b>Ethical Management Secretariat</b>	<p><b>Ethical Management Office</b></p> <ul style="list-style-type: none"> <li>· Develops and implements company-wide ethical management plans</li> <li>· Receives, investigates, and reports on whistleblower cases</li> <li>· Monitors ethical regulation violations and implements response measures</li> <li>· Executes related internal and external initiatives</li> <li>· Promotes ethical management and conducts training programs (including posting of exemplary and violation cases)</li> </ul>
<b>Ethical Management Practice Management Team</b>	<p><b>HR/General Affairs Teams at Each Affiliate</b></p> <ul style="list-style-type: none"> <li>· Collaborates with the Ethical Management Office to promote ethical culture</li> <li>· Implements concrete response measures for ethics violations</li> <li>· Provides counseling for employee misconduct and grievances</li> </ul>

### Ethical Management Goals and Roadmap

Strategic Tasks		Implementation Tasks	
Happy and Healthy Workplace for Everyone		Enhancing the value of sustainable ethical management and upgrading the system	
2025		2026	
1st Half	2nd Half	1st Half	2nd Half
<ul style="list-style-type: none"> <li>· <b>Strengthening the Practice of Compliance and Ethical Management</b> <ul style="list-style-type: none"> <li>- Establish a leadership environment for ethical management and implement an employee ethics evaluation system (zero-tolerance principle)</li> </ul> </li> <li>· <b>Identification, Control, and System Advancement of Ethical Risks</b> <ul style="list-style-type: none"> <li>- Upgrade continuous internal monitoring systems to detect and prevent corrupt practices at an early stage</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>· <b>Promotion of Global Ethical Management</b> <ul style="list-style-type: none"> <li>- Enhance training and internal audits to reinforce the value of ethical management at overseas subsidiaries</li> <li>- Establish a legal compliance system led by executive management of overseas subsidiaries</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>· <b>Advancement of Global Ethical Management</b> <ul style="list-style-type: none"> <li>- Develop, disseminate, and provide training on a unified Blueprint for ethical regulations, systems, and hotlines applicable to both domestic and overseas entities</li> <li>- Continue to advance ethical management programs across the organization</li> </ul> </li> </ul>	

# Happy and Healthy Workplace for Everyone

## Ethical and Compliance Management





### Ethics Education

SPC Group operates a systematic ethics education program for employees to establish a foundation for the practice of ethical management. We offer customized training tailored to different job levels and roles, incorporating practical, case-based content to raise ethical awareness and encourage voluntary participation across the organization.

In 2025, we conducted regular ethics training for employees at the G1 and G2 levels, as well as for new hires. In addition, company-wide online training focused on real-life internal and external violations of ethical regulations was provided to all employees. To support the global spread of our ethical culture, we also developed localized training content in native languages for employees at our overseas subsidiaries.

SPC Group will continue to enhance its ethics education system to further internalize ethical awareness throughout the company.

#### Ethics Education Program

Program	Description	Date	Target Audience
 <p><b>Let's Uphold Ethical Management" Content Development</b></p>	Online training to prevent violations based on internal and external case studies, aimed at strengthening ethical management practices company-wide. → Course completion requires signing the Ethical Management Pledge	1st half of 2025	All employees (online training) ※ On-site dissemination for production staff
 <p><b>Mandatory Ethical Management Training for G1-G2 Levels</b></p>	Annual training designed to enhance ethical awareness using updated violation case studies	February–March 2025	All employees at G1 and G2 levels 198 participants
 <p><b>Ethical Management Training for New Hires</b></p>	Overview of ethical regulations and employee responsibilities essential for new SPC Group members, including violation case studies	January 2025	39 new hires from the 2nd half of 2024 public recruitment
 <p><b>Development of Ethics Training Content for Overseas Subsidiaries (English/Chinese/Vietnamese)</b></p>	Strengthening the ethical management mindset of overseas subsidiary employees (excluding on-site staff)	2nd half of 2024	Utilization of Country-Specific Channels for Departmental Training

### Hotline Channel Operation

To foster a corporate culture based on right way management, SPC Group operates an ethics reporting channel called “SPC Hot-Line” through the company’s official website.

This channel allows both employees and external stakeholders to report known or observed unethical conduct, either under their real name or anonymously.

Whistleblowers are thoroughly protected in accordance with Article 30 (4) of SPC’s Code of Conduct<sup>1)</sup>, and if the reported conduct is verified as an ethical violation following an investigation, strict disciplinary action is taken in accordance with internal regulations.

1) Article 30 (4) of the SPC Code of Conduct: A whistleblower must be protected from prospective victims of the report of violations, and he or she shall not be disadvantaged due to legitimate investigation activities.

#### Major Types of Unethical Conduct

- ✔ Acceptance of valuables or favors
- ✔ Misuse or misappropriation of company assets
- ✔ Unfair trade practices
- ✔ Leakage of internal information
- ✔ Food hygiene and safety violations
- ✔ Lax workplace discipline
- ✔ Other unethical behavior(e.g., Violations of the company’s ethical regulation)

#### Report Handling Process

Report Reception (Hot-line Reporting Channel)	<ul style="list-style-type: none"> <li>· Online Channel: www.spc.co.kr ESG &gt; Right Way Management &gt; Misconduct Reporting (Anonymous/Named)</li> <li>* A report reference number is assigned, and even anonymous reporters can check the result and receive follow-up responses</li> </ul>
Report Classification and Assignment to Responsible Department	<ul style="list-style-type: none"> <li>· Unethical conduct is investigated by a dedicated team</li> <li>· Grievances submitted by employees are referred to the HR/Labor departments of each affiliate, while customer complaints are directed to their respective CS teams</li> </ul>
Investigation and Fact-Checking	<ul style="list-style-type: none"> <li>· Collection and Analysis of Report-Related Materials</li> <li>· Through on-site investigations, interviews with involved parties and verification of supporting evidence are conducted</li> </ul>
Reporting and Action	<ul style="list-style-type: none"> <li>· If a violation is confirmed through fact-checking, disciplinary action is taken in accordance with relevant regulations, and improvement recommendations are issued</li> </ul>
Verification of Implementation Results	<ul style="list-style-type: none"> <li>· Execution plans and schedules for corrective actions, and monitoring of implementation status</li> </ul>

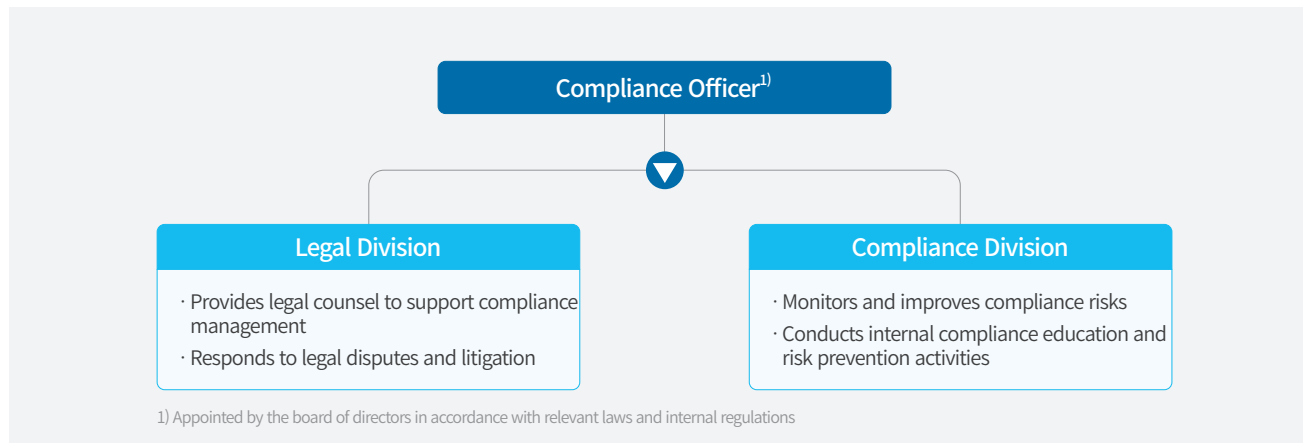
# Happy and Healthy Workplace for Everyone

## Ethical and Compliance Management

### Compliance Management System

SPC Group operates a compliance management system structured around its legal affairs and compliance divisions, with governance centered on the Board of Directors. A Compliance Officer, appointed by the Group’s Board of Directors, oversees all legal and compliance matters across the organization. The legal and compliance divisions of each affiliate support the Compliance Officer by working to prevent legal risks and respond to legal disputes at the affiliate level. Through this system, we are strengthening the foundation for sustainable management by proactively mitigating company-wide legal risks and establishing a responsible decision-making structure. SPC Group operates legal divisions comprising a total of seven teams and approximately 30 professionals across major affiliates. These teams provide a wide range of legal advisory services to support compliance management for each affiliate and related companies, and actively respond to disputes and litigation involving affiliates. In addition, the Group has established compliance divisions consisting of approximately 15 personnel across seven teams. These teams monitor compliance risks throughout all affiliates, conduct necessary improvement activities, and contribute to legal risk prevention through internal compliance education. This structure enables us to continuously advance the level of compliance management throughout the Group.

Furthermore, SPC Group is committed to implementing responsible management centered on the Board of Directors by strengthening board operations at each affiliate. Each affiliate maintains and operates its own board regulations based on the Group’s board-centered management policies and guidelines, thereby building a responsible management system that aligns with global standards. Through this systematic approach, SPC Group supports each affiliate in establishing a board-centered, optimized compliance management structure tailored to their respective circumstances. Based on this foundation, we are promoting sustainable growth while enhancing trust among stakeholders.



### Compliance Management Activities

SPC Group operates dedicated legal, intellectual property (IP), and compliance divisions to support company-wide compliance management, protect intellectual property, and strengthen the compliance framework. Each division carries out systematic activities not only to prevent legal risks, manage disputes, and educate employees, but also to protect brand value, prevent technology leakage, and conduct compliance assessments and training. Through these efforts, SPC Group continues to solidify the foundation for sustainable business operations and build lasting trust with stakeholders both in Korea and abroad.



#### Legal Division Activities

- Provide legal counsel
- Respond to disputes and litigation
- Deliver compliance education for employees



#### Intellectual Property (IP) Division Activities

- Protect trademarks, patents, and other intellectual property
- Monitor and respond to external infringements
- Strengthen systems to protect technologies and trade secrets



#### Compliance Division Activities

- Establish an integrated and systematic group-level compliance system
- Conduct assessments and identify areas for improvement based on ECCP standards
- Provide integrated training and host regular knowledge exchanges for executives and responsible personnel

# Happy and Healthy Workplace for Everyone

## Ethical and Compliance Management

### Legal Division Activities

#### Legal Advisory



SPC Group provides legal advisory services by drafting and reviewing legal documents related to the businesses of each affiliate, while identifying and addressing potential legal risks in advance. In particular, for issues affecting SPC Group as a whole or multiple affiliates, the Group Legal Division plays a strategic advisory role to ensure consistency and alignment across the organization.

#### Legal Dispute and Litigation Management



SPC Group manages legal disputes and litigation related to each affiliate to ensure effective responses within legal boundaries. As with legal advisory, legal disputes or litigation involving multiple affiliates or the entire Group are handled by the SPC Group Legal Division.

#### Compliance Education



SPC Group promotes company-wide compliance by sharing updates on key laws and legal precedents and by conducting compliance training for employees.

### Intellectual Property (IP) Division Activities

#### Establishing Domestic and International IP Protection Frameworks



SPC Group files and registers trademarks, patents, designs, and copyrights related to major brands such as Paris Baguette, Samlip, and Dunkin'. We monitor for potential infringements and respond to disputes to enhance the protection of our intellectual property rights. The IP Division works in collaboration with business units in domestic and international subsidiaries to ensure systematic IP management.

#### Implementation of Brand Strategy Consulting



SPC Group participates in the Customized Trademark Strategy Consulting program offered by the Korean Intellectual Property Office (KIPO) to enhance its brand strategy. Through this initiative, we analyze the industrial landscape of our core business areas and our existing IP portfolio, benchmark competitors, and refine our branding strategies. This program is conducted in collaboration with the Korea Institute of Intellectual Property and external consulting firms.

#### Enhancing Technology and Trade Secret Protection



SPC Group conducts consulting for R&D centers at key affiliates to strengthen systems that prevent technology leaks and protect trade secrets. We assess the current status of protection and identify areas for improvement. In collaboration with external experts, we review industry cases and develop protection measures tailored to SPC Group's business environment.

### Compliance Division Activities

#### Establishment of a Compliance System



SPC Group has moved beyond simply introducing compliance systems at the affiliate level and is now building an integrated and systematic group-wide compliance system.

#### Assessment and Improvement Based on ECCP Standards



SPC Group applies both the Fair Trade Voluntary Compliance Program (CP) and the U.S. Department of Justice's Evaluation of Corporate Compliance Programs (ECCP) standards to objectively evaluate the current status of its compliance system. Identified areas for improvement are addressed company-wide through continuous and systematic enhancements.

#### Integrated Training and Regular Knowledge Exchange for Executives and Compliance Officers



SPC Group provides integrated compliance training for executives and compliance personnel at each affiliate. We also promote regular exchanges and consultations to enhance the overall level of compliance across the Group.

# Happy and Healthy Workplace for Everyone

## Ethical and Compliance Management

### Full-Scale Implementation of the Compliance Framework

In September 2024, SPC Group held a Fair Trade Voluntary Compliance Program (CP) Implementation Proclamation Ceremony centered on five key affiliates. We are establishing a practical fair trade CP system by organizing a dedicated compliance team at the Group level to lead compliance education, risk assessments, and ongoing system development.

CP Implementation Proclamation Ceremony



### Raising Awareness of Compliance

SPC Group conducts continuous and systematic education for employees on key legal and regulatory areas such as fair trade, ethical management, and food safety. We provide tailored training programs for all employees—from onboarding for new hires to job-specific training, and leadership training for managers and executives. Following each session, we conduct satisfaction evaluations and gather feedback to assess and improve effectiveness.

In addition, the Ethical Management Letter, published quarterly, helps to enhance compliance awareness among employees.

Bi-weekly Compliance Newsletters and the annual publication of ethical violation case studies also contribute to raising awareness and enable proactive responses to the evolving regulatory environment.

### Declaration of Compliance Management

In April 2025, SPC Group held a Compliance Management Declaration Ceremony to formally affirm our commitment to compliance management both internally and externally, and to encourage all employees to uphold this commitment.

Compliance Management Declaration Ceremony



### SPC Group Compliance Management Declaration

**First**, all employees shall strictly comply with domestic and international laws as well as company regulations, and shall practice management based on legal principles.

**Second**, we shall establish a compliance management system centered on an independent Compliance Committee composed of external experts and cultivate a voluntary culture of compliance.

**Third**, we shall pursue shared growth with partner companies and stakeholders and fulfill our corporate social responsibilities.



### Support for Board-Centered Management

Each affiliate within SPC Group makes key business decisions through regular board meetings held approximately four times per year, as well as ad-hoc meetings as needed, based on the Group's Board-Centered Management Guidelines.

In this process, each affiliate's legal division provides legal support by reviewing agenda items in advance, preparing board minutes, and verifying the legality of director appointments and dismissals, thereby supporting Group-wide compliance management.

### Board-Centered Management Guidelines

The company shall pursue balanced development and stakeholder harmony through responsible, transparent, board-centered governance.

The company conducts board-centered responsible management so that the board of directors, which has the final decision-making authority on major management matters of the company, can faithfully perform its given role.

The company shall establish and implement specific processes to realize board-centered responsible management, including regular board meetings and thorough deliberation.

All employees shall report important business matters to the board with integrity and ensure that board resolutions are implemented promptly and accurately.



# Happy and Healthy Workplace for Everyone

## Talent Development System

As external uncertainties increase, SPC Group is nurturing talent capable of overcoming today’s challenges and driving the company’s vision of becoming a “100-Year Enterprise.” In 2024, we focused on strengthening our foundation, and our Group’s Human Resource Development HRD<sup>1</sup> division implemented a variety of programs aimed at cultivating future talent with strong fundamentals. We are actively shaping a sound organizational culture and boosting employee motivation through programs across diverse areas such as occupational safety and health, ethical management, and the boost-up initiative. To establish a solid foundation for the growth of key talent, we place particular emphasis on leadership development—an area of strategic importance—and operate leadership programs such as the Performance Communication Program, preparing for SPC Group’s sustainable future.

1) HRD : Human Resource Development

### 2024 SPC Group Training Framework

Targeting Company-Wide Participation

2025 New Plan

Category	On-Boarding			Leadership				Job Competency			Biz Issue		Continuous Learning			
Executives	New Executive Onboarding			New Executive Program	Executive Seminar							★ Real-Time Response to Emerging Issues ★ - 2023-2024 Programs -	External Seminars			
G1 (Managers)				New Team Leader Program	Performance Communication Program	Leadership Marble	FLDP					Compliance Leadership Program				
G1	New Employee Onboarding	Welcome to SPC	SPC WAY	High Performer Program	Pre-Leader Program							Board-Centered Management Practices	Self-Directed Learning Programs	SPC CAMPUS		
G2				Linkership Program											ERP Innovation Program	
G3				Public Recruitment Onboarding Program												Training in Four Core Areas (Safety, Service, Quality, Ethics)
												Occupational Safety and Health Manager Capacity Building				
								Functional Expert Program	Boost-Up Academy		SPC Knowledge Live					
									DX Track	Biz Skill Track						
									AI Advanced	AI for PPT						
									AI Intermediate	Biz Writing						
									AI Basic	Biz Comm.						
									Data Analytics	Finance / Accounting						


※ SPC Co., Ltd. also offers separate external professional training (outsourced programs, AMP/graduate school support, etc.) and mandatory legal education.

# Happy and Healthy Workplace for Everyone

## Talent Development Programs

In 2024, SPC Group prioritized programs that cultivate future talent grounded in fundamentals and enhance leadership capabilities. The Future Talent Development Program, designed to instill strong foundations, proactively reinforces core competencies aligned with the Group’s ESG strategy—including safety management and ethical management. In parallel, SPC Group operates Leadership Development Programs that empower leaders to improve organizational culture and develop critical thinking and execution skills in real-world scenarios.

### Education Programs: New and Renewed in 2024 |



- Performance Communication Program
- Leadership Monopoly

**Leadership Enhancement Programs**



- Welcome to SPC Program
- Group Public Recruitment Onboarding Program
- Company-Wide Safety and Health
- Manager Capability Enhancement Program
- Ethical Management Internalization Program
- Boost-Up Academy

**Future Talent Development Rooted in Fundamentals**

### Leadership Enhancement Programs

SPC Group aims to nurture leaders who drive organizational performance and cultivate a healthy corporate culture. In 2024, we redesigned our leadership training framework to help leaders naturally internalize SPC Group’s leadership model and respond swiftly to change. We continue to foster leadership that is both thoughtful and action-oriented.

### Performance Communication Program

To establish a strong evaluation culture, SPC Group implemented training to deepen leaders’ understanding of the performance evaluation system and strengthen their ability to manage both performance and team members. This program focuses on raising leaders’ awareness of their roles while narrowing perception gaps around performance. The training blends theoretical concepts with real-world evaluation scenarios, addressing communication errors and conflict resolution. By providing practical solutions, the program enhances leaders’ capabilities in conducting effective evaluations.

### Performance Communication Program |



### Leadership Monopoly

To cultivate leaders who can meet the demands of a changing business environment and improve company culture, SPC Group has redesigned its leadership development system. The Leadership Monopoly program is tailored to leadership pipelines and developed in stages to reflect SPC Group’s leadership model. This program allows participants to reflect deeply on how to apply SPC’s leadership competencies in challenging, real-world leadership dilemmas. Using gamification techniques, the program encourages natural acquisition of leadership skills. SPC Group plans to expand this program moving forward, offering more opportunities for leaders to enhance their leadership capacity.

### Leadership Monopoly |



# Happy and Healthy Workplace for Everyone

## Talent Development Programs

### Future Talent Development Rooted in Fundamentals

SPC Group believes that talent grounded in strong fundamentals is essential for organizational sustainability, even amid rapidly evolving business environments. To this end, we operate training programs focused on enhancing core competencies necessary for foundational growth, aiming to deepen employees' understanding of the company and their roles. These efforts include competency development programs, onboarding, and courses designed to internalize the Group's philosophy, all of which support employees in becoming fundamentally strong talent.

### Welcome to SPC Program

SPC Group operates the Welcome to SPC program to help employees gain a deeper understanding of the company and their responsibilities. This training is regularly updated to reflect changes in the business environment and work practices. In 2024, an industrial safety module was added. This program serves as a mandatory course across the Group and is incorporated into the company-wide onboarding curriculum for new employees.



Welcome to SPC

### Group College Graduate Entry-Level Training for Public Recruitment

SPC Group provides a two-week onboarding program for new university graduate hires to help them develop a strong identity and loyalty as SPC employees while acquiring basic workplace competencies. The program includes practical training and an overview of key job functions. Post-training, continuous monitoring and follow-up measures are planned to support further development.



Group Public Recruitment Training

### Company-Wide Safety and Health Manager Capability Enhancement Program

To strengthen the company-wide safety management system, SPC Group launched a Human Resource Development (HRD) program tailored to the needs of safety and health managers. The program focuses on instilling the right mindset and enhancing core job competencies aligned with the responsibilities of safety and health managers. It covers case studies of leading global companies, crisis response capability building, and practical training based on ISO 45001, contributing to the managers' real-world performance improvement.

### Ethical Management Internalization Program

SPC Group has developed educational video content to reinforce the practice of ethical management. The content includes modules on the importance of ethical management, guidelines for ethical behavior, and instructions on using the hotline reporting channel. It is produced in four languages—Korean, English, Vietnamese, and Chinese—and distributed through country-specific channels. The Korean version is offered as an on-demand course via our in-house learning platform, SPC CAMPUS. We plan to continuously update the content to support the ongoing internalization of ethical management.



Ethics training videos

### Boost-Up Academy

SPC Group launched Boost-Up Academy to proactively secure future talent and increase employee engagement through growth opportunities. The curriculum is structured into two focus areas—DX (Digital Transformation) and Business Skills—and includes practical courses such as Generative AI, Data Analytics, Business Writing, and AI for PowerPoint. These programs have helped employees acquire digital transformation (DX) competencies that can be immediately applied to their work, thereby contributing to capability development. We plan to expand the program into tiered levels and continue its operation on an ongoing basis.



Boost-Up Academy

# Happy and Healthy Products for Everyone

## Healthy and Sustainable Food Technology

### SPC Research Institute of Food and Biotechnology

Since opening the SPC Agro-Bio Research Building within Seoul National University in 2009, the SPC Group’s SPC Research Institute of Food and Biotechnology has been dedicated to developing core technologies in bakery science and securing next-generation food technologies. From 2012 to the present, the institute has conducted a total of 25 industry-academic collaborative research projects both domestically and internationally and has registered 55 domestic patents and 12 international patents. With one of the nation’s top-tier research teams and cutting-edge facilities, the institute focuses on the development of fermentation microorganisms and natural ingredients—forming a key foundation for realizing the Group’s vision of becoming a “Great Food Company.”

In 2016, the institute successfully developed and commercialized a native yeast strain optimized for baking, establishing a leading position in Korea’s fermentation food sector. Notably, the development of “Sangmijong,” a second-generation fermented starter combining native yeast and lactic acid bacteria, led to the launch of over 40 types of Signature Bread. Among them, Natural Yeast Cook Bread sold more than 1.5 million units within just three months of release.

Currently, SPC Group has designated the development of new fermentation microorganisms, fermentation-based innovative materials, future food ingredients, and baking process innovations as its key research areas. We are also accelerating overseas patent filings to expand our presence in the global market. By leveraging our differentiated fermentation technologies, SPC Group is committed to leading the future of the global bakery industry.

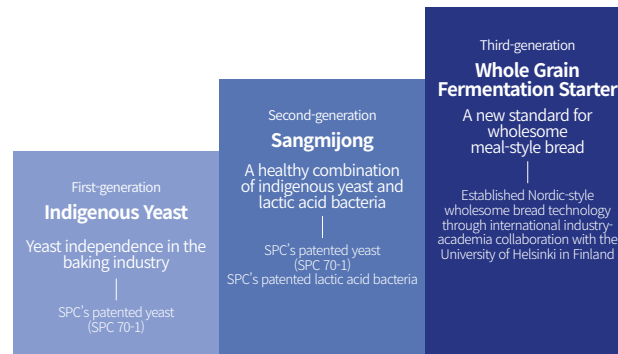
**12** International Patents Registered

**55** Domestic Patents,

### Strengthening R&D Capabilities Based on Fermentation Technology

The SPC Research Institute of Food and Biotechnology has continuously advanced its proprietary R&D capabilities through ongoing innovation in microbial fermentation technology. The first-generation technology, indigenous yeast, was the first baking yeast to be discovered in Korea’s natural environment and commercialized. Its excellence has been recognized globally, with international patents registered in countries such as the United States and France. Renowned for its fermentation endurance and clean, mild flavor, this yeast is widely used across SPC Group’s bakery products, with an annual usage exceeding 1,200 tons. Through long-term joint research with institutions including Seoul National University and Chungbuk National University, SPC Group developed Sangmijong, a baking fermentation starter that combines patented lactic acid bacteria with native yeast. The name Sangmijong originates from Sangmidang, the name of SPC’s founding bakery, and adds the meaning of “a different dimension of healthy taste,” representing SPC Group’s signature fermentation innovation. SPC Group has also enhanced its fermentation technology to develop two types of whole grain fermentation starters—SPC X Helsinki Sourdough and Multigrain Sourdough—which elevate the nutritional value and flavor of whole grains. These innovations led to the launch of the health-focused bread brand Paran Label.

#### Fermentation Technology Development Process



#### CASE Sangmijong—Developed After 15 Years of Research

The SPC Research Institute of Food and Biotechnology successfully developed Sangmijong, optimized for baking, after 15 years of joint research with Seoul National University and Chungbuk National University. The research focused on combining native lactic acid bacteria and native yeast in a mixed fermentation process. Products made with Sangmijong undergo longer fermentation and maturation periods compared to conventional bread, resulting in improved digestibility.

\* Sangmijong: A compound word derived from Sangmidang, the name of SPC’s founding bakery, and a phrase that conveys “a different dimension of healthy taste.”



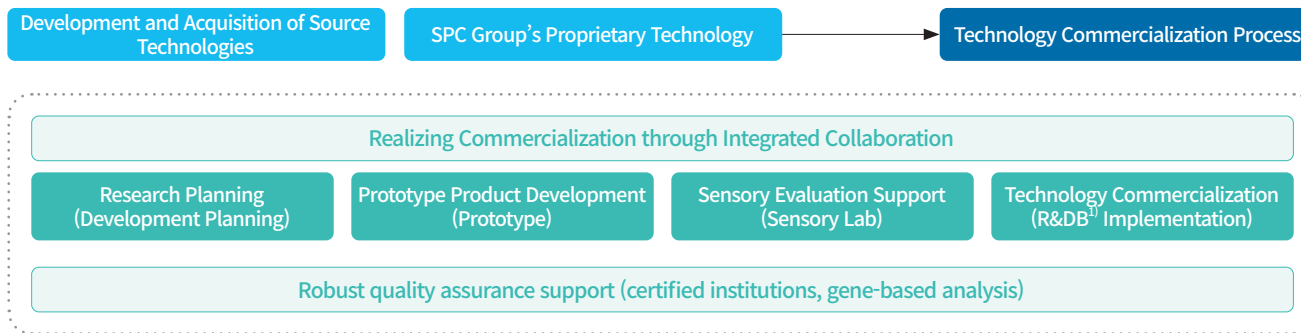
Signature bread by Paris Baguette made with Sangmijong

# Happy and Healthy Products for Everyone

## Sustainable Food Technology

### Healthy Food Technology

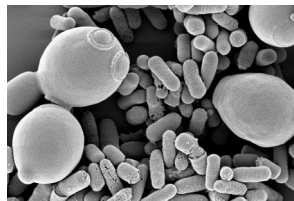
SPC Group has established the core foundation for Healthy Food product development through in-depth research on fermentation microorganisms and the development of proprietary source technologies. By securing our own technologies, we are creating healthy and innovative products that contribute to enhancing the Group’s differentiated food technology competitiveness. SPC Group promotes seamless collaboration across the entire product lifecycle—from planning to launch—to ensure high levels of product completion. Prototype products are developed by incorporating consumer preferences, followed by sensory evaluations to optimize final product quality. Through this process, SPC Group ensures high standards of quality throughout the commercialization and productization stages and manages the overall pipeline to enable stable market entry. In line with our goal of developing sustainable food, we apply various scientific approaches involving fermentation microorganisms, functional ingredients, and food safety. By leveraging the latest technologies, we continuously improve the health benefits and safety of our products. Through these efforts, SPC Group is reinforcing its leadership position in the food industry.



1) R&DB: Research & Development, Business



Fermentation, enzyme, and processing technology



Future food ingredients using fermentation microorganisms (yeast, lactic acid bacteria)



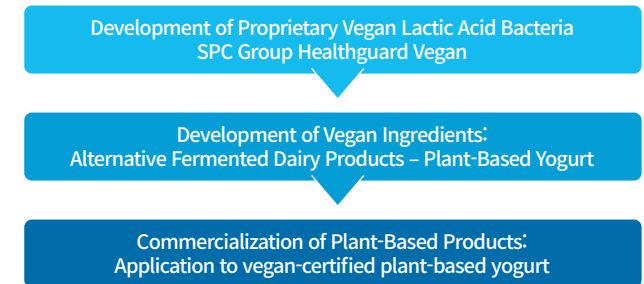
Postbiotics-based innovations such as Baskin-Robbins Fruit Water



### Alternative Food Technology

In response to the growing vegan market, SPC Group has successfully developed and commercialized proprietary vegan lactic acid bacteria, leading innovation in alternative ingredient technologies. We established a plant-based cultivation process by eliminating animal-derived and non-vegan ingredients traditionally used in lactic acid bacteria culture. As a result, we developed functional ingredients that meet vegan certification requirements. This technology has been applied to a wide range of product categories—including vegan yogurt, beverages, and fermented foods—contributing to the expansion of SPC Group’s vegan product lineup. It also supports consumer trends that emphasize health and ethical consumption. In parallel, we continue to explore and apply various plant-based and alternative ingredients, pursuing both product diversity and sustainability. Based on these research and development capabilities, SPC Group is realizing the value of sustainable food technology and enhancing competitiveness in the vegan food market through products that reduce environmental impact while maintaining quality and functionality. This proprietary technology is expected to serve as a foundation for meeting the increasingly diverse demands of vegan consumers.

#### Alternative Food Technology Application Process |



# Happy and Healthy Products for Everyone

## Food Safety Management

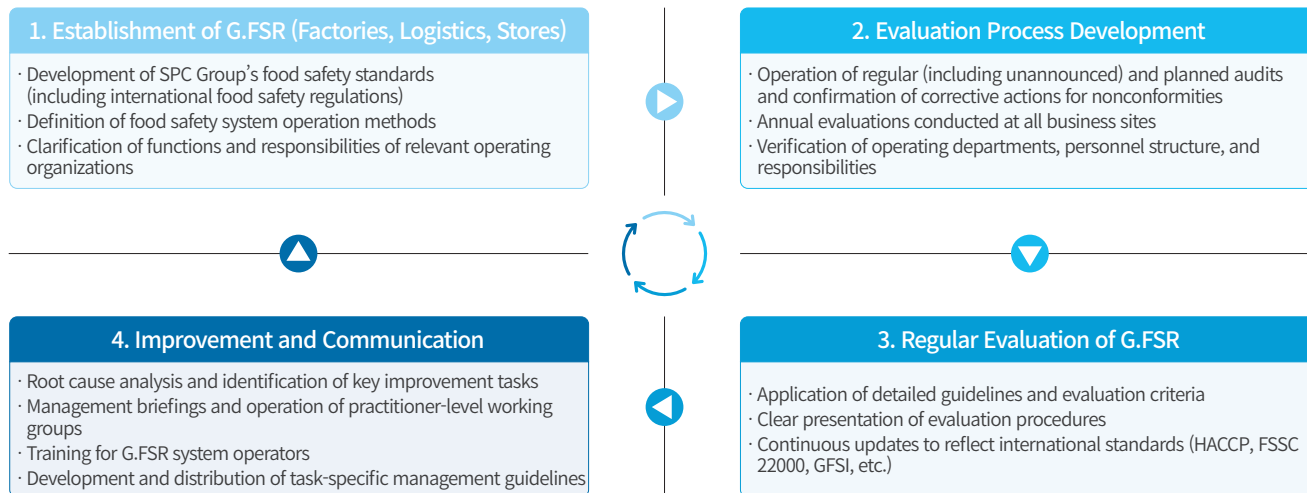
### Food Safety Management System

To provide customers with safe food, SPC Group operates hygienic manufacturing facilities, and all of our production centers are certified not only under Korea’s HACCP system but also under global food safety management standards such as FSSC 22000 and ISO 22000. These facilities are managed in accordance with international food safety requirements. In addition, we have developed and implemented our proprietary food safety standard—SPC Global Food Safety Requirements (SPC G.FSR)—which applies across the entire Group, including manufacturing sites, logistics, and retail stores.

G.FSR reflects international standards and serves as the foundation for SPC Group’s internal food safety management system. To ensure systematic operation and clear role definition for each site-level organization, we conduct both scheduled and unscheduled evaluations. Through planned verifications, we identify and address nonconformities, and we carry out annual site assessments as part of our ongoing efforts to enhance food safety.

These evaluations follow detailed guidelines and scoring criteria, continuously incorporating the latest global standards, including HACCP, FSSC, and GFSI. We also conduct root cause analyses and identify key focus areas to develop improvement plans. Through evaluation programs and working groups, we support field-level implementation, and we issue separate guidance documents for each core initiative to enhance their practical impact.

#### Food Safety Management System Management Overview



### Establishment of a scenario-based management system for food incident response

As a global integrated food company, SPC Group has established a scenario-based management system for food incident response to proactively prevent domestic and international food safety risks, and to ensure rapid response and recovery in the event of an incident. To support this, SPC assesses risk based on food safety information by analyzing the relevance, severity, and likelihood of potential incident-related factors to develop key response scenarios. In addition, SPC regularly conducts simulation training with relevant departments, based on realistic scenarios, to strengthen its response capabilities.

#### Food Safety Information and Scenarios

Category	Key Scenarios
Product Recall	· Mandatory product recall due to non-conforming product
Labeling Standard	· Packaging replacement and internal/external communication due to labeling or advertising violations
Regulatory Standards	· Administrative action due to exceeding of regulatory limits (e.g., pesticide residues, heavy metals)
Sanitation Issues	· Hygiene-related issues such as foodborne illness and subsequent regulatory inspection
Foreign Matter Issues	· Cause analysis by type of foreign matter and establishment of preventive measures
Suspension of Distribution and Sales	· Follow-up measures following voluntary or enforced suspension of distribution for affected products

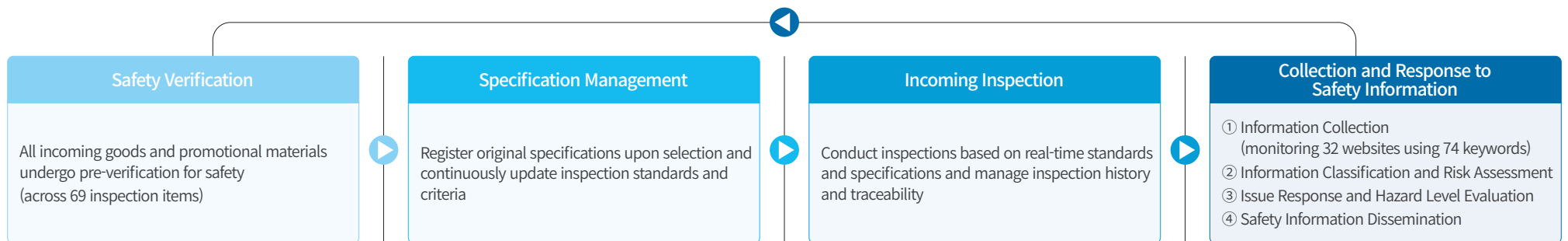
# Happy and Healthy Workplace for Everyone

## Food Safety Management

### SPC Group’s Proprietary Incoming Goods Quality and Safety Control System: Q&S Hurdle system

#### Monitoring and Responding to Food Safety Issues

SPC Group proactively monitors food safety information, including domestic and international hazard alerts, food-related policy trends, and consumer issues. Between 2022 and 2024, we collected an annual average of 4,906 cases of food safety-related data linked to products and raw materials, enabling us to identify and assess potential risks. We operate a responsive system to prepare for anticipated safety issues and incidents, ensuring timely and effective action. Additionally, company-wide newsletters are issued to reinforce and internalize food safety knowledge and competencies among all employees.



### Prevention of False or Misleading Online Claims and Advertisements Using the Website Change Detection System (WCD)

(A system that automatically detects new registrations and changes on online pages and notifies users)

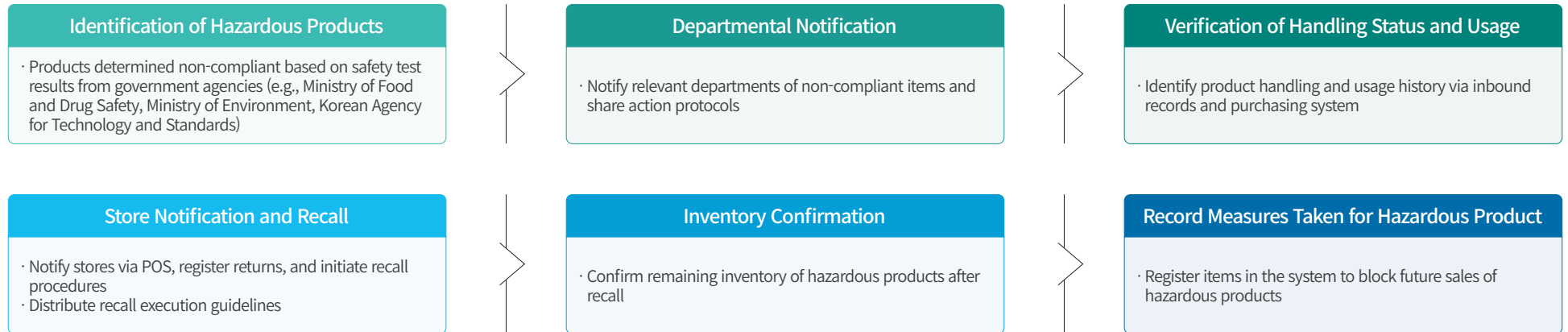


# Happy and Healthy Workplace for Everyone

## Food Safety Management

### Hazardous Product Sales Blocking System

Since September 2014, SPC Group has operated the Hazardous Product Sales Blocking System, becoming the first in Korea’s franchise industry to adopt the program hosted by the Korea Chamber of Commerce and Industry (KCCI). As of November 2024, the system has been implemented in 6,693 operating stores. When a product distributed in the market is determined to be non-compliant based on inspection results, the relevant information is shared in real time across SPC Group stores. Stores handling the affected product are identified, and notifications are issued through the POS system to ensure that hazardous food is not sold to customers. The SPC Food Safety Center and related departments conduct semiannual simulation drills to reinforce understanding of the procedures and ensure roles are properly executed in the event of an incident.



#### Hazardous Product Sales Blocking System: Operational Plan

Process	Description	Frequency
Inbound Item Status Check	<ul style="list-style-type: none"> <li>Update and share inbound product database</li> <li>Includes store food ingredient order history, brand-specific purchased items, and OEM products by affiliate</li> </ul>	Once per month
Simulation Drills	<ul style="list-style-type: none"> <li>Train department representatives on roles and relevant procedures</li> </ul>	Semiannual
System Operation Status Update	<ul style="list-style-type: none"> <li>Update store count by brand</li> <li>When requesting a response from the Korea Chamber of Commerce and Industry, collect the status of the operating system stores</li> </ul>	As requested
Re-Certification	<ul style="list-style-type: none"> <li>Document review (e.g., manual implementation status) and on-site inspection if required</li> </ul>	Biennial

# Happy and Healthy Workplace for Everyone

## Food Safety Management

### Food Safety Education

To ensure compliance with food-related regulations, SPC Group operates a comprehensive hygiene and regulatory education program for employees. These programs are designed to ensure employees understand the importance of food safety, accurately interpret laws and guidelines, and comply with them across production, distribution, and sales activities. The curriculum includes 23 customized courses tailored by job function and employee level.

Additionally, SPC Group has created and distributed 71 food law and hygiene guides to improve employees' understanding of food safety and enhance their ability to apply these standards in practice. This guide is structured to enhance practical understanding and work utilization of food hygiene and safety by reflecting continuously revised regulations and including related cases.

To support real-time application at worksites, we also provide QR code-based equipment management manuals (e.g., for fryers and ice machines), enabling employees to easily check cleaning schedules and methods on-site.

#### Education Curriculum

Food Safety Education Curriculum				
General/ common (1 Curriculum)	Hygiene & Safety (6 Curriculum)	Import Clearance (3 Curriculum)	Food Labeling & Advertising (4 Curriculum)	Country of Origin (2 Curriculum)
Children's Favorite Foods (2 Curriculum)	Resource Recycling (1 Curriculum)	Industrial Products (1 Curriculum)	Q&S Hurdle (1 Curriculum)	Food Emergency Response (2 Curriculum)

### Level-appropriate training

In 2024, more than 30 food safety culture training sessions were conducted for all production centers, with approximately 1,900 employees completing the program. The training content included: ▲ the five core elements of food safety culture ▲ internal safety communication ▲ case studies of global food safety incidents ▲ encouragement of participation in improvement activities. The program focused on narrowing the gap between theory and practice through real-world site examples. In addition, the scope of training—previously centered on managers—was expanded to include on-site production workers.

To help on-site employees better understand and internalize food safety culture, the training emphasized awareness-building and case-based content over technical theory. Intuitive audiovisual materials and the use of the online quiz platform Kahoot were incorporated to break away from traditional theory-based training formats. This approach increased engagement and enjoyment, thereby enhancing the overall effectiveness of the program.

Moving forward, SPC plans to further strengthen its customized training system—tailored to job roles, language, and comprehension levels—while continuing to promote the company-wide establishment of a food safety culture.



Level-appropriate training for on-site workers

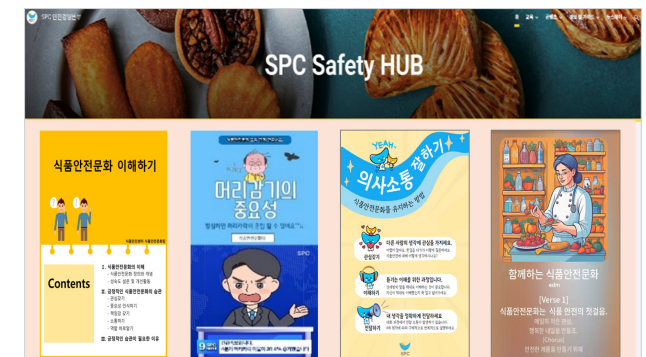


Game-like quiz

### Development and Operation of Diverse Food Safety Culture Content via the SPC Safety HUB Platform

To enhance employees' understanding of food safety culture and encourage their voluntary participation, SPC Group produced a total of 66 content pieces in 2024. The materials were developed in diverse formats—including training modules, videos, posters, webtoons, and newsletters—enabling tailored communication according to the roles and comprehension levels of various employee groups, such as on-site workers, managers, and new hires. To ensure easy access to this content, the SPC Safety HUB platform was established, creating an interactive environment for food safety culture that goes beyond traditional training. The platform facilitates two-way communication with the field while supporting ongoing education. In addition, the content is uploaded and distributed across a wide range of internal channels—such as Paris Croissant FranSOL (formerly Learning Center), BRK S-Academy for store-level employees, the groupware bulletin board, Happy TV, and the attendance system pop-up—making it accessible in real time to all SPC employees.

#### SPC Safety Hub platform



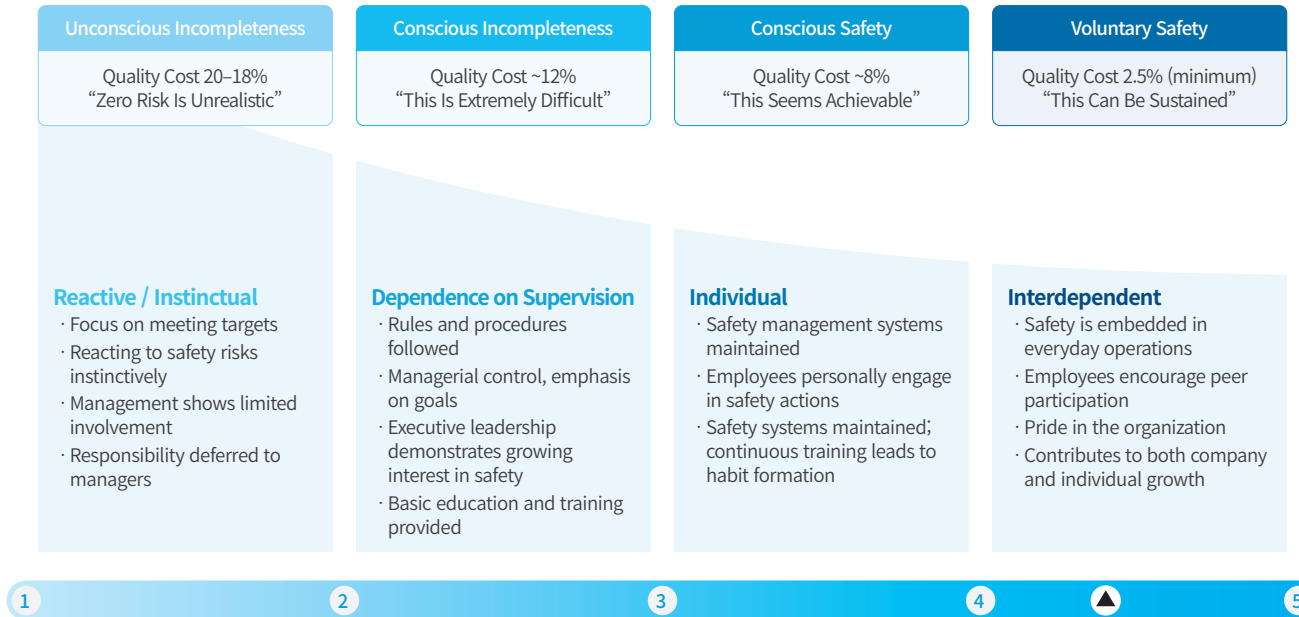
# Happy and Healthy Workplace for Everyone

## Food Safety Management

### Measuring the Level of Food Safety Culture

SPC Group regularly measures the level of food safety culture at its production sites and uses the results to guide improvement initiatives that contribute to raising food safety standards across the entire organization. Food safety culture is defined as the collective mindset and behavioral patterns that reflect how employees perceive and practice food safety. It is regarded as a core element of a sustainable food safety system. We conduct a comprehensive analysis of awareness, satisfaction, and perceived behavioral change by reflecting international standards such as FSSC 22000, SQF, BRCGS, and the five evaluation pillars of GFSI (Global Food Safety Initiative) to systematically diagnose our food safety culture. In 2024, we conducted an annual evaluation at 30 production centers nationwide, recording an average score of 4.4, up by 0.1 points from the previous year. This improvement indicates a gradual strengthening of both awareness and proactive food safety practices on-site.

### Food Safety Culture Assessment Results



※ Quality Cost = Prevention Cost + Appraisal Cost + Nonconformance Handling Cost + Claim Processing Cost

Awareness Score: 4.4

### Expansion of Food Safety Culture Enhancement Activities

In the second half of 2024, SPC Group developed and implemented a total of 105 initiatives aimed at improving awareness of food safety culture across production centers nationwide. Of these, 100 were completed, achieving a completion rate of 95.2%. This result demonstrates that genuine efforts to embed a food safety culture are being made across the organization.

Key activities focused on managing hazards, providing information, conducting education and communication initiatives, and collecting improvement suggestions. Execution power and sustainability were enhanced through the use of app-based platforms and expanded employee participation.

Through these action-oriented initiatives, SPC Group continues to strengthen a field-driven food safety culture. Going forward, we plan to further expand our performance-based management system.



# Happy and Healthy Workplace for Everyone

## Eco-Friendly Packaging

### Leading the Way in Sustainable Packaging

SPC Group has been consistently advancing eco-friendly packaging development and resource circularity, led by the technological innovation of its affiliate, SPC PACK. SPC PACK became the first in the food packaging industry to obtain both Green Technology Certification and Green Product Certification. Building on this, the company has spearheaded sustainable packaging through high-quality standards and the development of eco-friendly materials.

In 2020, SPC Group strengthened its environmental credentials by acquiring Green Business Certification and Halal Certification. In 2023, it further proved its global sustainability by earning (Global Recycled Standard (GRS) and FSSC 22000 certifications. In 2024, the Group received Forest Stewardship Council (FSC) certification, which officially recognized the eco-friendliness of its entire process—from production to processing, manufacturing, and distribution.

These efforts have resulted in notable recognition, including a Presidential Commendation in 2020, a Minister of Environment Commendation in 2023, and the Grand Prize at the 2024 Circular Economy Business Competition hosted by the Ministry of Trade, Industry and Energy for its development of recycled plastic packaging. Additionally, SPC Group developed a proprietary high-retort, water-based gravure printing process to reduce hazardous substances in packaging and enhance safety, earning the Grand Prize in the Circular Economy category at the 2024 Korea Packaging Awards.

Looking ahead, SPC Group plans to expand domestic and international eco-certifications and continue leading sustainable packaging solutions by improving the functionality and recyclability of paper-based packaging.

### SPC PACK's Sustainable Packaging Efforts and Initiatives

#### 01 Recycled Plastics: PCR, PIR

- Expanded use of PIR (Post-Industrial Recycled) materials – GRS certified
- Expanded use of PCR (Post-Consumer Recycled) materials
- Renewable naphtha Development of products using renewable feedstock (e.g., waste cooking oil)



#### 02 Eco-Friendly Printing with Reduced Hazardous Substances

- Enhanced ethanol-based printing quality by further reducing hazardous elements
- Developed products using flexographic printing and water-based gravure, known as "green printing" → Saves over 40% ink usage



#### 03 Paper + Film Packaging

- Joint development with paper manufacturers
- Product development in food (coffee beans, frozen items) and household goods (wet wipes) sectors
- Expanded applications enhancing paper processing expertise



#### 04 Water-Based Printed Packaging

- Developed water-based ink (mixed with water and ethanol) and applied it to gravure printing processes
- Reduced hazardous substances and improved packaging safety
- Completed New Technology Certification with Maeil Dairy for 2 products; 1 product currently in progress



#### 05 Paper-Based Mask Pack Packaging

- Replaced existing PET/AL/LLDPE plastic composite with Paper 60g / Transparent coated PET / LLDPE
- Reduced plastic usage by approximately 46% compared to conventional structures



#### 06 Expansion of Recycled Plastic Packaging

- Producing wet tissue packaging with 20–30% PIR content in total packaging composition
- Producing non-food packaging with 50% PIR content
- Developing CPP film for seaweed packaging with 92% PIR content (collaboration in progress with Daesang Corporation)



# Samlip

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# Message from the CEO

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## Dear esteemed stakeholders,

Since its founding in 1945, SPC Samlip has remained steadfast in its commitment to quality, rooted in the founding spirit of Sangmidang:

“You can make millions of loaves, but the customer will judge you on one loaf. Do not leave a single piece of bread unchecked.”

Driven by this belief, we have continuously dedicated ourselves to delivering the finest products and services.

Thanks to these efforts—and the unwavering support and encouragement from stakeholders like you—SPC Samlip has grown into a leading comprehensive food company.

With a long-term vision for future growth, we are building and advancing our sustainable management system. We are prioritizing the expansion of eco-friendly management practices and the creation of a safe workplace as our core initiatives and are actively putting them into practice.

In 2024, we also declared the adoption of the Fair Trade Compliance Program and are faithfully implementing it to further strengthen transparency and stability in our governance structure.

SPC Samlip will continue doing its utmost to firmly embed sustainable management at the core of our business.

We sincerely ask for your continued support and encouragement.

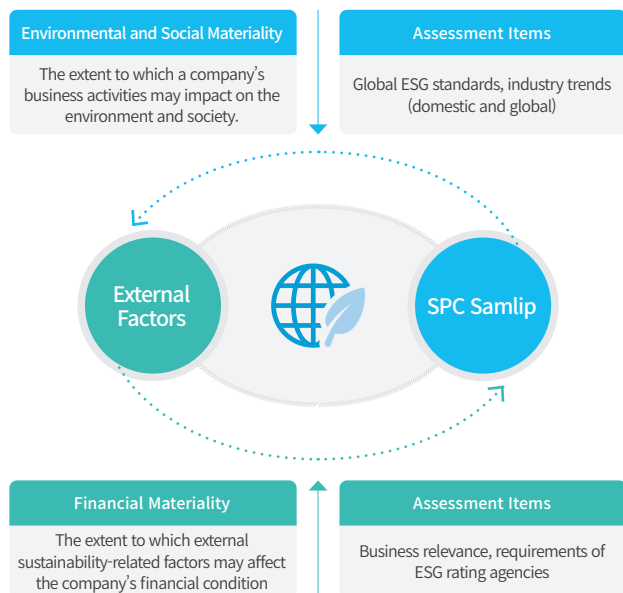
# Double Materiality Assessment

## Assessment Overview

### Definition of Double Materiality

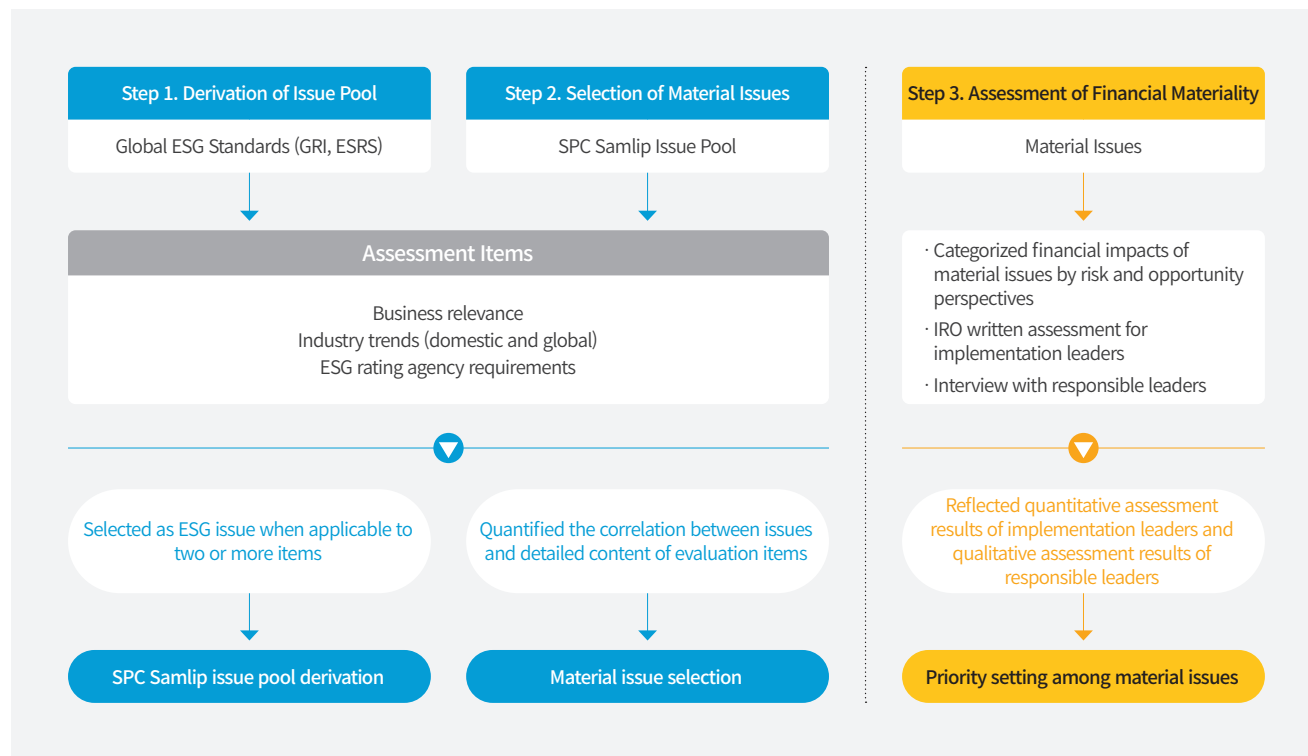
International ESG disclosure guidelines—such as the GRI Standards 2021—recommend the adoption of the “double materiality” concept to enhance the quality and depth of sustainability reporting. Double materiality is a concept that considers both the impact of external sustainability-related factors on a company’s financial condition and the impact of the company’s business activities on the environment and society.

SPC Samlip applies this concept to identify and assess sustainability issues relevant to its business and operations by evaluating both their environmental/social and financial impacts. This process allows us to determine and prioritize material issues.



### Assessment Process

SPC Samlip conducted a materiality assessment from the perspective of double materiality to identify key sustainability issues. Based on GRI Standards 2021 and ESRS (European Sustainability Reporting Standards), we derived a sustainability issue pool related to SPC Samlip and comprehensively reviewed domestic and international industry trends for each issue, major ESG evaluation items, and SPC Samlip’s business plans. Through this, we derived top material issues that SPC Samlip should focus on managing. To specifically identify the financial materiality of the derived material issues, we subdivided them into risk and opportunity perspectives and conducted quantitative assessments of potential occurrence timing and expected impact levels, thereby identifying issues that SPC Samlip should prioritize among the material issues.



# Double Materiality Assessment

## Assessment Results

### Derivation of Issue Pool and Selection of Material Issues

SPC Samlip developed an issue pool based on global ESG standards—namely, the GRI Standards 2021 and the European Sustainability Reporting Standards (ESRS)—and conducted a double materiality assessment accordingly. To utilize the results as a foundation for strategic management, we selected a total of five material issues by focusing on those rated as “Very High” or “High” in importance. For the selection of material issues, we applied Level 1—the most comprehensive classification under the ESRS.

### Evaluation of Financial Materiality

To prioritize the identified material issues, SPC Samlip conducted a financial materiality analysis. We applied the Impact, Risk & Opportunity (IRO) assessment method, which quantifies the financial implications of sustainability issues by classifying them into risks and opportunities. SPC Samlip identified both risk and opportunity factors for each material issue and evaluated financial materiality through written assessments with Implementation Leaders and interviews with Responsible Leaders. The results of this assessment are used to determine the prioritization of material issue management.

Materiality<sup>1)</sup>: ● Very High (Rank 1–7), ● High (Rank 8–14), ● Moderate (Rank 15–21), ● Low (Rank 22–28)

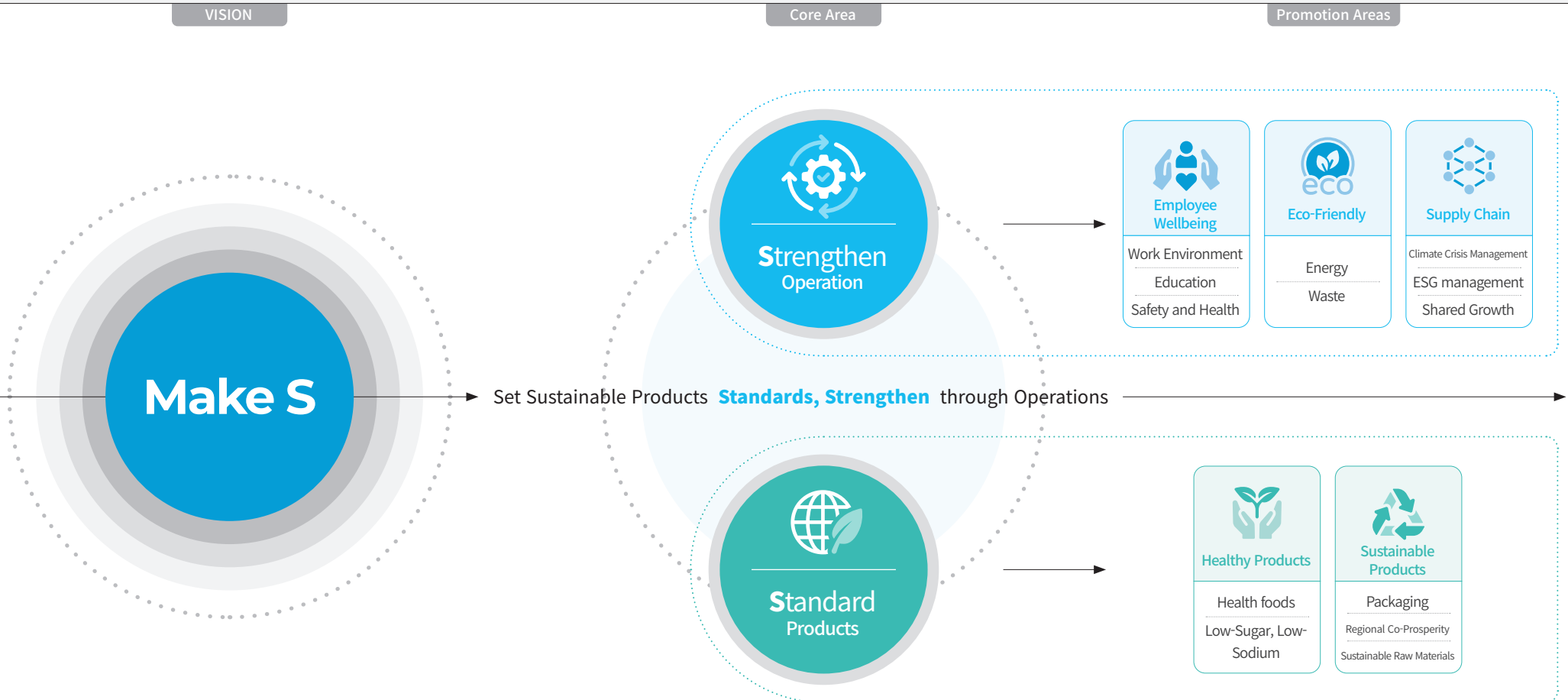
Classification	Issue Pool	Material Issues	Key Risks & Opportunities	Financial Materiality
Environmental	· Establishment of Environmental Management Systems		<b>Waste Reduction for Efficient Resource Use</b> Risk: Increased costs associated with developing environmentally friendly products Opportunity: Enhanced competitiveness in retail channel entry leading to increased sales	
	· Climate Change Response			
	· Energy Efficiency Management		<b>Climate Change Response</b> Risk: Supply and quality issues of raw materials due to global warming and weather fluctuations Opportunity: Growing demand for climate-friendly, sustainable products	
	· Water Resource Management			
	· Biodiversity Protection			
	· Hazardous (Chemical)/Pollutant Management			
	· Waste Management and Reduction (including Food Waste)			
	· Eco-Friendly Packaging			
· Ensuring Product Eco-Friendliness				
Social	· Protection of Employee Human Rights		<b>Protection of Employee Human Rights</b> Risk: Productivity and revenue losses due to full or partial shutdowns at worksites with serious accidents; potential costs from compensation and lawsuits Opportunity: Enhanced employee engagement through stable employment leading to improved productivity and product quality	
	· Respect for Employee Diversity			
	· Talent Acquisition and Development		<b>Customer Health and Safety</b> Risk: Loss of business due to a decline in trust among stakeholders, such as corporate clients, resulting from consumer incidents. Opportunity: Reduced marketing costs and increased revenue through strengthened consumer trust	
	· Improvement of Employee Work Environment and Corporate Culture			
	· Supply Chain ESG management			
	· Responsible Raw Material Procurement			
	· Workplace Health & Safety Management			
	· Win-Win Partnership with Franchisees			
	· Co-Prosperity with Local Communities			
	· Enhancing Customer Engagement			
· Responsible Marketing				
Economy and Governance	· Product Safety & Quality Management	<b>Supplier Management</b> Risk: Higher response costs due to tightening subcontracting law regulations and process revisions Opportunity: Strengthened regulatory compliance, increased customer trust, and competitiveness through supply chain due diligence systems		
	· Establishment of Sound Governance			
	· Ethical and Compliance Management <sup>1)</sup>			
	· Transparent Information Disclosure			
	· Risk Management			
	· Enhancing Stakeholder Engagement			
· Expanding Digital Transformation				
· Strengthening Information Security & Privacy Protection				

1) To determine the priority of material issues, the issue with the highest significance was set to a score of 100, and other issues were assessed relative to it.

# ESG Management Strategy

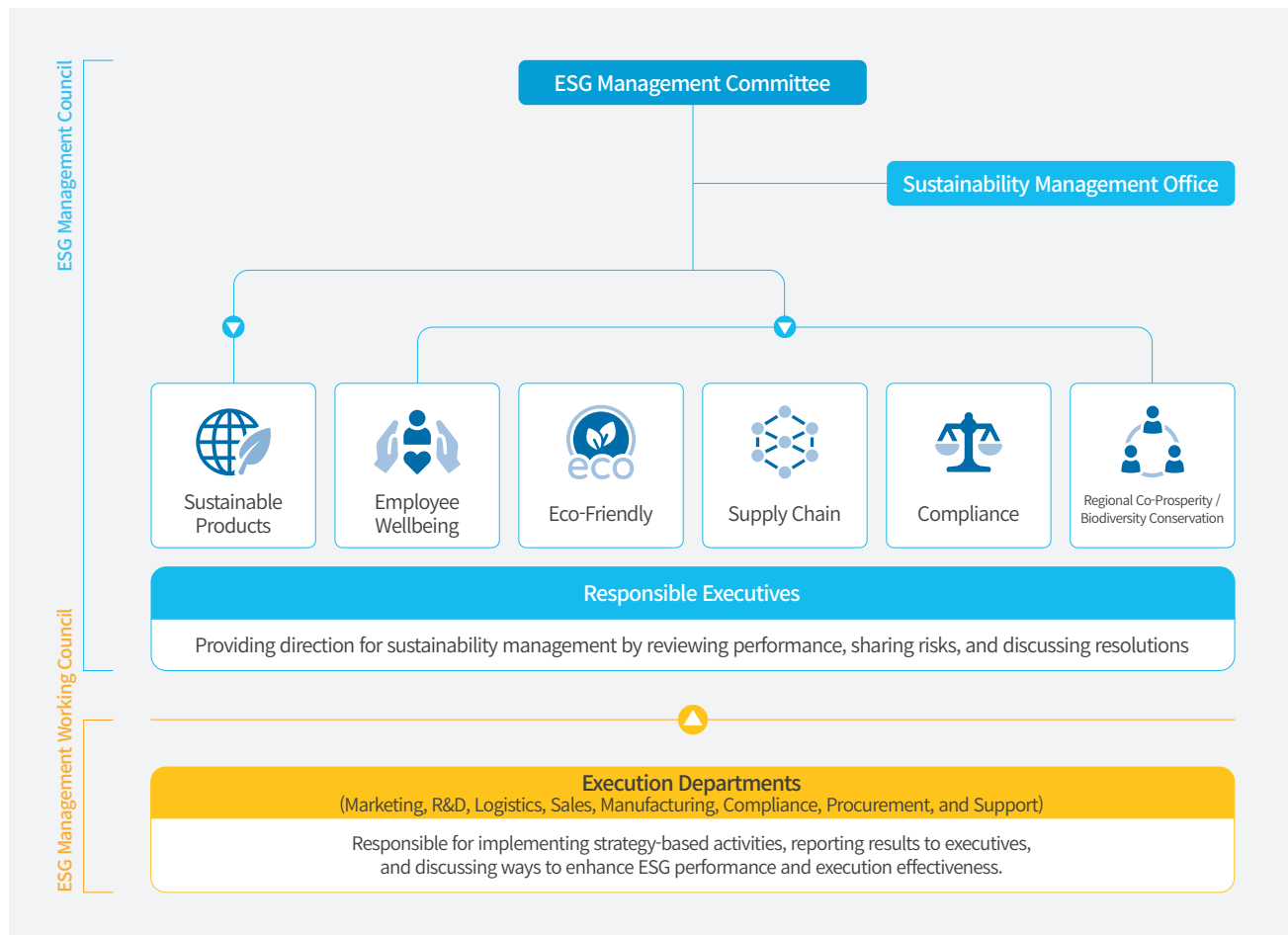
SPC Samlip established an ESG management strategy based on the derived material issues and priorities.

We set “Make S” as our strategic direction with the goal of establishing standards for products to realize sustainability at points where we meet our customers and create a business operating environment that can strengthen the value of those products. Based on this, we derived 5 strategic areas centered on the two core axes of products and operations, and SPC Samlip is systematically promoting ESG management across products and overall business operations.



# ESG Management Implementation Framework

SPC Samlip operates its sustainability management system through an ESG Management Council composed of executives, and an ESG Working-Level Council led by implementation departments.



## ESG Management Council

The ESG Management Council is chaired by the CEO and oversees company-wide sustainability activities. It consists of six domain-specific executives who monitor related activities. The Council regularly discusses key ESG issues at the company level, enhances transparency and accountability in operations, and sets the strategic direction for ESG management. It also reviews ESG performance, shares best practices, and discusses response plans for identified risks.

## ESG Management Working Council

The ESG Management Working-Level Council is composed of team leaders from executing departments who are responsible for carrying out ESG tasks based on the strategy and reporting results. They report implementation performance regularly to the relevant executives and incorporate feedback to enhance the sustainability and effectiveness of their activities. Additionally, the council collaborates on strategies to improve ESG performance and execution effectiveness and may convene task forces or ad hoc meetings as needed.

## Sustainability Management Office

The Sustainability Management Office provides ongoing support for all ESG management activities. It is responsible for managing performance and coordinating operations for key ESG initiatives.

# Samlip

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# Environmental Management

## Environmental Management Policy

### Environmental Management Directives

At SPC Samlip, we have established clear environmental directives aimed at continuously improving our environmental management performance, and we operate them company-wide. We thoroughly comply with all environmental laws and regulations in every aspect of our business activities.

In addition, we regularly review the effectiveness and relevance of our environmental management system and continue to improve it.

Through these efforts, we strive to minimize our environmental impact and maximize resource efficiency in order to build a sustainable management system.



### Responsibility and Compensation Linkage

Environmental issues are reviewed and addressed through decision-making processes by both management and the Board of Directors. The CEO reviews the goals and outcomes of environmental management activities and establishes improvement measures through a dedicated environment and energy department. The CEO also reports environmental management issues to the Board of Directors.

The key performance indicators (KPIs) of environmental management officers at each business site include environmental management metrics. We thoroughly manage performance against targets based on the implementation results of environmental management activities at each business site.

The KPIs of the executive in charge of environmental safety and health include reduction of greenhouse gas emissions, expansion of waste recycling, and reduction of water consumption.

### Environmental Management Organization

At SPC Samlip, the CEO serves as the highest authority for the environmental management system, under whom the Chief Safety Officer (CSO) is responsible for overseeing environment, safety, and health operations to ensure systematic management. The company-wide dedicated environment and energy department handles planning and assessment related to safety and the environment. It establishes and implements strategies that reflect the characteristics and risks of each business site to ensure sustainable environmental management under a unified direction. In addition, each center designates a dedicated environmental officer to identify environmental issues as key management items across the business and support systematic solutions.

#### Environmental Management Organizational Chart



### ISO 14001 Certification

SPC Samlip obtained integrated certification for ISO 14001, the highest-level international standard for environmental management systems established by the International Organization for Standardization (ISO), across five centers. We also set annual goals and implementation plans for reducing greenhouse gas emissions, monitor progress, and make continuous efforts to maintain a global-level environmental management system through annual follow-up audits.



# Environmental Management

## Environmental Management Goals

### Directions for Environmental Management

SPC Samlip pursues eco-friendly management with a company-wide vision of improving our environmental performance. We establish specific goals based on the characteristics of each component of our environmental systems at business sites and manage them systematically. For each key area of environmental management—greenhouse gases, energy, waste, and water—we make active efforts to minimize the environmental impact of business activities and enhance resource circulation. In the area of greenhouse gases, we are striving to reduce emissions by improving energy efficiency and introducing reduction technologies. In the waste sector, we are strengthening our separation and recycling systems to increase the resource circulation rate. In the area of water resources, we are promoting water consumption reduction and expansion of reuse. SPC Samlip establishes strategic initiatives to achieve environmental management goals and disseminates them across all business sites. We also regularly monitor progress and implementation to continue reducing our environmental impact.

#### Goals by Environmental Management Category<sup>1)</sup>

	Greenhouse Gas Emissions	Energy Consumption	Waste Generation	Water Consumption
<b>2024 Data</b>	82,353 tCO <sub>2</sub> -eq	1,713 TJ	15,333 ton	725,298 ton
<b>2025 Goal</b>	81,533 tCO <sub>2</sub> -eq	1,696 TJ	15,180 ton	718,045 ton

<sup>1)</sup> Data Scope: Sihwa, Cheongju, Chungju, Seocheon, Sejong business sites

## Environmental Management Activities and Performance

### Raising Environmental Awareness

To proactively prevent risks such as environmental pollution and resource waste and to realize sustainable management, SPC Samlip systematically operates environmental management education programs across various fields. Through these programs, we raise employees' environmental awareness and enhance company-wide environmental protection capabilities, taking the lead in practicing eco-friendly management.

#### Environmental Education in 2024

Course Title	Course Duration	Number of Course Completers	Total Training Hours
General Water Quality Environmental Technician	14	1	14
General Air Quality Environmental Technician	14	1	14
Waste Generator Training	4	3	12
Alspete PET Technology Course, 5th Round	10	1	10
Labeling and Advertising Act and Greenwashing	4	1	4
ESG Management and Carbon Neutrality Solutions Course	14	1	14
Hazardous Chemical Substance Handler Training	8	4	32
Water Supply Facility Manager Training	8	2	16
<b>Total</b>	<b>76</b>	<b>14</b>	<b>116</b>

### Greenhouse Gas Emissions Management

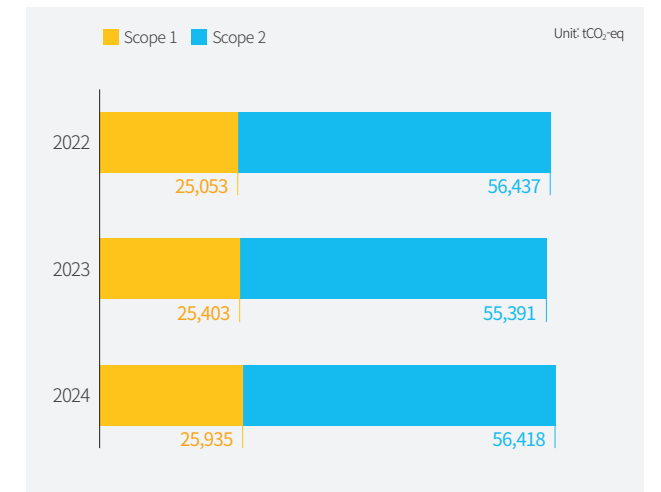
As part of our efforts to mitigate climate change, SPC Samlip systematically manages greenhouse gas emissions (Scope 1 and 2) and energy consumption (non-renewable and renewable). Through these efforts, we are improving energy efficiency and continuing concrete practices to reduce carbon emissions.

#### Greenhouse Gas Emissions<sup>1)</sup>

Indicator	2022	2023	2024
<b>Scope 1</b>	25,053	25,403	25,935
<b>Scope 2</b>	56,437	55,391	56,418
<b>Total</b>	<b>81,490</b>	<b>80,794</b>	<b>82,353</b>

Unit: tCO<sub>2</sub>-eq

<sup>1)</sup> Data Scope: Sihwa, Cheongju, Chungju, Seocheon, Sejong business sites



# Energy Efficiency Management

## Energy Reduction Activities and Plans

### Implementation of Energy-Saving Activities

To promote efficient energy use and management, SPC Samlip has carried out a range of activities at each center, such as replacing outdated equipment and installing condensate recovery systems. In 2025, we plan to expand our use of renewable energy by installing additional solar power generation systems at the Sihwa and Seocheon Centers.

#### Energy Reduction Activities by Center

Center	Key Energy Reduction Initiatives
Sihwa Center	· Installation of high-efficiency inverter chillers and condenser waste heat unit coolers to reduce electricity costs and prevent fires
Cheongju Center	· Modification of steam condensate recovery method to reduce steam consumption · Reduction in boiler gas usage through changes to condensate recovery method
Chungju Center	· Installation of cooling nozzles on refrigeration unit condensers to lower electricity costs
Seocheon Center	· Replacement of air compressors · Replacement of outdated refrigeration units
Sejong Center	· Replacement of packaging equipment

#### CASE Energy Reduction Achievements at Chungju Center

Chungju Center installed cooling nozzles on ten refrigeration unit condensers, reducing the operating time of the condensers and thereby lowering electricity costs. Cooling efficiency improved compared to before the upgrade, and the reduced operating time resulted in an estimated monthly electricity savings of approximately 7,415.1 kWh and resulted in a monthly electricity cost saving of approximately KRW 1.161 million. Through this activity, we were able to increase the energy efficiency of refrigeration facilities and reduce unnecessary electricity use.

#### CASE Energy Reduction Achievements at Sihwa Center

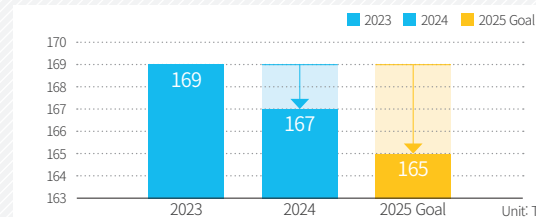
The Sihwa Center introduced a condensation waste heat recovery system that recovers the condensation waste heat from the compressor discharge and uses it to heat brine and use it for defrosting while replacing old refrigerators with high-efficiency refrigerators. Through this, it achieved the results of reducing electricity consumption by a total of 683.9MWh and greenhouse gas emissions by 321 tCO<sub>2</sub>-eq in 2024.

#### CASE Energy Reduction Achievements at Cheongju Center

Cheongju Center has introduced an automatic lighting OFF control system centered on non-occupied areas to save electric energy. This activity was carried out by automatically turning off the lights in areas with low worker occupancy rates, such as machine rooms and warehouses, and as a result, energy savings of 78,240 kWh per year were achieved in the machine room and 28,344 kWh in the warehouse, for a total energy reduction effect of 106,584 kWh. The resulting electricity cost savings amount to approximately 21,316 thousand KRW per year. In the future, we plan to further expand the areas where lights may be automatically turned off to further increase energy saving effects.

#### CASE Energy Reduction Plan at Seocheon Center

To further reduce energy consumption in 2025, Seocheon Center plans to replace its air compressors from an ON-OFF control system to an inverter-based system and to install new solar power generation facilities for its cold storage warehouses. These initiatives are expected to contribute gradually to reducing overall energy consumption.



#### CASE Energy Reduction Plan at Sejong Center

Sejong Center replaced its Chronos packaging machines with the AMO packaging machines, optimizing the facility operation rate from 114% to 78%. As a result, some operations of the product transfer line were stopped, and the annual power consumption rate was reduced by 405,125 kWh. In addition, by replacing the microbial management facility with a new, low-capacity facility, the annual power cast was reduced by an additional 774,000 kWh.

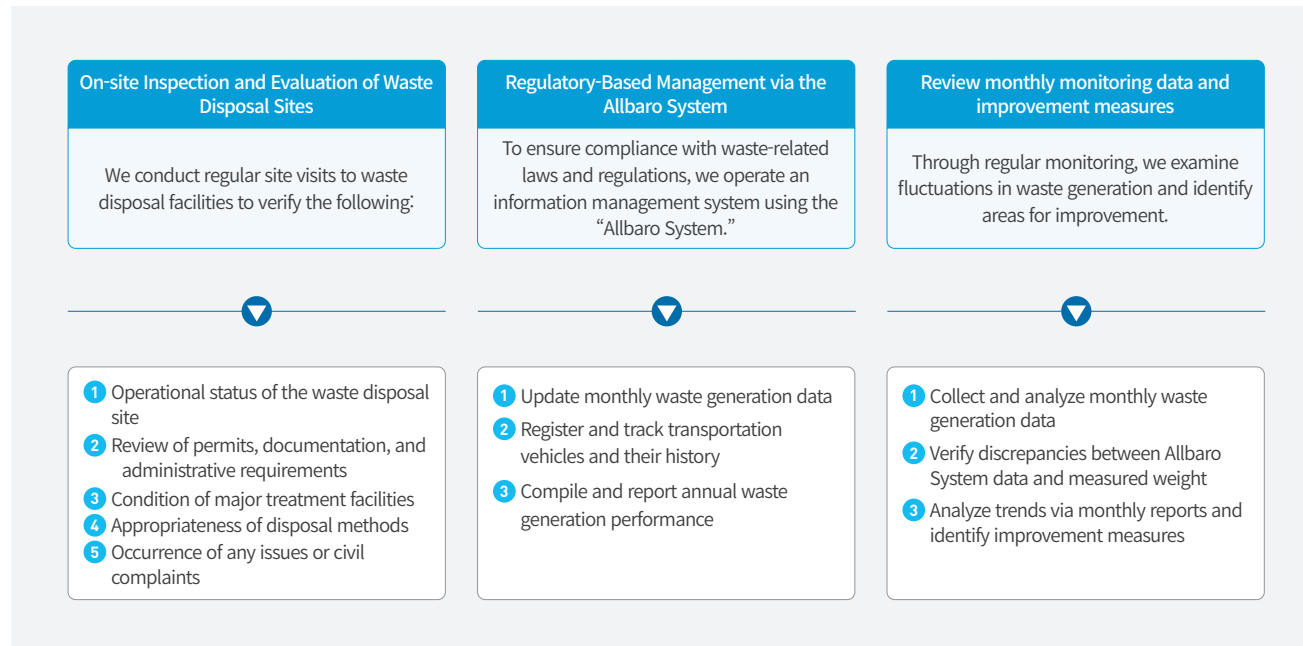
# Waste & Water

## Waste Management

### Waste Management System

SPC Samlip generates general waste such as plant-based residues, wastewater sludge, and synthetic resin waste, as well as designated waste such as waste oil and asbestos demolition materials. We are equipped with legally compliant facilities to ensure that no waste is released externally and manage all waste under strict protocols. In particular, we are making ongoing efforts to reduce the generation of synthetic resin waste and increase the recycling rate by preemptively managing foreign substances mixed in with plant-based residues (e.g., damaged bread and flour). All waste is systematically tracked through the “Allbaro System” from collection contractors and intermediate processors to final disposal companies, ensuring transparency through continuous monitoring. SPC Samlip plans to explore various strategies to minimize the landfill and incineration of synthetic resin waste and convert it into recyclable resources, thereby continuously improving our waste recycling rate.

#### Waste Management Process



### Waste Management Activities

#### Sihwa Center (Reduction of Sludge Generation)

The Sihwa Center expanded its wastewater treatment facility to improve sedimentation and aeration efficiency, thereby reducing sludge generation. The capacity of the sedimentation tank was increased from 600 tons to 900 tons, and the aeration tank from 130 tons to 330 tons. As a result, average monthly sludge generation decreased from 255 tons to 200 tons, and monthly treatment costs were reduced from approximately KRW 41 million to KRW 32 million per month.



#### Cheongju Center (Reduction of Vegetable By-product Waste)

In response to the growing volume of vegetable by-products (plant-based residues) caused by crop damage from climate change, the Cheongju Center plans to introduce a vegetable by-product processor with a daily capacity of 2.0 tons starting in 2025, aiming to eliminate related waste. This initiative is expected to reduce waste by an average of 1,010 tons over three years (2025–2027) and cut disposal costs by approximately KRW 123 million. We also plan to explore additional applications for the vegetable by-product processor going forward.



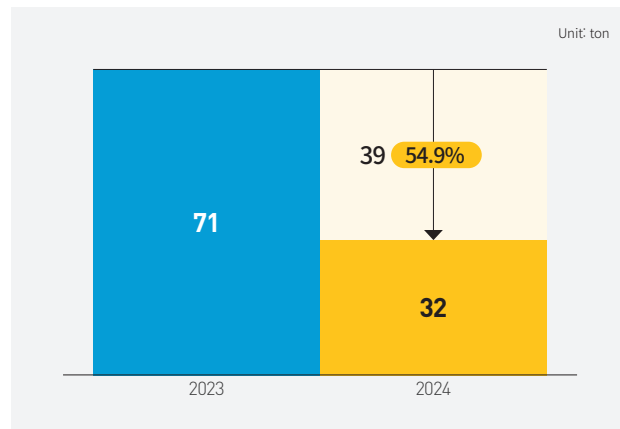
# Waste & Water

## Waste Management

### Waste Management Activities

#### Cheongju Center (Reduction of Food Waste)

To reduce food waste, the Cheongju Center introduced and operates food waste processors utilizing microbial fermentation technology in the employee cafeteria and wastewater treatment facility. As a result, food waste was reduced from 71 tons in 2023 to 32 tons in 2024, achieving a reduction of approximately 39 tons (54.9%). The Center plans to maintain the operation of the existing food waste processors while introducing a large-scale processor with a capacity of 2 tons per day. This will expand the treatment scope to include vegetable by-products, with the ultimate goal of achieving zero waste.

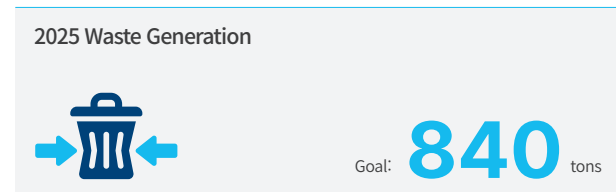


#### Chungju Center (Setting Goals for Realizing Circular Economy)

Chungju Production Center aims to realize a circular economy through systematic management of various types of waste, including general waste, sludge, synthetic resin waste, and animal and plant residues. As of 2023, final disposal amounted to 357 tons (final disposal rate of 25.4%), while recycled volume reached 1,045 tons, resulting in a recycling rate of 74.6%. The Center has set goals for 2025 to lower the final disposal rate to 23.6% and raise the recycling rate to 76.4%, thereby continuing to improve its resource circulation performance.

#### Seocheon Center (Expanding recycling rate and managing commissioned processing companies)

To protect the environment and promote resource circulation, Seocheon Center is actively engaged in waste reduction and recycling initiatives. Through thorough separation and quality control during production, the Center reduces defective rates and waste generation while expanding recycling contracts for animal and plant-based waste. As a result, the Center achieved a 6.0% year-over-year reduction in waste generation (951 tons → 893 tons) in 2024 and also improved its recycling ratio. In 2025, Seocheon Center aims to reduce waste generation to 840 tons and contribute to a circular economy by improving recycling processes.



To ensure the legality and safety of commissioned waste disposal, Seocheon Center also conducts inspections of contracted companies.

Through the inspections we verified whether the waste disposal method, transportation schedule, and classification method specified in the contract were consistent with actual operations and also checked whether legal permits and environmental regulations were complied with.

The sanitary condition of waste storage facilities and transport vehicles, as well as the separation and management of hazardous waste, were inspected. The inspection also confirmed that pollution prevention and safety management systems were appropriately established and operated.

#### Sejong Center (Waste Reduction)

Sejong Center treats waste such as synthetic resin, animal and plant residues, and waste machine oil as recyclable resources rather than as general waste for disposal. Among the Center's total 63 tons of waste, synthetic resin waste accounted for 53 tons, or 84.1%, which is currently processed through recycling. The remaining 6.3 tons (10%) of landfill waste is also being considered for repurposing as compost. Ultimately, the Sejong Center will continue its improvement efforts with the goal of reducing annual waste generation to below 5 tons.

# Waste & Water

## Water Resources Management

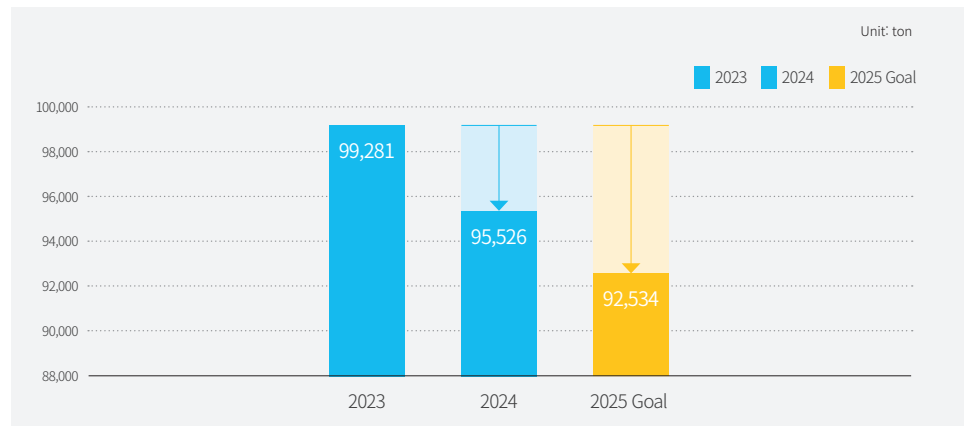
### Water Consumption Reduction Activities

#### Seocheon Center

The Seocheon Center discharges wastewater to the public treatment facility in the agro-industrial complex after primary treatment at its own wastewater treatment plant, fully complying with the legal discharge limit.

To manage water usage systematically, the Center collects water usage data from major business sites and auxiliary facilities every morning. For areas showing excessive usage, root causes are promptly analyzed and corrective actions are taken. For major activities, we have established a system to reduce the amount of vacuum cutter cooling water discharged at plant 1. We have improved the cooling water that was discharged after use by recovering it through the vacuum mixer cooling water heat exchanger and reusing it. Through this, we have reduced water usage by approximately 150 tons per year and reduced costs by approximately 180,000 won. In the future, we plan to continuously improve resource efficiency by expanding the reuse of water within the process.

Alongside the introduction of recycling equipment onsite, facility upgrades and cost-saving investments were implemented, resulting in a 3.8% reduction in water consumption in 2024 (from 99,281 tons in 2023 to 95,526 tons). In 2025, the Center aims to reduce consumption by another 3.1% to 92,534 tons, and this daily monitoring system is becoming the foundation for strengthening company-wide water resource management capabilities.



#### Cheongju Center

To systematically manage water usage by process, the Cheongju Center collects data at 12-hour intervals for day and night shifts. Water usage is separately tracked for each line, including the vegetable line, sauce line, and mixing room. Collected data is shared with managers and responsible staff daily via the company's messenger platform, allowing for immediate response and resolution if excessive usage is detected. Additionally, the center continuously derives reduction possibilities and additional management points through constant water consumption trend analysis along with raising awareness of usage by personnel. This enables the operation of an efficient and responsible water management system.

In response to monthly increases in water consumption, Cheongju Center introduced a system to recover final rinse water from the lettuce washing line. Recovered rinse water is stored in a recovery tank and reused in the pre-washing tank of the initial process, effectively reducing the intake of fresh water before and during production. As a result, the Center saved approximately 3,561 tons of water and reduced costs by approximately KRW 9.973 million annually. The Center plans to continue operating this system and identify additional areas where water can be recovered.

#### Chungju Center

Chungju Center introduced a system to reuse the final rinse and disinfection water from its washing process. This initiative reduced daily tap water consumption by 5 tons on average, or approximately 126 tons per month, and lowered monthly water costs by approximately KRW 400,000. This system plays a critical role in improving the efficiency of water use in the washing process. Moving forward, the Center plans to strengthen management of rinse and disinfection water reuse and identify additional opportunities for water recovery and improvement.

#### Sihwa Center

Sihwa Center aimed to reuse water discharged from the dehydration tank of the case washer. By repositioning the blower nozzle to the rinsing tank, water remaining inside the cases could be recovered and reused, resulting in annual water savings of approximately 120 tons and cost savings of about KRW 380,000.

The Center will continue enhancing resource efficiency by expanding water reuse across cleaning processes, including equipment like the box washer.

# Pollutants

## Air and Water Pollutant Management Activities and Performance

### Monitoring of Air and Water Pollutants

SPC Samlip’s production centers conduct in-house monitoring of air and water pollutants to ensure compliance with environmental regulations for air and water quality management. Through regular self-monitoring, we manage emissions of air and water pollutants within the legal limits and plan to minimize environmental impact through continued pollutant tracking and control efforts.

#### | Air and Water Pollutant Management Status by Center |

Production Center	Air Pollutant Management	Water Pollutant Management
Sihwa Center	<ul style="list-style-type: none"> <li>· Monthly in-house measurement</li> </ul>	<ul style="list-style-type: none"> <li>· Monthly general water quality in-house measurement</li> <li>· Annual specific water quality in-house measurement</li> <li>· Daily internal monitoring</li> <li>· Wastewater treatment facility operated by an outsourced contractor with a 3-shift, 2-person system for 24/7 monitoring</li> </ul>
Cheongju Center	<ul style="list-style-type: none"> <li>· Biannual in-house measurement</li> <li>· Operation of low-NOx boiler burners and periodic combustion ratio adjustment</li> </ul>	<ul style="list-style-type: none"> <li>· Monthly general water quality in-house measurement</li> <li>· Biannual specific water quality in-house measurement</li> <li>· Annual in-house measurement of non-point pollution reduction facility</li> <li>· Daily measurements of DO, MLSS, and pH (3 times/day)</li> </ul>
Chungju Center	<ul style="list-style-type: none"> <li>· Biannual in-house measurement</li> <li>· Operation of low-NOx boiler burners and periodic combustion ratio adjustment</li> </ul>	<ul style="list-style-type: none"> <li>· Monthly general water quality in-house measurement</li> <li>· Annual specific water quality in-house measurement</li> </ul>
Seocheon Center	<ul style="list-style-type: none"> <li>· Biannual in-house measurement of six boilers</li> <li>· Annual in-house measurement of fumigation facilities (exempt facilities)</li> <li>· Operation of low-NOx boiler burners</li> </ul>	<ul style="list-style-type: none"> <li>· Monthly general water quality in-house measurement</li> <li>· Annual in-house measurement of non-point pollution reduction facility</li> </ul>
Sejong Center	<ul style="list-style-type: none"> <li>· Biannual in-house measurement</li> </ul>	<ul style="list-style-type: none"> <li>· Biannual water tank cleaning and water quality inspection</li> <li>· Biannual water quality inspection of non-point pollution facilities</li> </ul>

### Air and Water Pollutant Management Activities

At Sihwa Center, the expansion of the sedimentation and aeration tanks improved treatment capacity, leading to enhanced wastewater treatment efficiency. As a result, the concentration of pollutants (TOC) in the discharged water decreased from 39.1 ppm to 28.6 ppm, maintaining levels well below 60% of the legal TOC limit.

At Cheongju Center, water pollutant management includes continuous microbial monitoring. To compensate for the low food-to-microorganism (F/M) ratio, the Center increased the operation time of dehydrator equipment to remove excess sludge. This effort helped maintain an appropriate F/M ratio, thereby enhancing microbial activity and reducing TOC concentration in discharged water from 43.4 ppm to 36.9 ppm, ultimately improving the stability of wastewater treatment and the quality of discharged effluent.

# Eco-Friendly Packaging

## Activities and Achievements to Improve the Eco-Friendliness of Packaging Materials

### Target to Reduce Bulk Plastic Tray Packaging

Plastic trays used for bulk products containing large quantities of bread have long been widely utilized across various product categories. These trays are effective in enhancing visual appeal by transparently displaying products and preventing damage by keeping items neatly arranged. However, growing concerns over excessive plastic waste and consumer complaints about the inconvenience of separating materials for recycling have persisted. Internally, we have recognized the need for improvement, and we have established a phased improvement plan by product category. In 2024, we removed plastic trays from four products and completed their conversion to paper carton boxes. In 2025, we plan to prioritize packaging replacements for product lines scheduled for renewal. Our long-term goal is to transition all product packaging to eco-friendly alternatives.

#### Bulk Plastic Tray Packaging Status

#### 2024 Progress



#### Need for Change in Bulk Plastic Tray Packaging Emerges

In order to reduce excessive plastic waste discharge, gradual changes are planned by category.

#### Completed Bulk 4-Type Paper Carton Changes

In 2025, we plan to gradually expand the use of paper cartons, focusing on our renewed brands.

### CASE Project: H – Application of Eco-Friendly Packaging Materials

Project: H aims not only to deliver healthy bread but also to realize ESG values through sustainable packaging. The packaging uses 100% biodegradable sugarcane paper and incorporates minimal ink to maximize eco-friendliness. Additionally, no coating treatment is applied, which enhances recyclability. The package design focuses on intuitive communication and color coding to help consumers better understand the product while minimizing environmental impact. Through these efforts, Project: H seeks to establish itself not just as a bakery brand but as one that promotes a sustainable lifestyle in harmony with nature and fulfills its social responsibilities.



# Samlip

## ESG Performance

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# Talent Development

## Employee Education and Training Programs

### Talent Development Framework

SPC Samlip operates a structured education program based on job level and function, consisting of leadership development, core and professional competency enhancement, job-specific training, and legally mandated and additional education. We also aim to strengthen the capabilities of individuals and organizations through customized programs tailored to each stage of growth, from new recruits to executives.

#### SPC Samlip Talent Development Framework

	Key Talent / Leadership	Common/Specialized	Job	Legal/Other
Executives	Executive Seminar Executive Dispatch Course			
Business Division Head / Director (Center Head)	Prospective Manager (FLDP) Leadership Essential			
Team Leader	Leadership Action New Team Leader Leadership			
G1	Talent Session (Next Generation Leader)	Promotion Course Working Smart Advanced	Sales Leader Marketing Strategy R&D Manager R&D Leadership	Industrial Safety and Health / Sexual Harassment / Personal Information Protection / Improving Awareness of the Disabled / Workplace Bullying / Internal Accounting Management  Executive Reading CLUB SL Knowledge Letter
G2		Promotion Course Working Smart Practice	Marketing Seminar Cost Accounting / Profit and Loss Mind (Basic)	
G3		Job Crafting Working Smart Beginning II Promotion Course Go-Together Vision Sharing MT Working Smart Beginning I Retention New Employee Introduction Mentoring OJT	Sales Basic Marketing Basic	
Service Station Store / Production	On-site Manager Leadership		CS leader Store Operation Manager	

### SPC Samlip Leadership Programs

The Leadership Essentials Program is designed for senior managers (division heads, department directors, and center heads) and focuses on building leadership impact to motivate team members and enhance job engagement. It includes leadership diagnostics and content aimed at fostering an ethical management mindset. The On-Site Manager Leadership Program is designed to strengthen safety awareness through safety leadership training. It also includes modules on problem-solving and communication skills to improve on-site performance as on-site managers. In addition to these programs, a variety of leadership development courses are provided to foster SPC Samlip’s management-level employees.

### Core Competency Enhancement Education

The Working Smart course is a required program for all SPC Samlip employees. It aims to maximize work efficiency and enhance productivity across the organization by leveraging digital transformation (DT) and artificial intelligence (AI) to adopt smarter ways of working. We also operate a retention program for employees in their 1st, 2nd, and 5th years with the company. This includes team-building training designed to help employees discover their strengths and foster a sense of responsibility.

# Talent Development

## Education and Training Program Performance and Plans

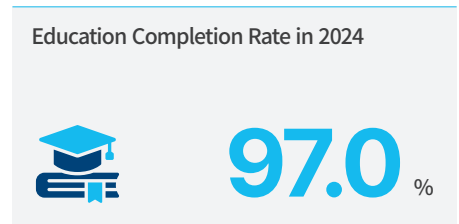
### Employee Education Program Performance and Plans

SPC Samlip has significantly increased the number and cost of online education by activating self-development learning support for the growth employees in 2024. In addition, the education completion rate was able to reach 97.0% due to the recognition of the need for education and strengthening education support.

In 2024, efforts were primarily focused on foundational improvements such as restructuring the leadership development framework, implementing sales-related job training, and fostering a culture of self-development, and these efforts have begun to show tangible results. For 2025, we will focus on practical competency development and the promotion of autonomous learning through initiatives such as AI-driven work innovation, step-by-step enhancement of job-specific expertise, and the introduction of a Learning Point system. In addition, we plan to promote corporate culture innovation by operating the High-Five up program, a respect culture campaign to improve work culture, and various programs for communication, cooperation, and employee engagement.

#### Current Status of Education and Training Programs

Category	Total Training Programs (courses)			Total Education Cost (KRW thousand)		
	2023	2024	Change Rate	2023	2024	Change Rate
In-Person Education (Group)	54	48	▼ -11%	169,171	161,885	▼ -4%
Online Education	355	1,018	▲ 187%	25,421	64,821	▲ 155%
External Education	103	97	▼ -6%	30,077	31,362	▲ 4%
Legally Mandated Education	400	403	▲ 1%	48,776	74,320	▲ 52%
Other Education (Executive Dispatch Training, Online Common Training, Baking Training etc.)	9	10	▲ 11%	86,692	48,912	▼ -44%
<b>Total</b>	<b>921</b>	<b>1,576</b>	<b>▲ 71%</b>	<b>360,137</b>	<b>381,300</b>	<b>▲ 6%</b>



# Supply Chain ESG management

## Supply Chain ESG Policies / Code of Conduct

### Supply Chain ESG Management Policy

SPC Samlip established the SPC Samlip Supply Chain Management Policy as a foundational principle for building a structured supply chain management system. This policy consists of guidelines for creating a sustainable supply chain and a framework for evaluating partners' sustainability management. It applies to all partners and their subcontractors that have entered into agreements to provide products, services, or engage in other business transactions with SPC Samlip.



Supply Chain Management Policy

### Partner Code of Conduct

SPC GFS, which oversees SPC Samlip's procurement operations, has established a Partner Code of Conduct to foster a sustainable supply chain and promote shared growth with partners. This Code requires all partners to strictly comply with relevant regulations throughout their business operations and to uphold the highest standards across key areas including human rights and labor, safety and health, ethics, and the environment.



Partner Code of Conduct

#### | Supply Chain Management Policy Overview |

Category	Description
Purpose and Goals	· Promote sustainable supply chain management; ensure compliance with sustainability standards in areas such as human rights, safety, environment, privacy protection, intellectual property rights, and ethics
Policy Scope	· SPC Samlip Head Office and business site employees, product/service-related partners, and other stakeholders
Management and Operation Entity	· SPC Samlip is responsible for managing and operating the policy and supporting shared growth with partners
Partner Responsibilities	· Compliance with the Partner Code of Conduct; Human Rights Protection; implementation of safety and health measures; practice of ethical management
Supply Chain Management	· Pre-screening, self-assessments, monitoring, on-site audits, and support for corrective actions
Partner Evaluation Framework	· Conduct sustainability assessments (due diligence); support for risk mitigation
Communications	· Ongoing communication with stakeholders and continuous policy improvement

#### | Partner Code of Conduct |

**Purpose**

To build a sustainable supply chain and promote shared growth through co-prosperity

▼

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**Target and Scope of Application**

All partners doing business with SPC GFS

▼

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**Compliance Requirements**

- 1 Human Rights Protection:** Prohibit discrimination; provide a respectful working environment
- 2 Respect for Labor Rights:** Prohibit forced labor; comply with minimum wage laws; ensure freedom of association
- 3 Compliance with Occupational Safety Standards:** Eliminate hazards; provide protective equipment
- 4 Compliance with Health Standards:** Maintain a clean and safe working environment
- 5 Ethical Management:** Maintain integrity; comply with fair trade principles
- 6 Protection of Trade Secrets and Intellectual Property:** Do not disclose information without prior consent
- 7 Environmental Protection:** Manage and reduce pollutants that harm the environment
- 8 Co-Prosperity and Shared Growth:** Practice customer-centric management; foster cooperation based on mutual trust
- 9 Education and Training:** Operate education programs to promote compliance with the Code of Conduct

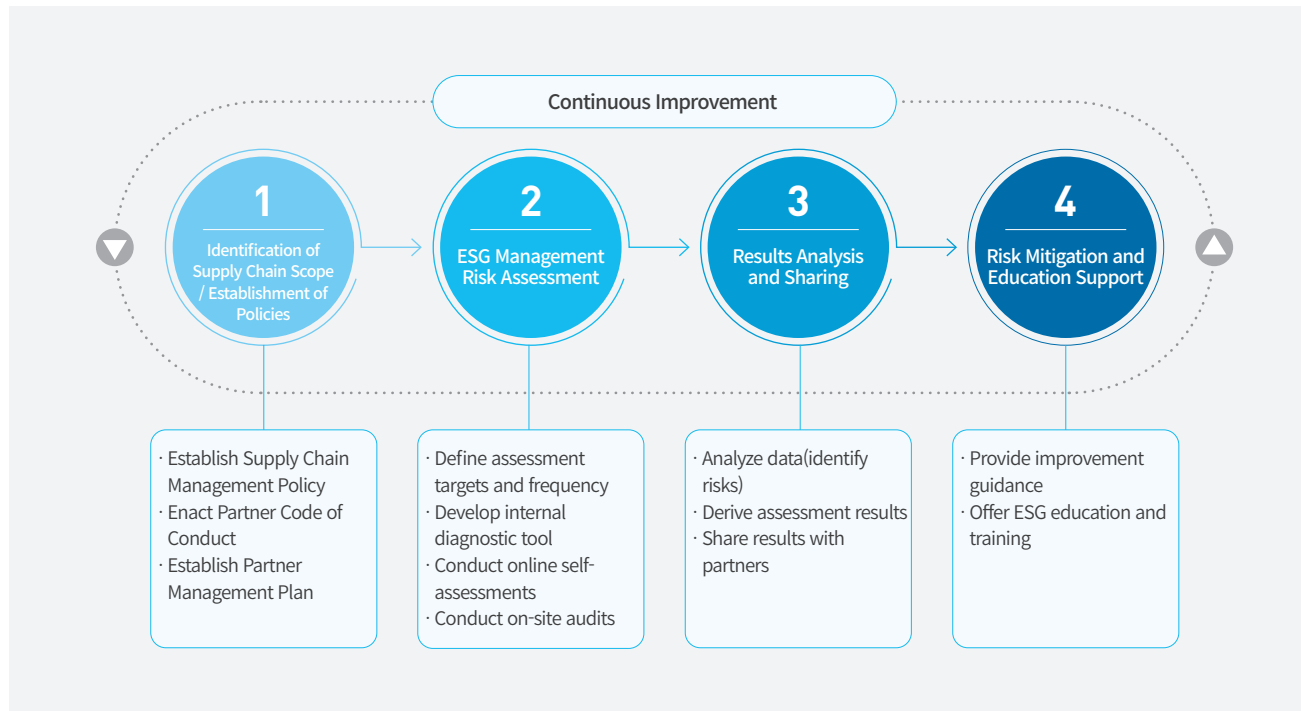
# Supply Chain ESG management

## Supply Chain ESG Risk Management

### Supply Chain ESG Risk Assessment

SPC Samlip enacted the Supply Chain Management Policy to establish a sustainable supply chain. Based on this foundation, we are actively supporting ESG management by conducting diagnostic evaluations on major partners and implementing improvement measures based on the evaluation results. To assess supply chain risks, SPC Samlip defines the target partners and assessment frequency, and conducts online self-assessments using a proprietary diagnostic tool. We supplement the reliability of these assessments through on-site audits and analyze the collected data to identify ESG risks. The results are shared with each partner, and we implement risk mitigation actions by providing improvement guidance and education support. Through this process, we ensure systematic management to operate a sustainable supply chain.

#### | Supply Chain Management Process |



### Partner Support Activities

SPC Samlip is continuously expanding various support activities to achieve mutual growth with its partners, and a result of this win-win cooperation, we have received an “Excellent” grade in the Mutual Growth Index in 2024.

#### Win-Win Loan Program

To support partners’ liquidity, SPC Samlip operates a mutual cooperation fund worth KRW 28 billion. By offering interest rates lower than commercial lending rates, we continuously provide financial assistance to our partners.

#### Performance Sharing Program

SPC Samlip implements a performance sharing program, under which commissioning companies and their partners share the benefits of jointly achieved goals. As of 2024, we generated a total of five cases of shared performance, amounting to approximately KRW 1.9 billion.

#### Logistics Partner Insurance Support

To boost morale and improve operational efficiency of drivers and staff at logistics partners, SPC Samlip partially subsidizes industrial accident insurance premiums. In 2024, a total of 14 partners received support under this initiative.

# Responsible Marketing

## Activities Related to Sustainability Labels

### SPC Samlip Label (Design) Standards

SPC Samlip is committed to providing consumers with trustworthy product information by ensuring that all labeling is accurate and compliant. Raw material information provided by partners is thoroughly reviewed through our Incoming Quality Management System (IQMS), and only those materials that have passed pre-verification for labeling, standards, and specifications are used in our products. We continuously monitor approximately 150 laws and regulations—both directly and indirectly related to labeling—such as the Act on Labeling and Advertising of Foods and the Country of Origin Labeling Act. This ensures we provide consumers with accurate and reliable information.

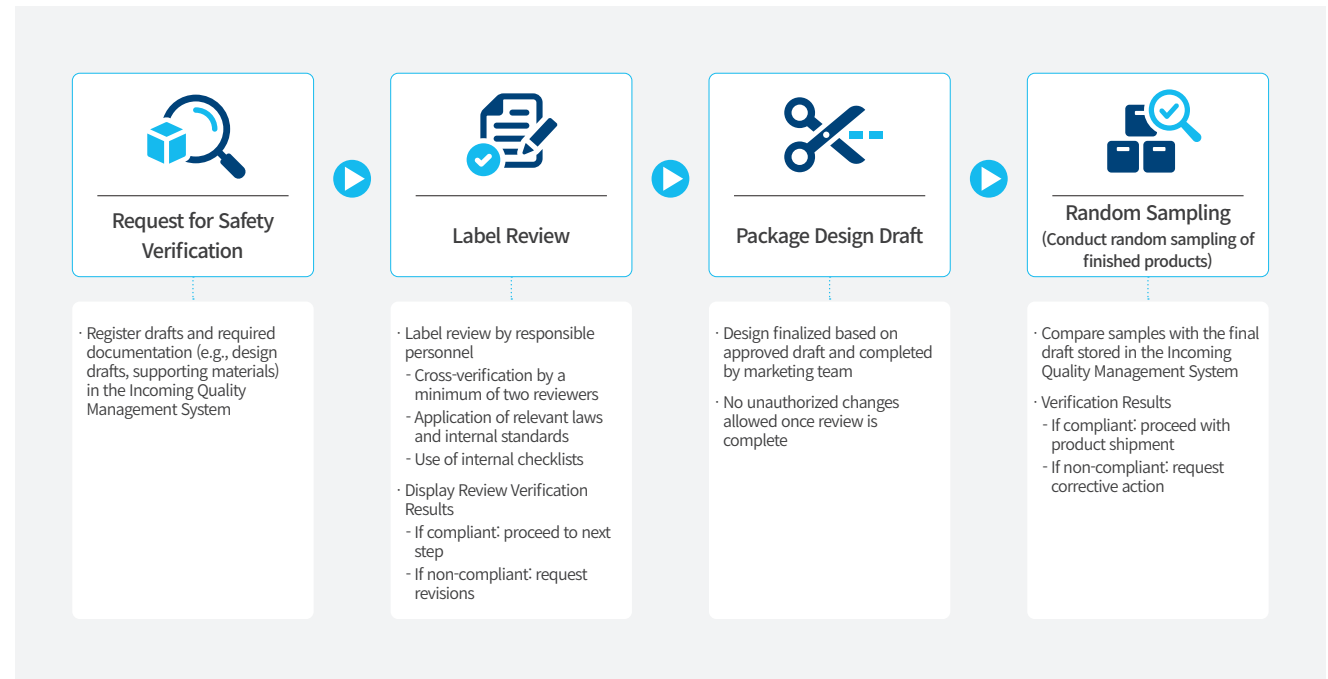
### SPC Samlip’s Future Plans for Sustainability Labeling

In 2025, SPC Samlip plans to explore the introduction of an AI-powered labeling automation system, which is expected to enhance both the speed and accuracy of label creation and review processes. We will continue to prioritize delivering accurate information to consumers by advancing our technical systems and strengthening systematic management for reliable communication.

### Label Review Process

SPC Samlip conducts real-time monitoring for irregularities using the Incoming Quality Management System during the development of all product packaging designs. To ensure compliance with food labeling laws, we apply regulatory guidelines during review to improve accuracy and efficiency. We have also reinforced internal standards for improper labeling, advertising claims, and nutrition information to ensure that consumers receive accurate product details. If any non-compliant elements are identified during the labeling review process, the responsible party is requested to make corrections. Final verification is completed through cross-checking by at least two individuals. Before product launch, we conduct random sampling to compare actual production samples with the finalized label in the system to ensure consistency. This thorough process helps us provide consumers with accurate and trustworthy product information.

#### | Label Review Process |




# Human Rights Protection

## Implementation of Human Rights Management

### Establishment of Human Rights Management System

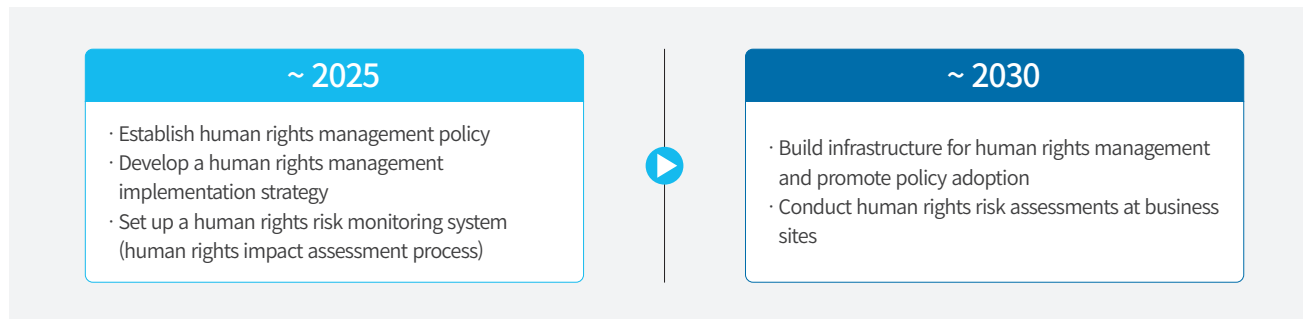
SPC Samlip is committed to protecting the dignity, rights, and well-being of all stakeholders—including employees, partners, customers, and local communities—throughout all stages of our business operations. In order to implement human rights, we comply with the human rights and labor standards of international organizations such as the UN (United Nations) and ILO (International Labour Organization), and we have established a company-wide ‘Human Rights Management Policy’ as a standard for proper behavior and value judgement that executives and employees must adhere to.

 [Download Human Rights Management Policy](#)

### Establishment of Human Rights Impact Assessment Process

SPC Samlip has designated 2025 as the inaugural year of its human rights management initiative and is developing a human rights impact assessment process to systematically analyze how business activities affect internal and external stakeholders, including employees, partners, local communities, and customers. Through human rights risk analysis, we plan to identify actual and potential human rights impacts and assess their severity and likelihood. Based on the findings, we will establish improvement and mitigation measures to prevent human rights violations and to ensure responsible management practices.

#### | Mid- to Long-Term Human Rights Management Goals and Action Plan |



### Operation of Human Rights Grievance Channel

To promptly address and prevent recurrence of human rights violations, SPC Samlip operates a human rights grievance channel. Multiple reporting channels are available to improve accessibility, including the internal intranet, the grievance center on our official website, and direct contact via phone. Reports may be submitted anonymously or with the reporter’s identity disclosed.

In addition, SPC Samlip has established detailed human rights management guidelines that include key principles such as respect for human rights, prohibition of discrimination, freedom of association, prohibition of forced and child labor, assurance of occupational safety, protection of the rights of partners and customers, and the right to a healthy environment. Based on these guidelines, we receive and manage human rights-related grievances. When a grievance is received, we prioritize protection of the affected individual and process the issue promptly and fairly in accordance with established procedures. In 2024, a total of nine human rights grievances were received and handled according to the relevant protocols.

# Workplace Environment & Culture

## Work-Life Balance

### Operation of Flexible Work Environment

SPC Samlip respects the diverse lifestyles and work styles of its employees and has implemented flexible work arrangements to foster an autonomous and efficient working environment.

### Staggered Work Hours System

To offer flexibility beyond the standard work hours of 9:00 a.m. to 6:00 p.m., SPC Samlip operates a staggered work hours system that allows employees to choose their start time based on their personal schedules and job requirements.

1 8:00 a.m. to 5:00 p.m.

2 9:00 a.m. to 6:00 p.m. (standard hours)

3 10:00 a.m. to 7:00 p.m.

### Refresh Leave

To help employees recharge and improve work efficiency, SPC Samlip operates a Refresh Leave system. Separate from annual leave, this program provides four additional paid leave days, encouraging employees to take at least four consecutive days off for rest and rejuvenation.

### Family-Friendly Programs

SPC Samlip operates a range of programs to support employees in maintaining stable careers during pregnancy, childbirth, and childrearing. We actively promote maternity protection initiatives and show particular care for employees who experience miscarriage or stillbirth, as well as those raising children. The Welcome Mom Program is a signature initiative that celebrates and supports employees expecting a child. It hosts congratulatory gatherings for pregnant female employees and male employees whose spouses are expecting, offering parenting-related gifts to help them prepare to welcome their new family members—fostering a culture of support and encouragement. Through these programs, SPC Samlip goes beyond simple employee benefits by contributing to employees’ mental and physical well-being, enhancing organizational engagement, and promoting a family-friendly corporate culture. We plan to continue expanding various family-friendly initiatives to build a sustainable workplace.

#### Programs Related to Pregnancy, Childbirth, and Childcare

Category	Eligibility	Description
 Pregnancy	<b>Infertility Treatment Leave</b>	· Employees undergoing infertility treatments (e.g., artificial insemination, IVF) · 6 days per year (2 paid days)
	<b>Reduced Working Hours During Pregnancy</b>	· Female employees within 12 weeks or after 32 weeks of pregnancy · 2-hour reduction per workday
	<b>Miscarriage or Stillbirth Leave</b>	· Female employees who experience miscarriage or stillbirth · Up to 10 days for pregnancies under 15 weeks · Up to 30 days for pregnancies between 16 and 21 weeks · Up to 60 days for pregnancies between 22 and 27 weeks · Up to 90 days for pregnancies over 28 weeks
 Childbirth	<b>Maternity Leave</b>	· Pregnant female employees · 90 days (at least 45 days must be taken post-birth) · 100 days for premature birth · 120 days for multiple births (at least 60 days post-birth)
	<b>Paternity Leave</b>	· Spouses of employees who have given birth · 20 days of paid leave (may be used in up to 3 separate periods)
 Childcare Support	<b>Parental Leave</b>	· Male or female employees with children under 8 years of age (up to 2nd grade in elementary school) and with at least 6 months of service · Up to 1 year and 6 months of childcare leave (if both parents take at least 3 months of leave or if the employee is a single parent or has a child with a severe disability, an additional 6 months is granted) · Leave can be taken in up to 3 separate periods

# Workplace Environment & Culture

## Family-Friendly Program Operations

### Family-Friendly Organizational Culture Initiatives

SPC Samlip operates a variety of family-friendly programs to help employees enjoy quality time with their families and recharge. These initiatives promote emotional well-being and instill pride in the organization while supporting a healthy work-life balance.

#### | 2024 Family-Friendly Program Highlights |

Program	Operating Period	Description
Family Day	Every third Thursday of the Month	Start at 11 am or leave at 4pm, reduced working hours by 2 hours
Family Love Challenge	May 2024	In celebration of Family Month, employees shared photos and stories for Children's Day, Parents' Day, and Couples' Day, with gifts awarded to participants
Welcome Mom Program	September 2024	A celebratory party for expecting parents and the distribution of maternity kits to wish for a healthy delivery



Welcome Mom Program



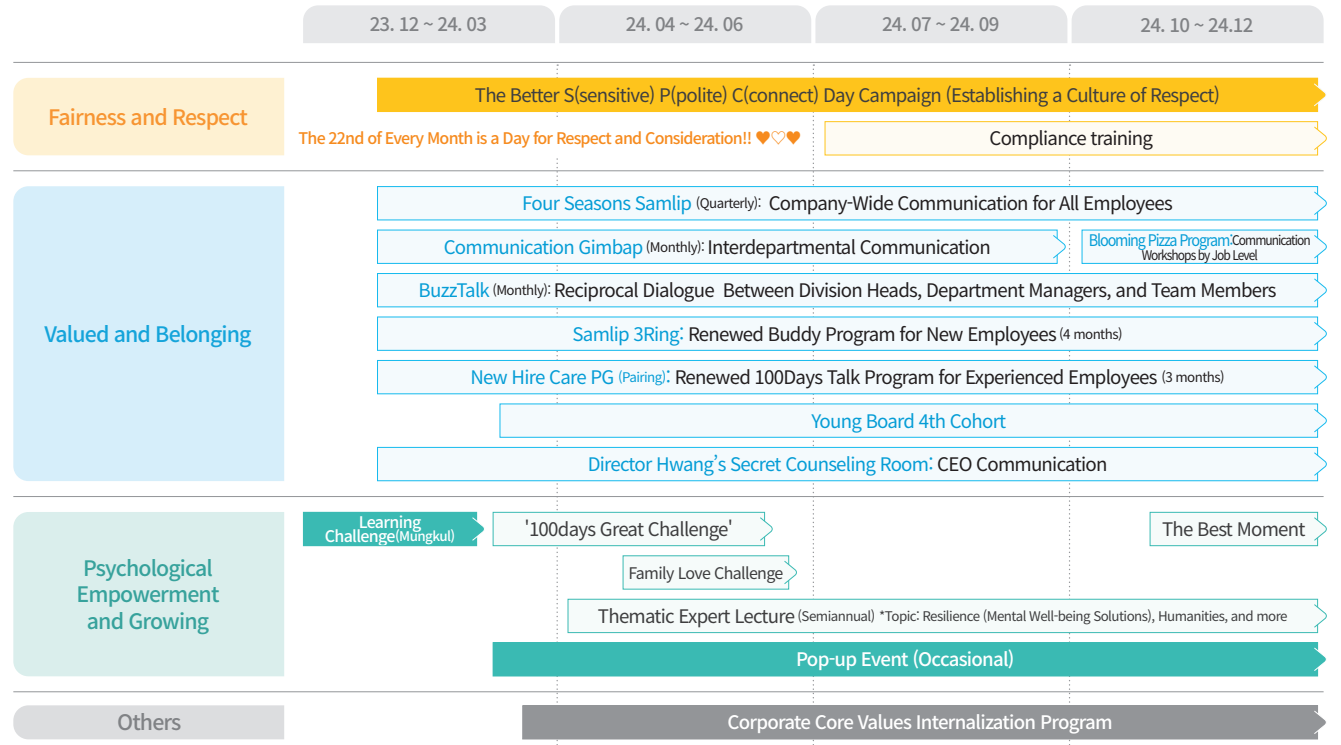
Family Day

## Welcome Mom Program

### Corporate Culture Framework

In 2024, SPC Samlip launched company-wide campaigns and communication programs to foster fairness, respect, a sense of belonging, and psychological empowerment. These include internal communication initiatives such as Four Seasons Samlip, Communication Gimbap, and BuzzTalk, as well as support programs for new hires, CEO counseling sessions, and the Young Board to enhance engagement and connection across the organization. We also operate participatory programs designed to promote psychological growth and motivation, such as the 100 Days Great Challenge, guest speaker lectures, and surprise pop-up events.

#### | 2024 Corporate Culture Program Highlights |



Others

# Workplace Environment & Culture

## Work Culture Improvement Initiatives

### Fostering a Culture of Respect

SPC Samlip is promoting a culture of mutual respect within the organization through the “Samlip Is With You” Respect Culture Campaign. As part of this effort, the 22nd of each month is designated as “Samlip Respect Day,” during which themed card news is shared company-wide to encourage employees to take action and embody a culture of respect and consideration in the workplace.



Samlip Is With You Campaign

### Employee Motivation

In 2024, SPC Samlip launched the 100Days Great Challenge to support employees’ health management and personal development. The program was designed to promote healthy habits such as walking, hiking, working out, riding bicycles, etc. Over the course of 100 days, employees tracked their progress

via a mobile app across 10 major challenge areas, encouraging small but meaningful lifestyle changes and improved well-being. We also offer personalized training programs tailored to different stages of employee growth. We provide the “HIGH 5DAY” program for employees in their 5th year and the “Job Crafting” course for employees in their 8th year to strengthen self-directed capability development and long-term service motivation. These programs aim to strengthen self-directed development and long-term commitment, boosting employee engagement and fostering a culture of continuous growth.



100days Great Challenge



HIGH 5DAY

### Lectures to Promote Psychological Empowerment and Growth

SPC Samlip regularly hosts seminars and lectures by external experts to enhance employees’ marketing insights and promote personal growth. In one session, CUPBOP founder Jung-Hoon Song shared his practical experience in the food business, with 207 employees attending. In another, Professor Dae-Hyun Yoon of

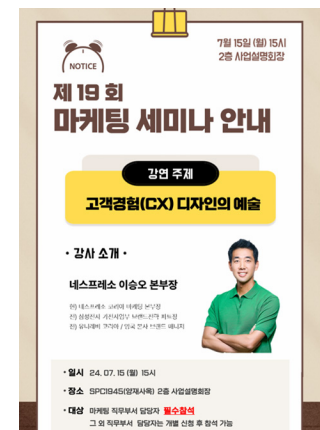
Seoul National University Hospital delivered a lecture on mental health, drawing an audience of 143 employees. These programs contribute not only to the development of practical skills but also to employees’ personal well-being. Additionally, the Marketing Experts and Marketing Seminar series focus on current trends and strategic thinking, continuously encouraging employees’ expertise and creative mindset.



External Expert Seminars



Regular Marketing Seminars



# Workplace Environment & Culture

## Work Culture Improvement Initiatives

### Multifaceted Communication Programs

SPC Samlip operates multifaceted communication programs encompassing a wide range of organizational levels and channels to promote active communication within the company. A total of 1,213 employees participated in initiatives such as “Communication Gimbap” for interdepartmental communication, “Blooming Pizza” to strengthen communication within teams, “BuzzTalk” for reciprocal dialogue between executives and employees, “Four Seasons Samlip” for all employees, and “Culture Talk & Director Hwang’s Secret Counseling Room” for direct interaction with the CEO. These programs are tailored to meet diverse communication needs, fostering a culture of horizontal communication throughout the organization. They serve as key channels for listening to employees’ voices and co-creating an inclusive corporate culture.



Communication Gimbap



Bloomin' Pizza



Culture Talk

### Operation of the Labor-Management Council

SPC Samlip operates a Labor-Management Council to improve employee welfare and enhance the working environment based on mutual trust and cooperation between labor and management. The Council is composed of three employee representatives and three management representatives. Meetings are held quarterly to discuss topics such as business performance, organizational culture and environmental improvements, and matters related to employee benefits. Through the Labor-Management Council, SPC Samlip actively listens to employee concerns and suggestions and is committed to fostering a sustainable and supportive work environment.

#### SPC Samlip Labor-Management Council Overview

Quarter	Meeting Period	Key Discussion Topics
Q1	March	· Business performance
Q2	June	· Organizational culture and workplace environment improvements
Q3	September	· Employee welfare (collection of employee feedback)
Q4	December	· Labor-management consultation agenda

# Workplace Environment & Culture

## Employee Evaluation and Compensation

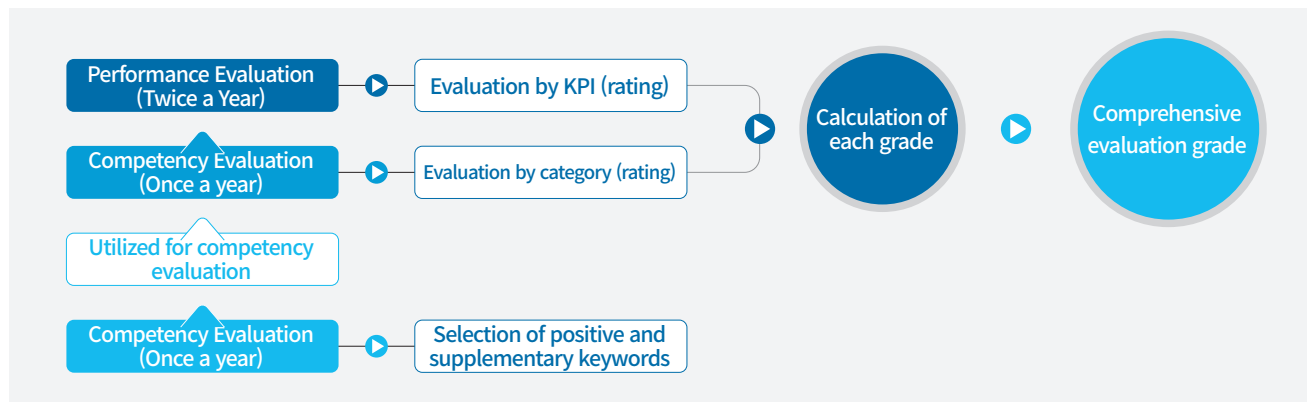
### Employee Performance Evaluation Process

SPC Samlip operates a structured evaluation process to promote a performance-based culture and to support employee development aligned with the company’s strategic goals. This includes performance evaluations conducted twice per half-year and an annual competency evaluation by job function and position. Beginning in 2024, the company introduced a Peer Review system to incorporate diverse perspectives in identifying employee strengths and areas for improvement, thereby supporting talent development and enhancing organizational performance.

### Performance Evaluation

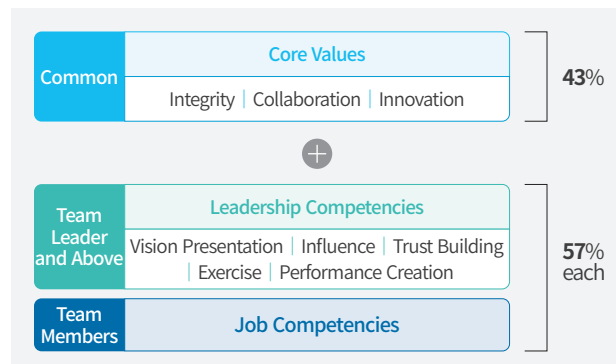
Performance evaluations are based on KPIs aligned with individual job responsibilities and overall organizational strategy, and the incentive payments are determined based on the achievement and results of these KPIs. Evaluations are conducted twice a year (mid-year and year-end).

#### Performance Evaluation System Process



### Competency Evaluation

For team leaders and above, the evaluation focuses on the company’s core values and leadership competencies. For team members, the evaluation emphasizes core values and job-specific competencies.



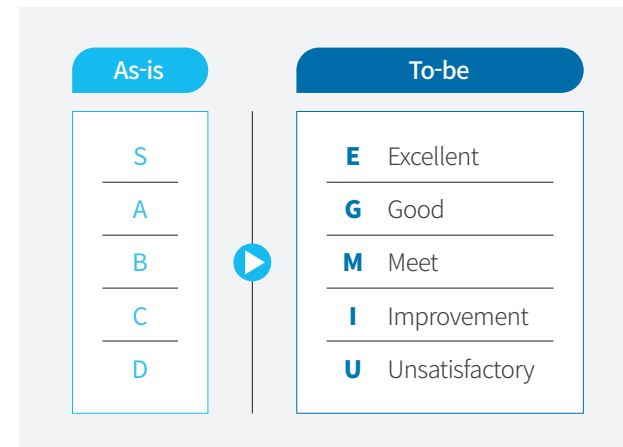
### Peer Review

The Peer Review system was introduced to move beyond traditional top-down evaluations by incorporating perspectives from teammates and colleagues. This enhances fairness and acceptance while promoting self-awareness and growth. Each reviewee directly selects their peer reviewers, and the peer reviewers evaluate the reviewee by choosing three positive aspects and three areas for improvement, all in the form of keywords.

### Restructuring of Evaluation Ratings

Beginning in 2024, SPC Samlip revised its performance grade labels from the previous alphabetical system (S/A/B/C/D) to a meaning-based framework—Excellent, Good, Meet, Improvement, Unsatisfactory—focused on personal development and growth.

#### Updated Rating Scale



# Customer Engagement

## Consumer Rights Protection Policy

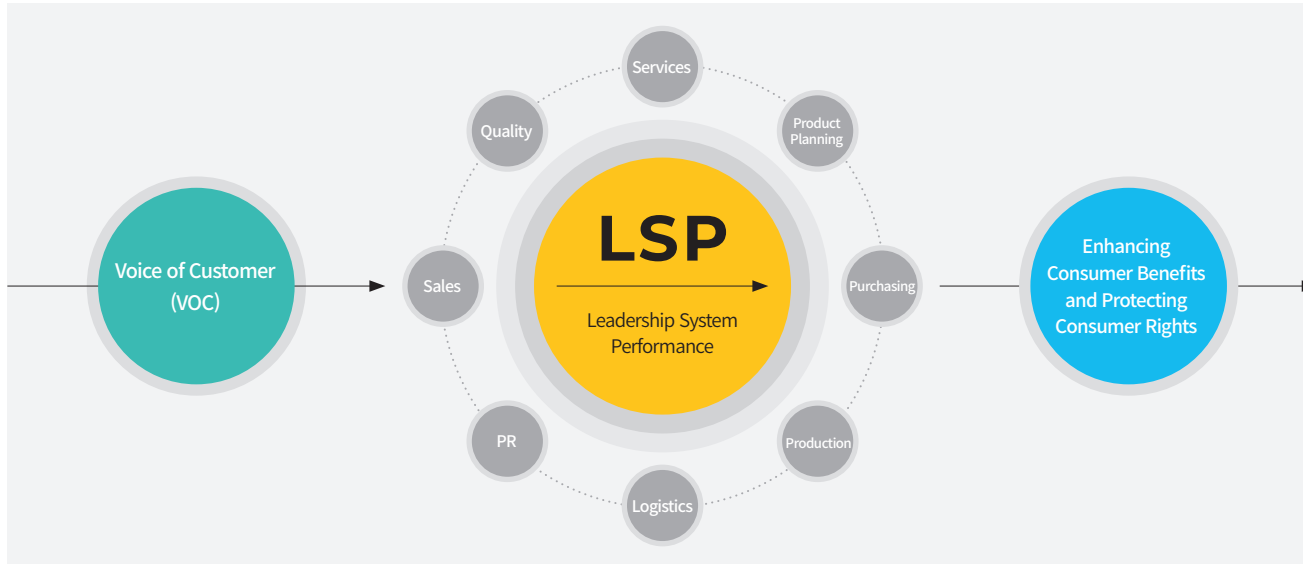
### Management Policy for Consumer Rights Protection

At SPC Samlip, we uphold the core values of quality and customer satisfaction rooted in the Sangmidang philosophy—“You can make millions of loaves, but the customer will judge you on one loaf.” We also practice consumer-centered management (CCM) and operate all management activities from the consumer’s perspective. We respond quickly to customer complaints, improve problems through accurate cause analysis, and strive for preventive measures by recording, managing, and educating on similar cases. Through these systematic efforts, we are gaining customer trust and taking the lead in promoting consumer rights.

 [Consumer Rights Protection Policy](#)

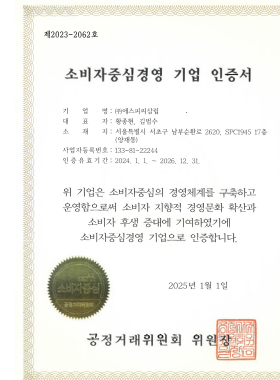
### Consumer-Centric Management System

To enhance consumer benefits and protect consumer rights, SPC Samlip has adopted a consumer-oriented perspective in all areas of business, including services, product planning, purchasing, production, logistics, public relations, sales, and quality. We have established a consumer-centric management system that supports decision-making, business operations, and performance outcomes. We continuously gather and reflect customer feedback through Voice of Customer (VOC) channels and incorporate it into our business operations.

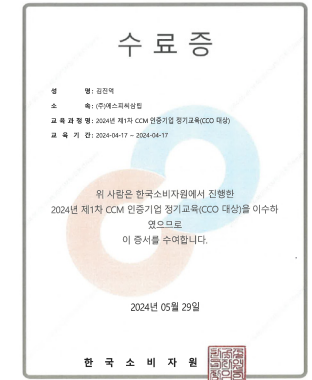


### Consumer-Centered Management (CCM) Certification

SPC Samlip has established and operates a consumer-oriented management system and has acquired the Consumer-Centered Management (CCM) certification. Since first receiving the certification in 2018, we have renewed it annually. We also complete the regular CCM education program provided by the Korea Consumer Agency for Chief Consumer Officers (CCOs), and require all employees to sign a CCM Practice Pledge to foster a company-wide culture of consumer-centered management.



Certificate of CCM-Certified Enterprise



Certificate of Completion for CCM Education

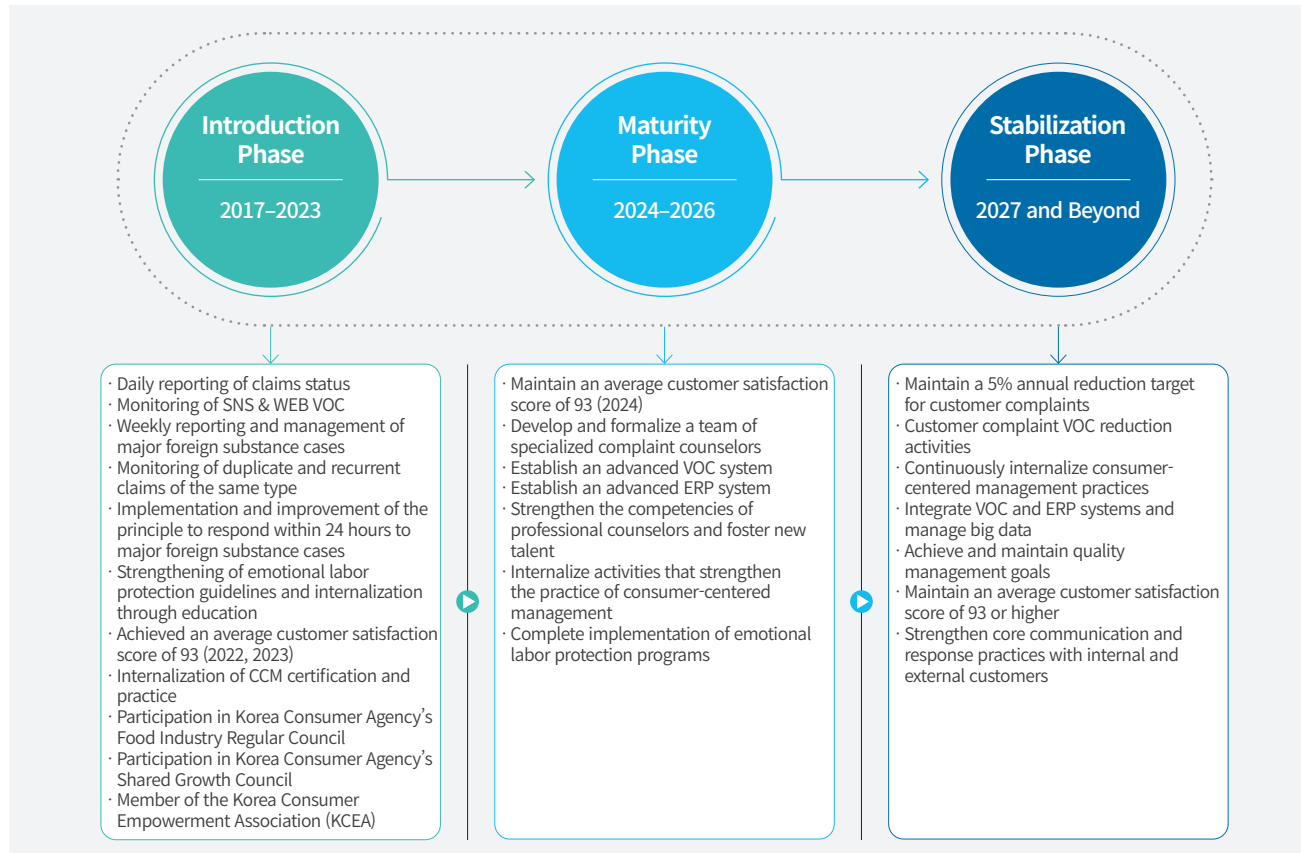
# Customer Engagement

## Consumer Rights Protection Strategy

### Mid- to Long-Term Goals for Consumer-Centered Management

SPC Samlip has established mid- to long-term goals to implement consumer-centered management. We have developed a three-phase roadmap with specific implementation goals and tasks, and we are enhancing customer convenience and satisfaction by carrying out these tasks in line with our mid- to long-term plan.

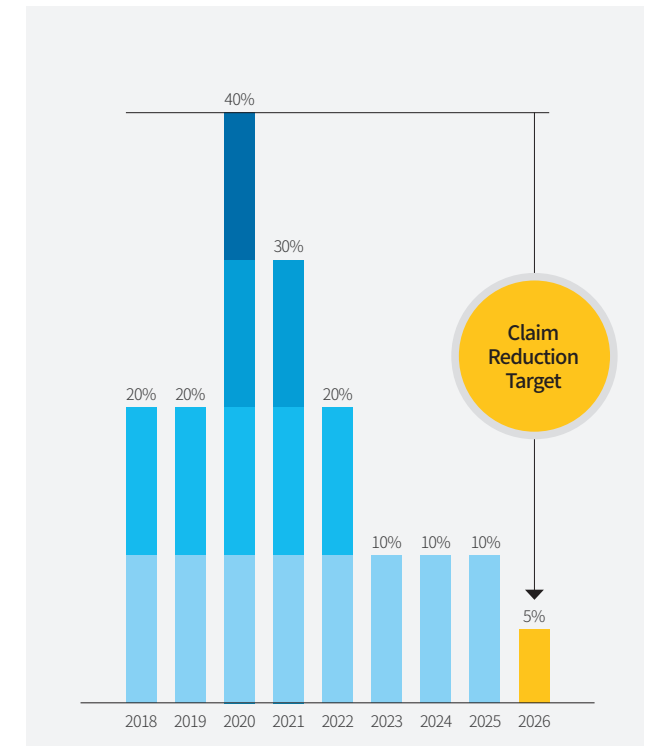
#### | Mid- to Long-Term Roadmap for Consumer-Centered Management |



### Annual Claim Improvement Management

In line with our implementation of consumer-centered management, SPC Samlip recognizes the importance of customer satisfaction with our products and services. We have set annual targets for claim improvement management and are making ongoing efforts to achieve these targets through consistent monitoring and performance management.

#### | Annual Claim Improvement Management Goals |



# Customer Engagement

## Risk Management for Consumer Rights Infringement

### VOC Prevention and CCM Operational Committees

To implement consumer-centered management, SPC Samlip operates VOC Prevention and Consumer-Centered Management (CCM) operational committees composed of departments related to business areas where risks of consumer rights infringement may arise. Each month, the CCM Secretariat hosts the CCM Operations Meeting to review improvements in customer complaints and risk responses, as well as the Q25 Operations Meeting to manage the monthly performance of Q25 execution tasks. Both regular meetings are attended by the CEO and the Chief Customer Officer (CCO), who serve as key decision-makers for consumer-centered management.

#### Regular VOC Prevention and CCM Operational Committee Meetings

Meeting Title	Meeting topic	Frequency
CCM Operations Meeting	· Review of customer complaint improvements and risk response items	Monthly
Q25 Operations Meeting	· Monthly performance management by Q25 execution task	Monthly
Food Safety Innovation Meeting	· Review of each factory by monthly food safety theme	Monthly
Pest Control Meeting	· Review of monitoring results and areas requiring improvement	Monthly
Regular HACCP Meeting	· Review of verification results and collection/improvement of HACCP suggestions	Semiannually
Client Quality Meeting	· Quality improvement meetings for claim cases · Meetings for revised audit guidelines · Coordination of other product quality matters	Ad-hoc operations on a rolling basis
TOP Meeting	· Improvement of TOP performance through advisory on improvement activities	Semi-monthly
Weekly Meeting	· Sharing of weekly performance and issues by department	Weekly
General Plant Directors Meeting	· Sharing of issues and performance by plant	Monthly
External Audit Start/End Meeting	· Sharing of factory audit details	Ad-hoc operations on a rolling basis

### Ad-hoc operations on a rolling basis

In 2023, each production center and relevant department continuously improved upon the various types of product-related inconvenience VOCs received. As a result, inconvenience VOCs in 2024 were reduced by 78.5% (6,718 cases) compared to the previous year.

Claim Type	2023	2024	Reduction Rate
Off-Flavor	135	69	48.9%
Taste	281	47	83.3%
Unusual color	29	4	86.2%
Quality	1,297	312	75.9%
Spoilage	3,003	313	89.6%
Appearance	761	164	78.4%
Quantity	939	210	77.6%
Packaging Defect	1,323	592	55.3%
Labeling	264	41	84.5%
Other Product Issues	521	83	84.1%
<b>Total</b>	<b>8,553</b>	<b>1,835</b>	<b>78.5%</b>

# Customer Engagement

## Consumer Satisfaction Enhancement Programs

### Launch of Customer-Centric Innovative Products

Reflecting the “Healthy Pleasure” trend and customers’ increasing interest in healthy diets, SPC Samlip launched its new healthy bakery brand, “Project:H” in May 2024. The brand was designed to meet customer expectations for both taste and health, focusing on a product line that is high in protein and low in sugar. SPC Samlip aims to deliver enjoyable food experiences by reflecting customers’ emotional desire to eat healthily while enjoying delicious flavors.

To celebrate the 50th anniversary of Samlip Hotteok, SPC Samlip carried out a marketing collaboration with the popular tvN variety show “Seojin’s Kitchen 2” as part of efforts to strengthen brand recognition. Within the program, Samlip Hotteok was introduced as the signature dessert of the restaurant in Iceland, featuring a harmonious pairing of sweet honey-filled hotteok and vanilla ice cream that successfully showcased the appeal of K-desserts to local customers. Inspired by the recipe that gained popularity after the broadcast, three new product variations were launched and received an enthusiastic response, reinforcing the brand’s freshness and resonating with customers.



Project:H



Samlip Hotteok x Seojin’s Kitchen Collaboration

### R reinterpretation of a Heritage Brand: Customer-Participatory Campaign for the 60th Anniversary of the Classic Cream Bread

To mark the 60th anniversary of its classic cream bread, SPC Samlip ran a customer-participatory campaign based on the brand equity that resonates across generations. This campaign, aimed at strengthening emotional bonds with customers and solidifying its position as the leading cream bread brand, was structured around a three-step strategy consisting of: △the launch of a limited-edition “Cream Daebbang,” △operation of experiential pop-up stores, and △the introduction of new product.

In particular, nine cream flavors developed using the expertise of professional chefs and AI technology were unveiled for the first time at a pop-up store, where visiting customers could taste each flavor and vote for their favorite. The most selected flavor was later commercialized as a new product, enabling the brand to implement an open innovation model in which consumers participate in the entire product development process. This approach goes beyond a simple product launch, serving as a notable example of sustainable value creation by building the brand together with customers.



60th Anniversary Classic Cream Bread

# Customer Engagement

## Handling of Customer Feedback and Complaints

### Enhancement of Integrated VOC System

To strengthen our consumer-centered management, SPC Samlip has fully overhauled its outdated Voice of Customer (VOC) system. The upgrades have reduced error rates and improved processing speed. By integrating the system with the consultation application and adding convenience features, we have enhanced work efficiency. Additionally, new services—such as Speech-to-Text (STT) summary functions, knowledge-based information search, and draft exclusions—have contributed to more efficient data management and faster processing times.

#### Improvement Effects

##### 1 Reduced system error frequency and improved processing speed

- Reduced system failure during rainy weather
- Operated stable system even under high traffic load
- Enhanced operational stability and task processing speed

##### 2 Improved work efficiency through VOC-consultation app integration

- Faster retrieval of previously submitted VOCs through inter-system data linkage
- Improved claim photo management through enhanced image transmission convenience
- Improved readability with alert functions for critical foreign substance cases and unresolved cases

##### 3 New Features

- STT/summary function → Easier management of consultation records and reduced callback processing time
- Mobile VOC → Enables external submission and review of VOCs
- Counseling Guide → Knowledge Search Management Tool

### VOC Operation Performance

SPC Samlip continues to identify improvement tasks based on valuable customer VOC and systematically address them to resolve root causes. Outstanding improvement cases are shared and disseminated across all business sites. On-site inspections verify implementation, and completion statuses are managed through performance indicators, enabling the realization of consumer-centered management.

#### VOC Operation Performance |

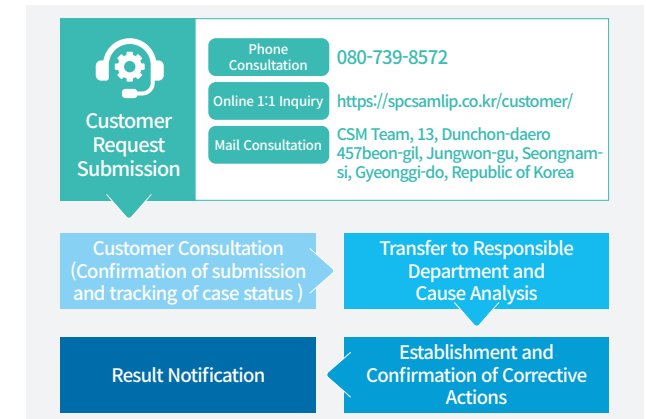
Unit: cases

	Inquiries	Complaints	Compliments & Suggestions
2022	12,484	2,348	196
2023	11,598	2,344	251
2024	12,101	2,035	254

### Operation of Voice of Customer (VOC)

SPC Samlip receives customer feedback through various channels, including phone, mail, and online platforms. All submissions are recorded in the integrated VOC system and forwarded to the relevant department and personnel. In cases where an issue arises, we ensure swift resolution in accordance with the “Criteria for Settlement of Consumer Dispute” announced by the Korea Fair Trade Commission.

#### Customer Support Process |



### Compliance with the Criteria for Settlement of Consumer Dispute

SPC Samlip adheres to the “Criteria for Settlement of Consumer Dispute” announced by the Korea Fair Trade Commission. We provide appropriate remedies—such as product exchanges or refunds of the purchase price—for legitimate consumer damages arising from issues such as insufficient content or volume, spoilage or deterioration, expired shelf life, foreign substance contamination, side effects, or packaging damage.

# Workplace Health & Safety

Following the incident that occurred at the Sihwa plant in May 2025, SPC Samlip immediately suspended plant operations and dismantled the equipment involved. Psychological support programs were provided for on-site workers, and safety inspections were carried out in collaboration with the labor union and external expert organizations. The company has since implemented preventive measures such as improving work arrangements and expanding automated facilities. Additionally, SPC Samlip launched an independent body, the Compliance Committee, to strengthen its structural response system.

## Safety and Health Policy

### Safety and Health Management Policy

In accordance with its internal safety and health principles, SPC Samlip operates an occupational safety and health policy in which all employees and partner workers participate. Under this policy, all members share both the rights and responsibilities related to safety and health, and cooperate to create a safe working environment. We also comply with applicable laws and regulations and strive continuously to build a healthier and safer workplace by identifying and addressing potential risks in advance through our safety and health management system.



### Safety and Health Management Policy

## Safety and Health Risk Management

### Regular Risk Assessments

SPC Samlip conducts regular risk assessments to prevent serious accidents and identify potential hazards. In accordance with the Occupational Safety and Health Act and the Serious Accidents Punishment Act, these assessments are conducted at least once annually and are continuously monitored through semiannual inspections. In 2024, a total of 461 items requiring improvement were identified, and we completed corrective actions for 451 of them (98%).

### Collection of Employee Feedback

To enhance company-wide communication, SPC Samlip regularly gathers feedback from employees. In 2024, we collected a total of 441 suggestions across 53 business sites, and completed improvement measures for 426 of them (96%).

## Safety and Health Programs

### 3W Principle for Health Management

Based on risk assessments and accident analyses conducted over the past three years, SPC Samlip has identified unsafe behaviors that could lead to serious accidents and is focused on creating a safe working environment to ensure fundamental prevention. To this end, we have established the “3W Principle for Health Management,” which defines the respective responsibilities of the Worker, the Work Manager, and the Workplace. Workers are responsible for managing their own health, work managers are responsible for assigning tasks suitable to employees’ health conditions, and the workplace is responsible for actively operating systems and programs that promote employee health—together working toward a healthier and safer workplace.

# Workplace Health & Safety

## Safety and Health Programs

### Safety 365

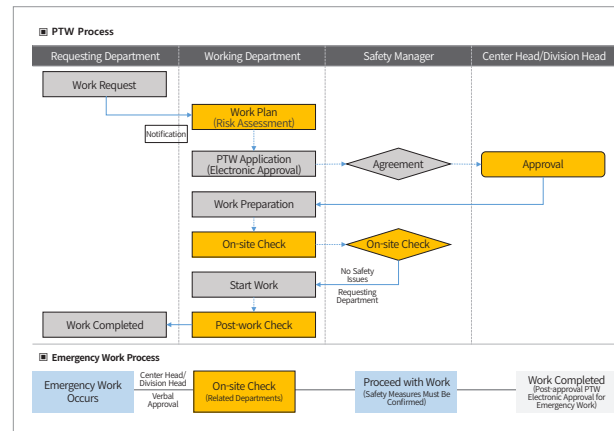
SPC Samlip operates the “Safety 365” program, which standardizes fundamental safety tasks. By standardizing the PDCA (Plan-Do-Check-Act) cycle for safety and health activities—including occupational safety and health education, medical checkups, and inspections of hazardous machinery—we have structured the roles so that on-site supervisors carry out safety tasks, safety and health managers handle monitoring and feedback, and the safety and health management officers makes the final decisions. We have systematized the process to ensure daily, weekly, monthly, and quarterly tasks are standardized by role, with safety managers overseeing implementation and the safety and health management officer providing final approvals.

### Standardization of Occupational Safety and Health Education (TBM)

Recognizing that safety education is the most fundamental method for preventing accidents, SPC Samlip has standardized its pre-work safety briefings, known as Tool Box Meetings (TBM). We have standardized key elements such as safety instructors, training topics, training hours, number of participants, and delivery methods. Additionally, a structured reporting line has been established to ensure TBMs are conducted daily, compiled monthly, and reviewed and approved by the safety and health management officer.

### Permit System for High-Risk Work

SPC Samlip operates a permit system for high-risk work to ensure that activities such as working with fire, working at heights, and entering confined spaces are not conducted without prior approval from the safety and health management officer. Before any such work begins, the responsible department and the safety team (safety manager) perform a cross-check to verify that all necessary safety measures are in place.



### Safety Day Event

To promote a company-wide safety culture, SPC Samlip designates the fourth day of every month as “Safety Day” and conducts related events. Led by the safety and health management officer, all employees receive safety education on this day. In conjunction with safety and health roundtables, site inspections based on labor-management cooperation are also carried out. These efforts allow us to proactively identify and mitigate potential workplace hazards while continuously enhancing our employees’ safety awareness.

### Health Promotion Activities

SPC Samlip carries out a variety of employee-participatory health programs. We offer an Employee Assistance Program (EAP) to support psychological counseling for managing work-related stress and mental health, yoga programs to prevent musculoskeletal disorders among office workers, and health challenge programs such as no-smoking and obesity management aimed at reducing risk factors for cardiovascular and cerebrovascular diseases. In addition, to foster a health-friendly work environment, we have established site-specific infrastructure, such as fitness centers, health management rooms, and devices like InBody analyzers and blood pressure monitors.



# Community Engagement

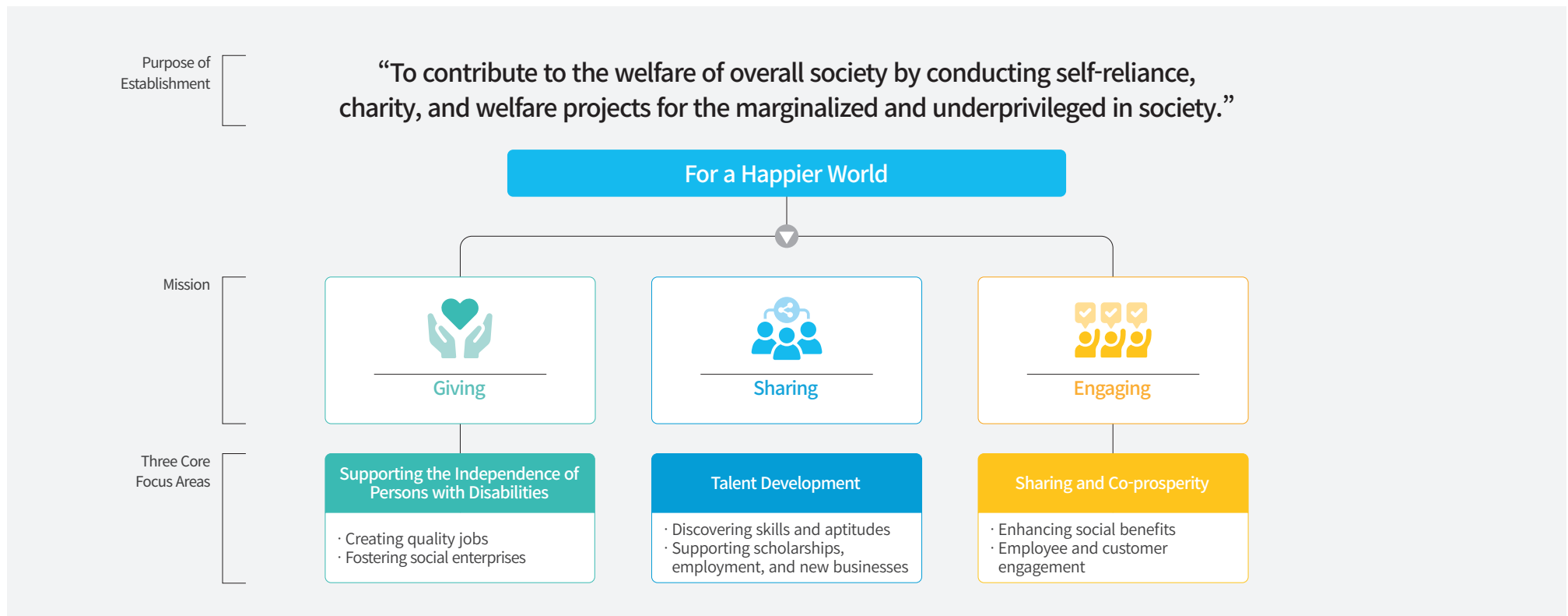
## Social Contribution Activities for Community Engagement

### Social Contribution Policy

SPC Samlip actively engages in various sharing initiatives for underprivileged neighbors and local communities through the SPC Group’s social contribution foundation, SPC Happy Foundation. Guided by the vision of “Giving, Sharing, Engaging for a Happier World,” SPC Happy Foundation consistently promotes social contribution activities aimed at improving social welfare and supporting vulnerable groups.

The foundation operates tailored support programs across diverse areas, including support for persons with disabilities, children and youth, talent development, community engagement, and disaster relief. Through the foundation’s initiatives, SPC Samlip fulfills its social responsibilities and continues its efforts to achieve shared growth with local communities.

[SPC Happy Foundation Activities](#)



# Community Engagement

## Community Engagement Initiatives and Achievements

### Launch of Bakery Products Using Pyeongtaek Rice

SPC Samlip signed a business agreement with Pyeongtaek City for the development and sale of products using Pyeongtaek rice to promote local rice consumption. Through this partnership, we helped establish a consumption base for domestic rice while contributing to the revitalization of the local economy by using regional agricultural ingredients.

Since 2023, SPC Samlip has also participated in a government initiative to promote rice consumption and launched the Meegak Bakery Rice Flour Series using rice flour. Additionally, we have continued to release products made with local agricultural ingredients such as Gochang and Nonsan watermelon and Haenam super-sweet corn.

| [Signing ceremony for the Pyeongtaek Rice Consumption Promotion Agreement](#) |



### Product Donations to “Red Food Truck of Love” Soup Kitchen for Vulnerable Groups

To mark the Chuseok holiday in 2024, SPC Samlip donated approximately 3,000 servings of Classic Cream Bread and Teatra RTD beverages to the “Red Food Truck of Love” soup kitchen. These items were delivered to underprivileged individuals who visited the “Red Food Truck of Love” in areas around Seoul Station, Incheon, and Cheonan during the holiday period. We plan to continue supporting vulnerable groups in need and fulfilling our social responsibilities through ongoing co-prosperity activities.

| [“Red Food Truck of Love” donation event](#) |



### Warm-hearted donation of the iconic winter snack "Samlip Hopang"

SPC Samlip ran the “Hopang °C” campaign during the winter season to support the heating needs of vulnerable groups. SPC Samlip donated KRW 100 million to assist multicultural families, single-parent households, seniors, and people with disabilities with heating bills, winter supplies, and home environment improvements. SPC Samlip served as an official sponsor of the 1st National Youth Table Tennis Festival, an event named after Shin Yu-bin, the official model for Samlip Hopang. Youth athletes from across the country participated in the competition, and SPC Samlip supported the event by providing Samlip Hopang to approximately 500 athletes and their families, delivering warm encouragement to young participants.

| [On-site donation at the National Youth Table Tennis Festival](#) |



# Community Engagement

## Community Engagement Initiatives and Achievements

### Product Sponsorship for Cheongju Disability Day Event

SPC Samlip sponsored products for the “44th Cheongju Disability Day Commemoration Ceremony and Celebration” event held by the Cheongju City Persons with Disabilities’ Organization Council to commemorate the Day for Persons with Disabilities. We will continue to engage in donation and volunteer activities for events supporting people with disabilities, with the goal of fostering an inclusive society where people with and without disabilities live together in harmony.

| Donation of sponsored goods at the Disability Day ceremony |



### Volunteer Work and Product Donations for the Parents’ Day Event at Siheung Senior Welfare Center

In celebration of Parents’ Day, SPC Samlip donated 1,500 packs each of Classic Red Bean Bread and Classic Cream Bread, along with 1,500 bottles of water, to the Siheung Senior Welfare Center. Employees from the Sihwa Production Center participated in the event, presenting commemorative gifts to senior citizens and their families to express gratitude and respect. We remain committed to community engagement and the fulfillment of our social responsibilities through continued engagement in these efforts.

| Volunteer activities at Siheung Senior Welfare Center |



### Volunteer Work for Chuseok at Daebang Social Welfare Center

To celebrate the Chuseok holiday, SPC Samlip collaborated with the Daebang Social Welfare Center to host events for underprivileged residents, including traditional holiday food preparation and folk game experiences. Following the event, we delivered Glucks Schwein ham gift sets to participants. Each year, SPC Samlip donates products for Lunar New Year and Chuseok in partnership with welfare centers located near our business sites in Yangjae, Sihwa, Cheongju, Seochon, and Sejong, helping ensure that neighbors in the local community can enjoy a warm and joyful holiday season. To promote community engagement and fulfill our social responsibilities, we also contribute an annual social contribution fund. (KRW 828 million as of 2024)

| Volunteer activities at Daebang Social Welfare Center |

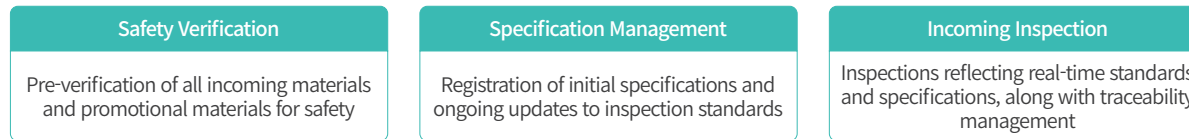


# Product Safety & Quality

## Product Safety & Quality Management System

### SPC Group’s Proprietary Quality and Safety Control System for Incoming Materials: Q&S Hurdle System

SPC Samlip maintains a real-time inspection and specification verification system for raw materials and products to ensure safe production. We operate the Q&S Hurdle System, SPC Group’s proprietary quality and safety control system for incoming materials, which verifies preemptive safety across the company and integrates specification management with the inspection process for unified oversight. Food safety and quality teams, along with each production center, pre-screen raw materials, product labeling, and promotional materials to ensure compliance with domestic regulations and internal company policies.



### Prevention of Misleading Online Advertising and Labeling through the WCD (Website Change Detection) System

(The WCD system automatically detects newly registered or modified online pages and notifies users to help prevent violations in online labeling and advertising)

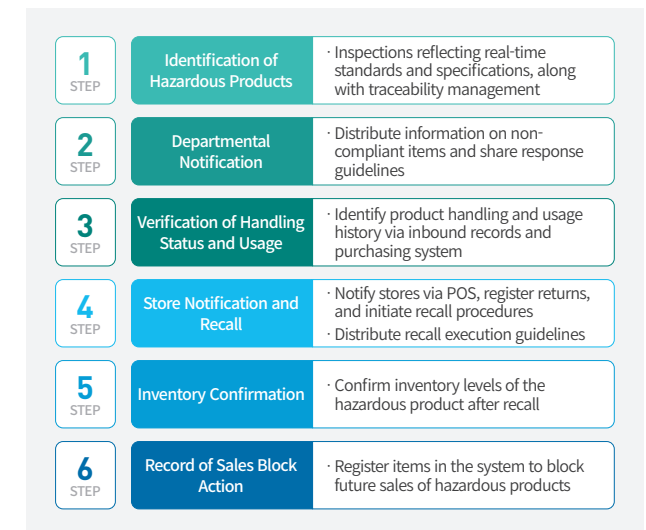


1) Covering all SPC affiliates

### Hazardous Product Sales Blocking System

Since September 2014, SPC Samlip has been operating the Hazardous Product Sales Blocking System, the first of its kind in the domestic franchise industry, in collaboration with the Korea Chamber of Commerce and Industry. As of December 2024, this system has been implemented in 187 operating stores. When a product distributed in the market is deemed non-compliant based on inspection results, the information is immediately shared with SPC Samlip stores. Stores handling the affected product are identified, and notices are posted via the POS system to prevent hazardous products from being sold to customers. SPC Food Safety Center and SPC Samlip conduct semiannual simulation drills to reinforce internal procedures and ensure all personnel are familiar with their roles during actual incidents.

#### Hazardous Product Sales Blocking System Process



# Product Safety & Quality

## Product Safety & Quality Management System

### Operation of the Hazardous Product Sales Blocking System

To prevent the distribution of hazardous products in advance, SPC Samlip systematically manages both the control of incoming goods and the operation of its blocking system. Incoming product information—including store ingredient usage, brand-specific business items, and OEM items by company—is updated and shared monthly through a centralized database. To strengthen response capabilities, we conduct simulation drills semiannually, helping each department’s personnel understand their roles and reinforce response protocols.

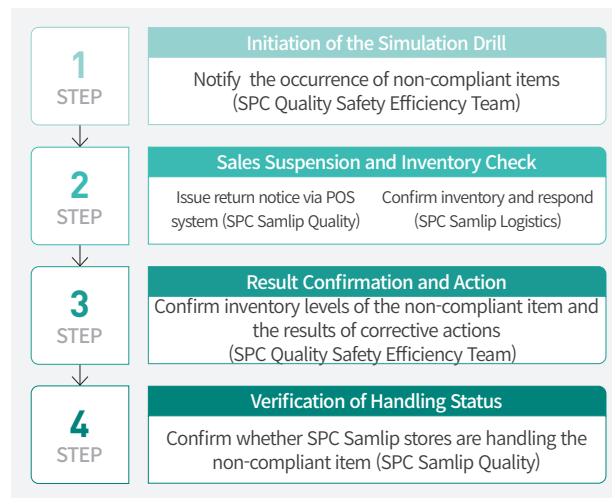
We also update the number of stores per brand and the operational status of the system as needed. A re-certification process is conducted every two years for operating stores, involving document reviews and on-site inspections to evaluate the status of system operation.

Process	Description	Frequency
Inbound Item Status Check	<ul style="list-style-type: none"> <li>Update and share inbound product database</li> <li>Includes ingredient order history by store, brand-specific items, and OEM items by company</li> </ul>	Monthly
Simulation Drills	<ul style="list-style-type: none"> <li>Train department representatives on roles and relevant procedures</li> </ul>	Semiannually
System Operation Status Updates	<ul style="list-style-type: none"> <li>Update the number of stores by brand</li> <li>Compile operational status for response to Korea Chamber of Commerce and Industry (KCCI)</li> </ul>	As requested
Re-Certification	<ul style="list-style-type: none"> <li>Document review (e.g., manual implementation status) and on-site inspection if required</li> </ul>	Biennial

### Simulation Drills for the Hazardous Product Sales Blocking System

To prevent the distribution of hazardous products, SPC Samlip conducted simulation drills for a total of six items during the first and second halves of 2024. The objective of these drills was to reinforce personnel’s understanding of their roles and responsibilities and to strengthen the company’s rapid response capabilities in the event of a hazardous product incident. From the initial identification of non-compliant items to halting sales, checking inventory, and reporting and executing countermeasures, the full process took 69 minutes—well within the target timeframe of four hours from incident occurrence to resolution. SPC Samlip plans to continue conducting regular simulation drills to ensure the complete prevention of hazardous product distribution.

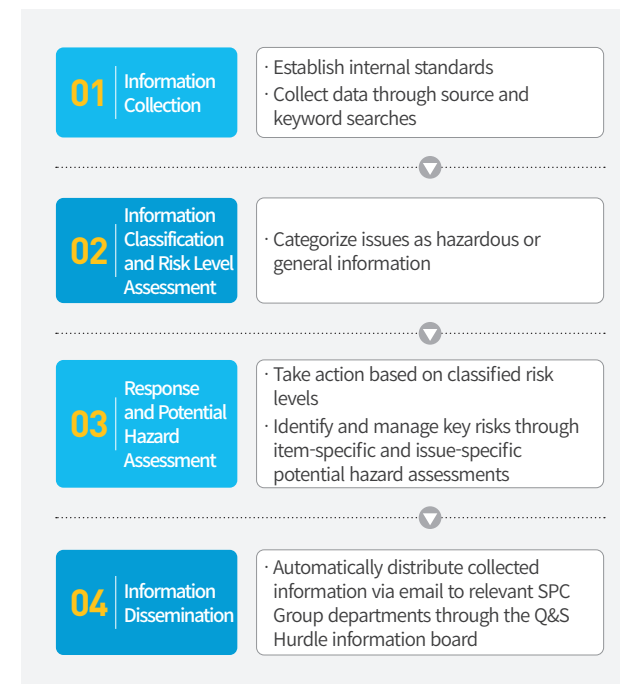
#### Simulation Drill Procedure



### Monitoring and Responding to Food Safety Issues

SPC Samlip monitors food safety information to identify domestic and international food hazards, policy trends, and consumer issues. Based on this monitoring, we operate a system to proactively prepare for and respond to potential safety issues and incidents. In addition, we regularly publish newsletters to enhance and internalize the food safety knowledge and competencies of all employees.

#### Food Safety Information Response Procedure and Standards



# Product Safety & Quality

## Product Safety Enhancement Activities and Achievements

### Internalization of Food Safety and Quality Management

SPC Samlip conducts various internal inspections to systematically manage food safety across all business sites, including partner companies. In 2024, we conducted a total of 1,351 hygiene and quality inspections. These included 187 inspections at production centers, 553 at retail stores, 50 at highway service areas, and 561 at partner companies.

The inspections are categorized into five types: regular inspections, system audits, preventive inspections, special audits, and rotating audits. Each inspection comprehensively evaluates sanitation conditions at factories, stores, and partner facilities; the effectiveness of HACCP systems; food hygiene risks; responses to internal and external issues; and management of OEM processes.

Additionally, in 2024, we produced and distributed a food safety calendar and posters to strengthen food safety partnerships with our production centers and partners. These materials supported the promotion of a company-wide preventive food safety culture.



Food Safety Poster

### Food Safety and Quality Certifications

SPC Samlip’s production centers operate based on hygienic manufacturing facilities to deliver safe food to our customers. All 12 production centers have obtained a total of 69 types of domestic HACCP certifications. Furthermore, 13 centers have acquired international food safety management system certifications, including FSSC 22000 and ISO 22000, thereby meeting global standards for food safety.

Food safety systems are regularly verified. The HACCP systems is evaluated once a year under the supervision of Quality Management Office, while FSSC 22000 and ISO 22000 are each verified annually by the SPC Food Safety Center to ensure the adequacy of ongoing operations.



### Food Safety Education Program

The Quality Management Office of SPC Samlip develops and distributes training materials related to food hygiene and safety for the operation of HACCP systems at our production centers. These materials support the smooth implementation of food hygiene and safety education at the field level. Based on the provided training content, production centers conduct education sessions for all employees, helping them recognize the importance of food hygiene and safety. Upon completion of training, we ensure that hygienic practices are thoroughly implemented across all stages of production through continued, systematic quality control.

#### 2024 HACCP Training Material Distribution and Completion Results

Distribution Month	Educational Material Content	Number of Course Completers (persons)
January	Basic Hygiene Guidelines	2,751
February	CCP Monitoring – Phase 1	2,757
March	Understanding HACCP Control Standards	2,728
April	Understanding Prerequisite Programs	2,793
May	Hygiene Management	2,499
June	Incoming, Storage, and Transport Control	2,626
July	Foodborne Illness Prevention	2,749
August	Food Fraud Prevention	2,674
September	CCP Monitoring – Phase 2	2,646
October	Foreign Substance Management	3,010
November	Allergen Management	2,887
December	Basics of Regulatory Compliance	2,904

# Samlip

## ESG Performance

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# Fair Trade

## Fair Trade-Related Policies and Activities

### Fair Trade Policy

SPC Samlip has established and publicly disclosed a Code of Ethics, which includes key messages on fair trade and anti-corruption. Based on this code, we have established principles to ensure compliance with laws, fair competition, proper information acquisition, and adherence to fair trade practices. We also provide a Code of Conduct that serves as a behavioral and value-based guideline for all SPC Samlip employees and affiliated partners. This includes clear prohibitions on offering or receiving money or valuables, conflicts of interest, illegal transactions, and unfair trade practices. We also provide reporting channels for violations, thereby reinforcing the key principles SPC Samlip is committed to upholding.



### Code of Ethics – Chapter 3: Fair Competition |



“All transactions with partner companies shall be conducted in accordance with the principle of free competition, ensuring equal opportunity for participation. Through fair and transparent dealings, we aim to build mutual trust and cooperation, and promote joint development.”

- Article 7 – Equal Opportunity
- Article 8 – Fair Trade
- Article 9 – Pursuit of Mutual Growth

### Fair Trade Risk Management

Since May 14, 2019, SPC Samlip has appointed a Compliance Officer to identify and manage regulatory obligations applicable to its business operations and to implement a compliance control framework for systematic and proactive management of legal risks. We carry out the following compliance control activities:

- 1 Legal Risk Assessment: Evaluating the severity and frequency of legal risks to determine the likelihood of violations and classify key legal risk behaviors
- 2 Legal Risk Management: Ensuring all employees are familiar with and comply with applicable laws and internal regulations to prevent violations and mitigate risk
- 3 Internalization of compliance with laws and regulations through compliance education and work guides
- 4 Operating compliance inspection and internal reporting

### Fair Trade Compliance Review Details |

Review Period	Key Activities	Results
Q1 2024	· Reviewed and advised on Board of Directors and General Shareholders' Meeting agendas	· Checked and advised on risks related to agency transactions
Q2 2024	· Reviewed and revised contracts with partners	
Q3 2024	· Provided advisory on technical documentation and suggested improvements · Informed of revisions to the Franchise Business Act and updated franchise agreements	· Provided advisory on agency transactions No issues identified
Q4 2024	· Reviewed transaction terms in agency and franchise operations	· Reviewed provision of promotional prizes (online and offline)

### Operation of the Fair Trade Compliance Program (CP)

On September 30, 2024, SPC Samlip officially announced the adoption of the Fair Trade Compliance Program (CP). Following this, on November 7, 2024, we appointed our first Compliance Officer and began implementing structured compliance activities.

### CP Organizational Chart |

\*As of January 2025



# Fair Trade

## Fair Trade Education

### Internalization of Fair Trade Compliance Education

To internalize compliance management, SPC Samlip incorporates fair trade education into its onboarding program for new employees. In addition, we post the latest fair trade trends and case studies on the company intranet bulletin board every month to provide practical guidance. These efforts aim to help employees understand the importance of fair trade and prevent potential risks that may arise in day-to-day operations.

#### Education Overview

Education Implementation	Program Title	Education Target	Education Hours
January 24, 2024	2023 H2 New Hire Onboarding Training	New Employees	Understanding Legal Affairs (Contract Signing)
January–February 2024	Promotion Training <sup>1)</sup>	Promotees	Compliance Leadership
June 14, 2024	Compliance Training for Agency Field Managers	Team Leaders in Agency Sector	Agency Contract Execution and Termination
June 17, 2024	Compliance Training for Franchise Field Employees	Franchise Field Employees	Franchise Business Act
June 17, 2024	2024 New Hire Onboarding Training – Session 1	New Employees	Understanding Legal Affairs (Contract Signing, Fair Trade)
July 22, 2024	2024 New Hire Onboarding Training – Session 2	New Employees	Understanding Legal Affairs (Contract Signing)
July 2024	2024 Promotion Exam Preparation Program <sup>1)</sup>	Promotion Candidates	Understanding Fair Trade Act (Key Regulations and Issues)
October 11, 2024	2023 H2 New Hire Onboarding Training	New Employees	Understanding Legal Affairs and the Fair Trade Act
November 5, 2024	Compliance Training for Sales Division Managers	Team Leaders in Agency Sector	Agency Contract Procedures and Case Studies

<sup>1)</sup> Promotion training programs are administered by SPC Group.

### Business Partner Management

SPC Samlip applies standard contracts based on relevant laws concerning fair trade, subcontracting, and consignment transactions as a principle in all dealings with business partners. We strictly avoid unfair practices such as collusion and enter into an Integrity Pledge with our business partners. This pledge requires immediate reporting if any unfair practices or acts of corruption or misconduct are proposed or identified. Based on this pledge, we have established a provision that allows us to conduct related due diligence—upon obtaining prior consent and cooperation from our business partners—when it is necessary to review potential unfair trade practices or acts of misconduct.

#### Monthly Topics for Business Practice

Month	Business Practice Updates and Guidance
January	· Shrinkflation
February	· Misleading or False Advertising
March	· Unfair Practices in Franchise Operations
April	· Agency Transactions Act
May	· Review Guidelines for Unfair Practices in Franchise Sector
June	· Framework Act on Consumers
July	· Privacy Protection (Prize Events)
August	· Case Studies in Large-Scale Retail
September	· Case Studies in Misleading Social Media Review Advertising
October	· Case Studies in Personal Data
November	· Commercial Building Lease Protection Act
December	· Greenwashing in Advertising (Labeling and Advertising Act)

# Sound Governance

## Board of Directors Regulations

### Board Operation Regulations

To ensure effective governance, SPC Samlip has established and publicly disclosed its Board of Directors Regulations, which detail the authority, responsibilities, procedures, and composition of the Board. In accordance with these regulations, regular Board meetings are held quarterly, and extraordinary Board meetings may be convened as necessary. Extraordinary meetings may be called at any time when required, and each director may request the convening of a Board meeting by submitting an agenda item and its rationale to the CEO.

### Education and Support for Independent Directors

SPC Samlip actively supports educational programs across various fields to enhance effective decision-making and the expertise of the Board. Six training sessions were conducted in 2024 to improve independent directors' understanding of the company's business operations and applicable legal frameworks. Through these training sessions, independent directors are further strengthening their expertise to support sustainable corporate growth and responsible governance.

#### | 2024 Independent Director Education |

Education Date	Key Education Content
May 23	· Understanding Stakeholder Capitalism from an ESG Perspective and Board Response Strategies
May 30	· AI Adoption Strategy and Governance for Corporation
July 4	· Corporate Value-Up Programs and the Role of the Board and Audit Committee
November 5	· Key Business Indicators and ESG Disclosure · Role of Independent Directors in Disclosure
November 21	· Major Issues and Board Implications Related to Amendments to the Commercial Act (Directors' Duty of Loyalty to Shareholders)
November 29	· Oversight of External Audits Outside of Fiscal Year-End Response to Revised Internal Accounting Control System Evaluation and Reporting Standards

### Board Activities

In accordance with the Board Operations Regulations, notices of Board meetings are given to all directors at least 24 hours in advance. Minutes are recorded for each meeting to document resolutions and manage decision-making records. Details of annual Board activities, including meeting agendas and outcomes, are disclosed on the company website to enhance transparency and accessibility for shareholders and stakeholders.

In 2024, a total of seven Board meetings were held, including regular meetings, during which 14 agenda items were reviewed and resolved. The Board attendance rate for the year was 90%. Key matters resolved by the Board included the approval of financial statements and business reports, appointment of committee members within the Board, approval of transactions between directors and the company, approval of corporate bond issuance, and resolutions regarding the convocation and agenda of the annual general shareholders' meeting.

### Board Evaluation and Compensation

To support responsible decision-making by the Board of Directors, SPC Samlip has implemented various institutional mechanisms. Article 10 (Items for Resolution) of the Board Regulations stipulates the limitation of directors' liability to the company through a resolution of general shareholders' meeting. Additionally, directors are covered by Directors and Officers (D&O) liability insurance, with the premiums paid by the company. In determining reappointment, a comprehensive evaluation is conducted to promote accountability among individual directors. The evaluation criteria include expertise based on experience and contributions, fairness and objectivity in performance, sincerity, and a strong sense of responsibility. Factors such as Board attendance and the quality of advice provided on key decisions are also taken into consideration.

To further strengthen Board accountability, SPC Samlip is preparing to implement performance evaluations for the Board and its committees. As part of this effort, we consider various assessment approaches for board activities, including the development of improvement plans based on evaluation results, which are then reflected in the Board's operations for the following year.

Director and Board remuneration is determined in accordance with limits approved by the general shareholders' meeting. To ensure the independence of independent directors, SPC Samlip does not operate a performance-based or differential remuneration policy tied to evaluation outcomes for independent directors.

# Sound Governance

## Board of Directors Status

### Board Composition

The Board of Directors of SPC Samlip consists of a total of six directors (three executive directors and three independent directors, with independent directors accounting for 50.0%). Directors are appointed based on their expertise in relevant fields and their independence. Currently, among the six board members, three are independent directors, which significantly exceeds the legal requirement of one-quarter.

Category	Name	Gender	Date of Birth	Position	Term	Area of Expertise
Executive Director	Hwang Jong-hyeon	Male	October 1962	· CEO (Management Representative) · Chairperson of the Board	March 24, 2023 – March 23, 2026	Management
	Kim Bum-soo	Male	July 1970	· CEO (Business Representative) · Member of the Sustainability Management Committee	March 24, 2023 – March 23, 2026	Management
	Kim Jin-eog	Male	December 1966	· Head of Food Technology Research Institute	March 26, 2025 – March 25, 2028	Food
Independent Director	Jun Sung-ki	Male	March 1964	· Chairperson of the Audit Committee · Member of the Sustainability Management Committee	March 29, 2024 – March 28, 2027	Accounting
	Lee Ym-shik	Male	August 1960	· Member of the Audit Committee · Chairperson of the Sustainability Management Committee	March 29, 2024 – March 28, 2027	Food Safety
	Jeffrey Jones	Male	June 1952	· Member of the Audit Committee · Member of the Sustainability Management Committee	March 24, 2023 – March 23, 2026	Law

### Director Appointment Method

Directors of SPC Samlip’s Board are nominated through board recommendations and appointed through a resolution at the General Shareholders’ Meeting. According to the Articles of Incorporation, the total number of directors shall be not less than three and not more than thirty. Independent directors must constitute at least one-quarter of all directors. The Chairperson of the Board concurrently serves as the CEO. The term of a director cannot exceed three years, and for outside directors, the maximum allowable reappointment period is six years.

### Board Independence

To ensure that independent directors can effectively fulfill their primary role of supervising management, SPC Samlip rigorously verifies the qualifications of independent director candidates. The company also confirms that there are no significant conflicts of interest between the candidates and the company in order to secure the independence of independent directors.

# Sound Governance

## Committee Status

### Committee Composition

To enhance the expertise of its governance structure, SPC Samlip has established two committees under the Board of Directors. Each committee is chaired by an independent director with domain expertise, and a majority of its members are also independent directors, ensuring transparent and independent operations. SPC Samlip has publicly disclosed the regulations governing each committee, which clearly define their roles, responsibilities, and authority.

### Sustainability Management Committee

The Sustainability Management Committee of SPC Samlip is responsible for reviewing and evaluating the company’s sustainability strategies and direction. Aimed at implementing and expanding sustainable practices, the committee deliberates on key ESG strategies and sets the vision and strategic direction for company-wide responses to climate change and carbon neutrality. Additionally, the committee reviews major environmental issues such as air quality, water resources, pollutants, and chemicals, and establishes appropriate response strategies. It also communicates with relevant departments regarding domestic and international ESG assessment results and promotes transparent information sharing.

### Audit Committee

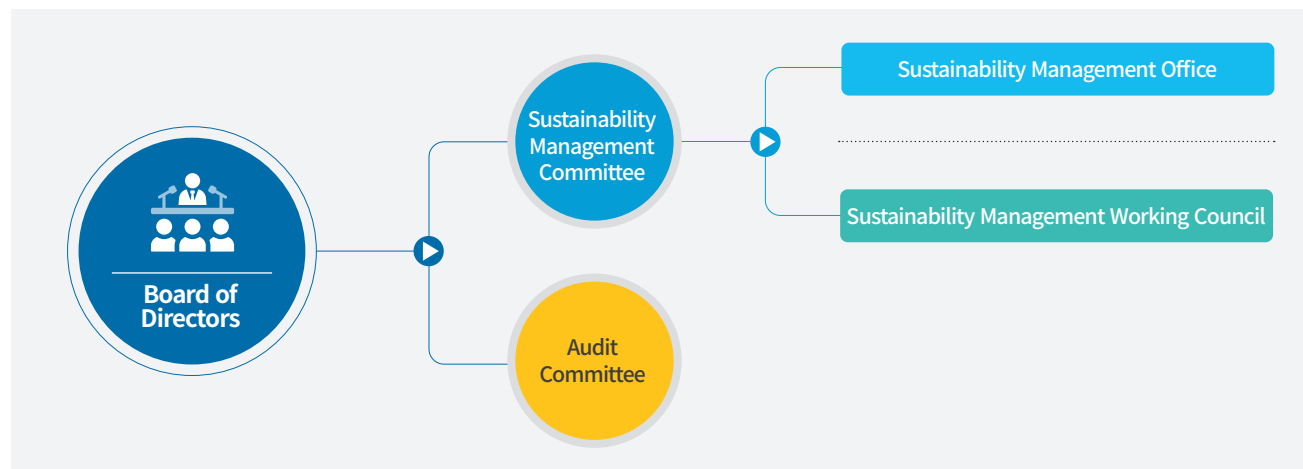
SPC Samlip has formed its Audit Committee based on the strict standards of expertise and independence set forth in applicable laws and regulations. The committee consists of three independent directors with professional backgrounds in accounting and finance, law, and food safety. The Audit Committee oversees whether the company enhances corporate and shareholder value through legal and reasonable procedures and decision-making processes. To this end, the committee conducts audits across the company’s overall management activities, including financial statements, internal controls, and internal audit plans and outcomes. It also deliberates on and approves accounting-related documents and the results of external audits conducted by accounting firms. Each quarter, the internal audit function holds independent meetings with external auditors—without the involvement of management—to ensure the independence and objectivity of the auditing process.

#### | 2024 Sustainability Management Committee Operations<sup>1)</sup> |

Session	Date	Agenda Items
1st	February 15, 2024	<ul style="list-style-type: none"> <li>Report on the establishment of sustainability management system for ESG advancement</li> <li>Report on 2023 ESG performance</li> </ul>
2nd	March 29, 2024	<ul style="list-style-type: none"> <li>Appointment of ESG Committee Chair</li> </ul>
3rd	August 8, 2024	<ul style="list-style-type: none"> <li>Report on safety and health progress (H1 2024)</li> </ul>
		<ul style="list-style-type: none"> <li>Report on business performance (H1 2024)</li> <li>Report on the establishment of the sustainability management system</li> </ul>
4th	November 7, 2024	<ul style="list-style-type: none"> <li>Report on safety and health progress (Q3 2024)</li> </ul>
		<ul style="list-style-type: none"> <li>Report on business performance (Q3 2024)</li> </ul>
		<ul style="list-style-type: none"> <li>Report on progress of the sustainability management system</li> </ul>

1) At the 5th Extraordinary Board Meeting of 2024, the ESG Committee was elevated to the Sustainability Management Committee.

#### | Sustainability Management Organization Chart |



# Information Security & Privacy Protection

## Information Security and Privacy Protection Policy

### Systematic Management of Information Security

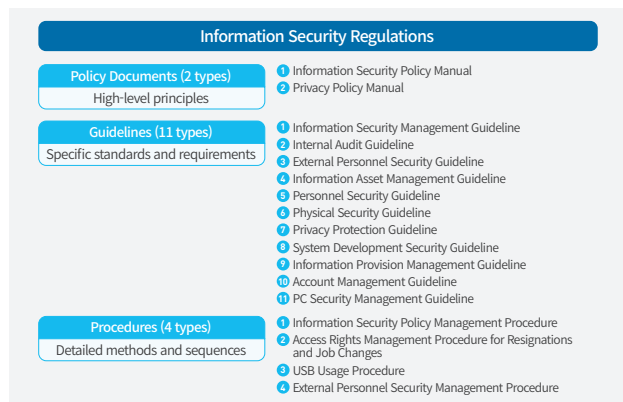
SPC Samlip strictly complies with the relevant regulations, including the Personal Information Protection Act, and follows guidelines issued by related institutions to prevent data breaches in advance and respond to internal and external security threats. Based on this, we have established and operates information security policies, guidelines, and procedures in a systemic manner, and regularly reviews their legal validity and compliance. In particular, business units that handle personal data are required to designate both a personal data protection officer and a manager, with clearly defined roles, responsibilities, and obligations to strengthen oversight.

### Structure of the Information Security Policy

Our information security policy is divided into two main areas: information security and privacy protection. It is composed of 12 guidelines that clearly define the roles and responsibilities all employees must adhere to. The policy is posted on internal bulletin boards to ensure accessibility and awareness among all employees.



#### Structure of the Information Security Policy



### Information Security Disclosure

SPC Samlip annually disclose its investment, personnel, certifications, and activities related to information security to foster a safe internet environment for users and promote continued investment in information security. Through such disclosures, SPC Samlip not only ensures users' right to know and facilitates an objective assessment of its information security level, but also transparently communicates the level of security investment based on legal grounds to external stakeholders.

※Legal basis: Article 13 of the Act on the Promotion of the Information Security Industry and Article 8 of its Enforcement Decree



### Revision of Privacy Policy

SPC Samlip has established and disclosed its privacy policy in accordance with Article 3 of the Personal Information Protection Act, which outlines the principles of personal data protection. The policy is not merely a formal document but is intended to substantively safeguard the rights of data subjects. Through this policy, individuals can access and verify how their personal information is being processed at any time. To enhance clarity, core elements are marked with symbols to support intuitive understanding. SPC Samlip also ensures the timeliness and reliability of the policy by adhering to applicable laws and guidelines issued by relevant institutions.



#### Key Personal Data Processing Labels

- Purpose of Use, Items Collected
- Usage and Retention Period
- Third-Party Provision
- Data Processing Outsourcing
- Rights and Obligations of Data Subjects
- Destruction
- Automated Collection
- Contact Point for Inquiries and Complaints

#### Privacy Policy Table of Contents

Article 1.	· Items of Personal Data Items Processed
Article 2.	· Methods of Personal Data Collection
Article 3.	· Purpose of Personal Data Processing
Article 4.	· Retention and Usage Period of Personal Data
Article 5.	· Installation/Operation of Automatic Data Collection Devices and Refusal Rights
Article 6.	· Provision of Personal Data to Third Parties
Article 7.	· Outsourcing of Personal Data Processing
Article 8.	· Rights of Data Subjects and Their Legal Representatives and How to Exercise Them
Article 9.	· Personal Data Protection Officer and Responsible Department
Article 10.	· Accessing, Correcting, and Withdrawing Consent to Personal Data Use
Article 11.	· Measures for Securing the Safety of Personal Data
Article 12.	· Obligation to Notify Users of Policy Changes

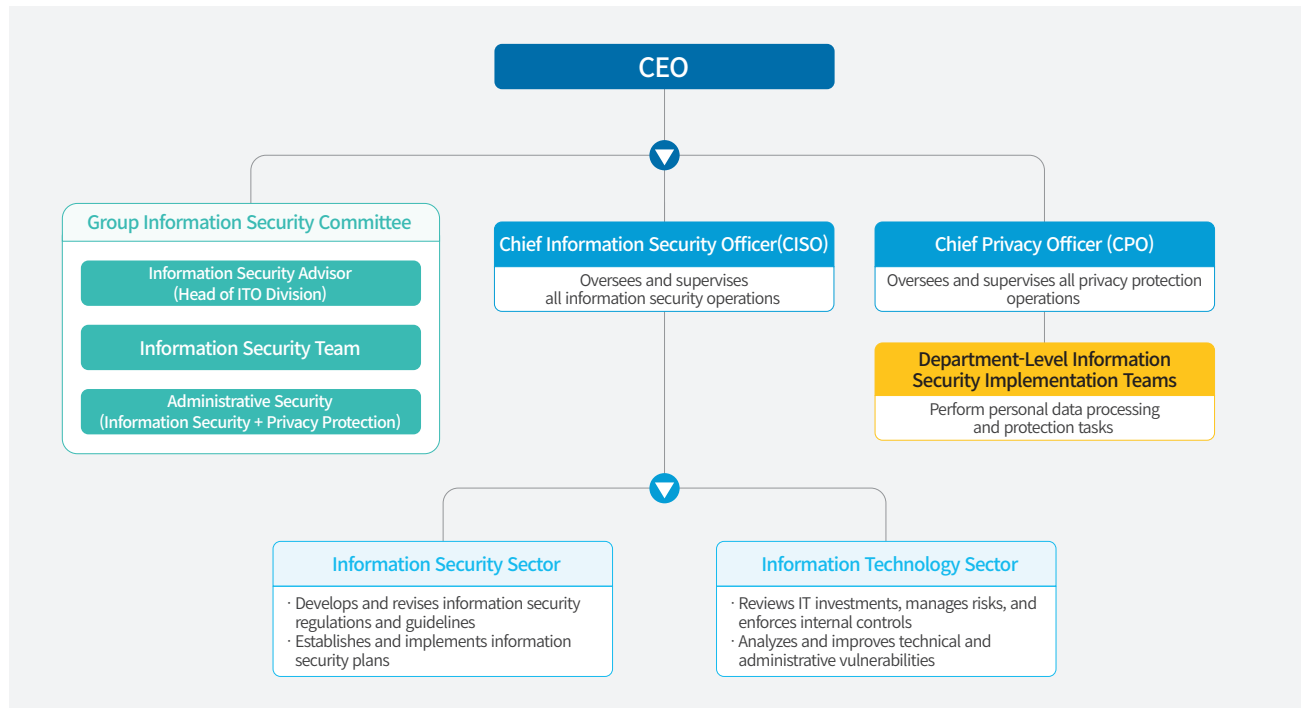
# Information Security & Privacy Protection

## Information Security and Privacy Protection Management System

### Information Security Organization

SPC Samlip has designated a Chief Information Security Officer (CISO) and a Chief Privacy Officer (CPO) to systemically supervise and manage department-level information security implementation teams. Both officers are entrusted with clear responsibilities and obligations. Dedicated departments and personnel in the IT and protection sectors focus specifically on information security tasks. In addition, the Group Information Security Committee shares key information security issues and proactively respond to internal and external information security risks.

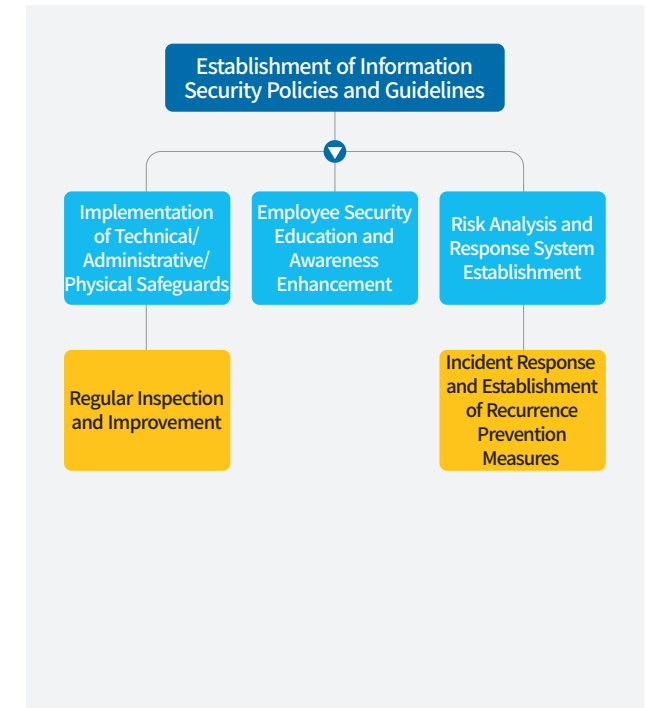
Information Security Organizational Chart



### Information Security Management Process

SPC Samlip has established and operates an information security management process to systematically protect internal information and data subjects' information for technical, administrative, physical protection of information and to effectively respond to internal and external information security risks. In addition, we strive to build a secure information protection environment to strengthen trust with customers and stakeholders.

Information Security Management Process

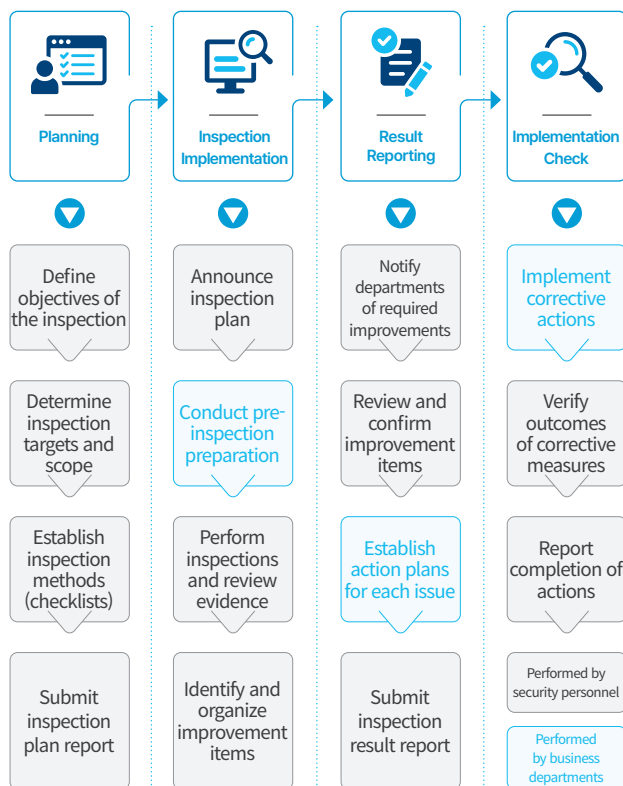


# Information Security & Privacy Protection

## Information Security and Privacy Protection Activities

### Information Security Inspection Process

SPC Samlip has formalized its information inspection process to ensure the technical, administrative, and physical protection of information and to facilitate systematic security checks. To this end, we have established a four-step process—planning, inspection, reporting, and follow-up & reinspection—which is implemented annually.



### Employee Information Security Education Completion

To strengthen its information security framework, SPC Samlip provides regular information security education for employees and executives and requires all employees to sign an information security pledge to help internalize an awareness of security.

#### Information Security Education Participants

Category	2022	2023	2024
Number of Trainees	1,063	1,070	1,042
Total Training Hours	1,063 hours	1,070 hours	1,042 hours

### Proactive Cybersecurity Innovation and Threat Response

SPC Samlip continuously adopts advanced security technologies to actively respond to evolving cyber threats. In addition we conduct regular security inspections, penetration testing, and infrastructure assessments to evaluate its internal security systems and promptly address identified improvements.

#### Cyber Threat Inspection Items

Inspection Category	2022	2023	2024
Service	11	20	20
Infrastructure	67	124	124
Personal Data	10	22	22

### Future Operational Plans

SPC Samlip is committed to establishing and maintaining a system that proactively identifies and blocks internal and external risks to securely protect valuable information of customers and business partners and will continuously enhance its information security level. We will also continue to strive to establish a secure information management and protection system suitable for the digital environment.

# Corporate Philanthropy

Group Social Contribution

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# Group Social Contribution

## SPC Happy Foundation

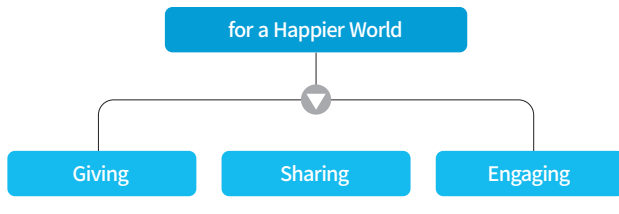
### Introduction to the SPC Happy Foundation

The SPC Happy Foundation is a social welfare foundation established in 2011 by SPC Group to embody the spirit of Sangmidang—"Sharing bread feeds a meal, but sharing baking skills nurtures a dream." The Foundation carries out a wide range of programs based on this philosophy.

### Purpose of Establishment

"To contribute to the welfare of overall society by conducting self-reliance, charity, and welfare projects for the marginalized and underprivileged in society."

### Mission



### Three Core Focus Areas

 Supporting the Independence of People with Disabilities	 Talent Development	 Sharing and Symbiosis
<ul style="list-style-type: none"> <li>· Creating quality jobs</li> <li>· Fostering social enterprises</li> </ul>	<ul style="list-style-type: none"> <li>· Discovering skills and aptitudes</li> <li>· Supporting scholarships, employment, and new businesses</li> </ul>	<ul style="list-style-type: none"> <li>· Enhancing social benefits</li> <li>· Employee and customer engagement</li> </ul>

### Business Areas

## SPC Happy Foundation

**Supporting the Independence of People with Disabilities**

- **Happy Bakery & Café**  
- Job creation for people with disabilities
- **SPC & SOUL Happy Bakery Class**  
- Baking and pastry vocational training for people with disabilities

**Supporting the Independence of People with Disabilities**

- **SPC Happy Scholarship**  
- Scholarship support for working college students
- **I Want to Be a Pâtissier**  
- Career experience, scholarships, and employment support for children and youth

- **Local Community Support**  
- Employee volunteer activities and assistance for underprivileged local groups
- **Persons with Disabilities**  
- SPC Happy Fund (Rehabilitation therapy for children with disabilities)  
- Happy Family Trip (Family travel support for children with disabilities)
- **Children and Youth**  
- SPC Happy Share (Crowdfunding support)  
- Partnership with Food Bank (Delivery vehicle sponsorship and food donations)  
- Happy Point support for children at risk of food insecurity  
- SPC Happy Birthday Party (1:1 sponsorship between franchise stores and community child centers, cake donations, and birthday parties)
- **Social Safety Net**  
- Emergency Relief (Food support for disaster victims and recovery personnel)  
- The Safe Happiness (Safety enhancements for facilities serving vulnerable groups)

# Group Social Contribution

## SPC Happy Foundation

### Support for the Independence of Persons with Disabilities

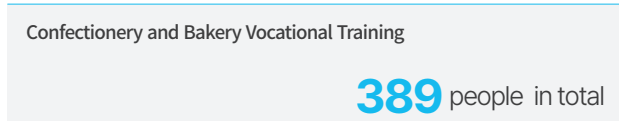
SPC Happy Foundation actively promotes employment creation and educational support for persons with disabilities to improve their quality of life and bring about positive change across society.

#### | Job Creation for Persons with Disabilities<sup>1)</sup> |



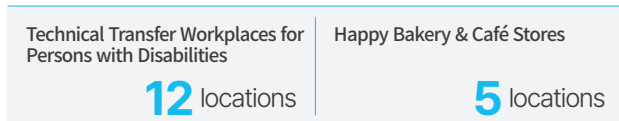
<sup>1)</sup> As of the end of 2024

#### | SPC & SOUL Vocational Baking Training for Persons with Disabilities<sup>1)</sup> |



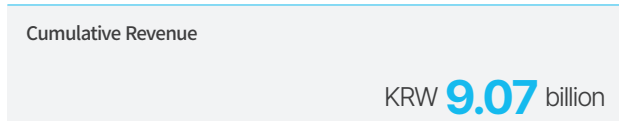
<sup>1)</sup> As of the end of 2024

#### | Technical Transfer Workplaces for Persons with Disabilities<sup>1)</sup> |



<sup>1)</sup> As of the end of 2024

#### | Happy Bakery & Café<sup>1)</sup> |



<sup>1)</sup> As of the end of 2024

### Happy Bakery & Café

Through Happy Bakery & Café, SPC Happy Foundation creates meaningful workplaces where individuals with developmental disabilities can work with joy, leveraging SPC Group’s bakery and café management expertise. Launched in 2012 with the opening of the first store at the Purme Center in Sejong Village, this initiative represents a social contribution model through collaboration between corporations, local governments, and NGOs to create jobs for individuals with developmental disabilities. The Seoul Metropolitan Government provides space within public institutions; SPC Happy Foundation supports facilities, equipment, interior design, and training; and the Purme Foundation is responsible for store operations and uses the proceeds to fund rehabilitation programs for persons with disabilities. As of 2025, five stores are in operation, employing a total of 18 individuals with developmental disabilities.

To expand employment opportunities for persons with disabilities through the professional operation of Happy Bakery & Café, SPC Happy Foundation and the Purme Foundation established the operating company Happy Turtle Co., Ltd. in 2018. In 2019, the company was certified as a job-creating social enterprise by the Ministry of Employment and Labor. SPC Group has supported the establishment and operation of Happy Bakery & Café with a total of KRW 2.88 billion. In addition, the Group continues to provide ongoing support through employee volunteer talent contributions, including hosting barista competitions for persons with disabilities, co-developing new products, offering international coffee certification training, and providing service and hygiene education.



Happy Bakery & Café



Barista Competitions for Persons with Disabilities

### SPC & SOUL Happy Bakery Class

Since 2012, SPC Happy Foundation has supported vocational education programs for individuals with intellectual and autism spectrum disabilities by providing baking equipment and establishing training facilities at SOUL Bakery, a vocational rehabilitation center for persons with disabilities. Instructors from the SPC Culinary Academy and Paris Croissant Technical Education Team offer regular special lectures and support employment training and hands-on learning experiences for students from special education schools. With a total investment of KRW 820 million, the program has successfully produced 389 graduates, among whom 65 individuals have secured employment. Thanks to SPC Group’s continued technical support, the quality of SOUL Bakery’s products has significantly improved, enabling a broader base of consumers to enjoy healthy baked goods made with Korean wheat.

#### | SPC Group Special Training Curriculum |

<b>Career Experience Education</b>	A hands-on baking program that allows individuals with developmental disabilities to explore career paths as pâtissiers.
<b>Employment Training</b>	Basic bakery education combined with on-site job training. Participants build diverse competencies required to perform baking and pastry-related duties through real-world experience.
<b>Trainee Phase</b>	Participants are trained as SOUL Bakery interns, undergoing practical training with the goal of transitioning to full-time employment.
<b>Employment</b>	Trainees are hired as full-time employees at SOUL Bakery.

# Group Social Contribution

## SPC Happy Foundation

### Talent Development

SPC Happy Foundation operates a range of talent development programs to help children and youth discover their talents and aptitudes at an early age and realize their dreams through self-development.

#### | SPC Happy Scholarship Program<sup>1)</sup> |

Scholarship Recipients	Scholarship Amount
<b>2,627</b> students	KRW <b>4.15</b> billion

1) As of the end of 2024

#### | I Want to Be a Pâtissier<sup>1)</sup> |

Competitions Held	Total Participants
<b>13</b> times	<b>790</b> individuals

Participating Children's Organizations	Total Participating Children
<b>841</b> centers	<b>15,239</b> children

Baking Career Support Scholarship Recipients	Baking Facility Support for Children's Organizations
<b>19</b> students	<b>11</b> centers

1) As of the end of 2024

### SPC Happy Scholarship Program

The SPC Happy Foundation awards scholarships each semester to help working college students balance work and studies while planning for their future and pursuing their dreams. Scholarship recipients are selected from among part-time college students who have worked for a certain period at SPC's company-owned or franchised stores. Evaluation criteria include financial need, length of service, work attitude, and academic plans. We have provided tuition support covering 50% of tuition fees for 100 students per semester, totaling 200 recipients annually.

Since 2022, the program has expanded to support college students from underserved backgrounds based on recommendations from NGOs. In 2023, the number of recipients per semester was increased to 150, reaching 300 students annually. From 2024, the program has further improved fairness by adjusting support to cover 50% of the average tuition per semester. From 2012 through 2024, the SPC Happy Foundation held a total of 26 scholarship rounds, awarding scholarships to 2,627 students.



SPC Happy Scholarship Award ceremony

### I Want to Be a Pâtissier

Since May 2012, the SPC Happy Foundation has operated the "I Want to Be a Pâtissier" program, providing children and youth in childcare facilities who are interested in baking with education and career experience opportunities. Scholarships are awarded to students who enter specialized vocational high schools with the goal of becoming professional pâtissiers, supporting them through graduation. The program, conducted in partnership with the nonprofit Busruggi Love Sharing Association, aims to identify and nurture children's baking talents and aptitudes to support their independence. As of 2024, a total of 19 middle and high school students with baking aspirations have received scholarships, and baking facilities have been refurbished at 11 children's centers.

Each year, the SPC Happy Foundation selects 10 teams of elementary school students and 10 teams of middle and high school students from childcare institutions nationwide, providing five months of baking and pastry education. The students then showcase their skills at a competition held at the SPC Future Creation Center. From 2012 through 2024, a total of 240 teams and 790 students have participated in the competition, presenting a wide variety of creative products. Throughout the course, children are able to explore whether baking aligns with their interests and aptitudes. In fact, many participants have chosen to pursue baking professionally, advancing to related academic programs or finding employment in the field as they work toward their dreams of becoming skilled pâtissiers.



I Want to Be a Pâtissier competition

# Group Social Contribution

## SPC Happy Foundation

### Sharing and Co-Prospersity

SPC Happy Foundation leads the expansion of a culture of sharing by encouraging the active participation of employees and customers across key areas such as local communities, children and youth, persons with disabilities, and disaster relief.

#### [Local Community] Employee Volunteer Activities

SPC Group employees engage in regular volunteer activities for vulnerable groups near business sites, including holiday volunteer programs, based on the belief that healthy communities are the foundation of a healthy business. These initiatives have been ongoing since 2012. SPC Happy Foundation develops volunteer programs in cooperation with local welfare institutions and provides financial support for program operations. In addition, an internal “Social Contribution Application and Registration System” has been established to post more than 30 regular volunteer opportunities each month, making it easier for employees to participate in volunteer activities during working hours.

#### | Employee Volunteer Activities<sup>1)</sup> |

Total Volunteer Hours	
<b>240,459</b> hours	
Community Contributions and Volunteer Support	Blood Donation Certificates Donated
KRW <b>1.65</b> billion	<b>5,029</b> certificates

1) As of the end of 2024

#### | Biodiversity Conservation Activities |



### Removal and Picking of Invasive Plants

SPC Group actively engages in hands-on activities to preserve urban ecosystems and enhance public well-being. On May 23, 2024, in collaboration with the Seoul Metropolitan Government’s Future Hangang Headquarters, 45 employees participated in a volunteer event at Banpo Hangang Park to mark Environment Day. Activities included “Plogging” (picking up litter while jogging) and removing ecosystem-disturbing plants.

On August 30, 2024, in partnership with the Seocho District Office, environmental cleanup activities were conducted around Yangjaecheon Stream. Through these two efforts, the group contributed to removing invasive plants such as ragweed and goldenrod and maintaining green spaces.

SPC Group remains committed to biodiversity conservation and urban environmental improvement. We plan to continue collaborative efforts with local communities to enhance the health of urban ecosystems.



### [Persons with Disabilities] SPC Happy Fund

The SPC Happy Fund is a donation-matching program in which employees contribute a portion of their monthly salary, and the company matches the donations. The funds are used to support children with disabilities in areas such as talent development, rehabilitation therapy, and medical expenses. To further support families emotionally, the program also provides an annual family trip to Jeju Island.

#### | SPC Happy Fund<sup>1)</sup> |

Total Contributions	Total Beneficiaries
KRW <b>2.59</b> billion	<b>1,673</b> people

1) As of the end of 2024

# Group Social Contribution

## SPC Happy Foundation

### [Children and Youth] SPC Happy Share Campaign

Through the SPC Happy Share campaign, SPC Happy Foundation promotes online social contribution activities in partnership with Happy Point customers. This interactive social contribution campaign introduces stories of individuals in welfare blind spots. When customers leave a supportive comment or share the story on social media, SPC Happy Foundation donates a designated amount on their behalf. Customers can also choose to donate their own Happy Points. As of the end of 2024, a total of 124,824 people participated in the campaign, and KRW 270 million in support was provided to 98 households and 306 individuals.

#### | SPC Happy Share<sup>1)</sup> |

Campaign Participants

**124,824** individuals (cumulative)

Total Beneficiaries

**98** households / **306** individuals (cumulative)

<sup>1)</sup> As of the end of 2024

### [Children and Youth] Food Bank Partnership

From 2012 to 2022, SPC Happy Foundation operated three “Happy Bread Sharing Trucks” to deliver freshly baked goods to local children’s centers across rural and remote areas. Over this period, 2,225,625 baked goods were delivered to 27,478 facilities. Since 2023, to expand support and ensure quicker, safer delivery of food and daily necessities to vulnerable communities, SPC Happy Foundation has been donating refrigerated delivery trucks to the National Food Bank, operated by the Korea National Council on Social Welfare. In 2023, trucks were donated to Food Banks in Sokcho, Jeonju, Namwon, Geochang, Cheongwon, and Yeongwol. In 2024, additional vehicles were provided to Seongju and Namwon. By 2025, a total of 10 trucks will have been donated.

SPC Group has been recognized as the largest food donor to the Korea Food Bank since its inception. In recognition of its contributions: In 2000, SPC’s CEO received the Order of Civil Merit (Seongnyu Medal); In 2019, SPC Happy Foundation received a Commendation from the Ministry of Health and Welfare; In 2023, SPC Group was awarded the Minister of Health and Welfare Award. As of the end of 2024, SPC Group has donated food products valued at KRW 319.1 billion, including KRW 107.2 billion from the head office (including franchise performance).

#### | Refrigerated Trucks Donated to Food Banks |

Refrigerated Trucks Donated to Food Banks<sup>1)</sup>

**8** vehicles

Cumulative Product Donation Value<sup>1)</sup>

KRW **107.2** billion

<sup>1)</sup> As of the end of 2024



Donated to Food Banks

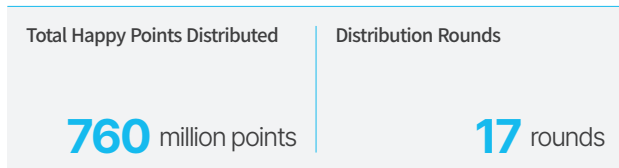
# Group Social Contribution

## SPC Happy Foundation

### [Children and Youth] Happy Point Support for Children at Risk of Food Insecurity

In partnership with ChildFund Korea, SPC Happy Foundation provides Happy Point cards—usable like cash—to children at risk of food insecurity who do not receive school meal benefits during vacation periods. Happy Points can be used freely at SPC Group stores such as Paris Baguette, Dunkin', and Baskin-Robbins. Each year during summer and winter breaks, Happy Points are distributed to support the healthy growth of children at risk of food insecurity. Each child receives 100,000 Happy Points, and each child welfare facility receives 300,000 Happy Points. With more than 6,500 SPC Group stores nationwide, even children living in remote and rural areas can conveniently access participating stores.

#### | Happy Point Support for Children at Risk of Food Insecurity<sup>1)</sup> |

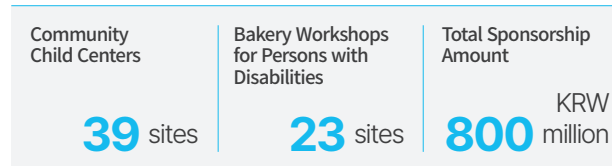


<sup>1)</sup> As of the end of 2024

### [Social Safety Net] The Safe Happiness

To help prevent accidents and ensure safe environments, SPC Happy Foundation is building a social safety net at community child centers and bakery workshops for persons with disabilities. In collaboration with Community Chest of Korea (Sarangi Yeolmae), the Korea Association of Community Child Centers, and the Korea Association of Welfare Institutions for the Disabled, we select beneficiary institutions and provide support for the renovation of outdated facilities, installation of safety equipment, and safety education. In 2024 alone, 25 vulnerable facilities received support, bringing the cumulative total to 62 supported institutions.

#### | The Safe Happiness<sup>1)</sup> |



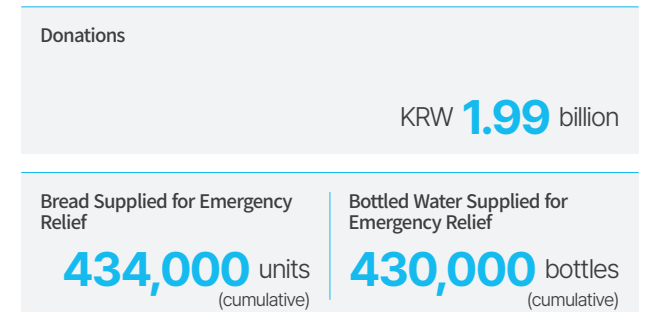
<sup>1)</sup> As of the end of 2024

### [Social Safety Net] Emergency Relief and Special Support

SPC Happy Foundation promptly delivers meal replacements and essential supplies to disaster victims and recovery personnel in the event of major national disasters such as earthquakes and wildfires. SPC Happy Foundation has provided emergency relief supplies at numerous national disaster sites, including flood and medical support in 2014, Typhoon Chaba recovery assistance in 2016, the Pohang earthquake in 2017, support for vulnerable communities during extreme heat in 2018, the Gangwon wildfire in 2019, COVID-19 emergency relief in 2020, flood and typhoon response in 2022, wildfire and flood relief in 2023, and heavy rain recovery efforts in 2024. In collaboration with the Korean Red Cross, SPC Happy Foundation maintains a rapid response system to deliver large quantities of bread and bottled water to disaster sites. In recognition of these continued efforts, SPC Group received the Korean Red Cross Honorary Service Medal in 2024. SPC Samlip and BR Korea received the Grand Honor Medal, Paris Croissant was awarded the Highest Honor Medal, SPC received the Honor Medal, and SPC GFS and Secta9ine were each awarded the Gold Medal.

In addition to disaster relief, SPC Happy Foundation provides funds and goods to other areas in need of social welfare support.

#### | Emergency Relief and Special Support – 2024 Year-End Summary<sup>1)</sup> |



<sup>1)</sup> As of the end of 2024

# Appendix

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# ESG Data

## Environmental

### Samlip

#### Greenhouse Gas<sup>1)</sup>

Category		Unit	2022	2023	2024
Greenhouse Gas Emissions	Scope 1	tCO <sub>2</sub> eq	25,053	25,403	25,935
	Scope 2	tCO <sub>2</sub> eq	56,437	55,391	56,418
	Total	tCO <sub>2</sub> eq	81,490	80,794	82,353
	Gas Intensity	tCO <sub>2</sub> eq/100 million KRW	5.02	4.80	5.00

1) Data Scope: Data Scope: Sihwa , Cheongju, Chungju, Seocheon, Sejong business sites

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

Category		Unit	2022	2023	2024
Energy Consumption	Non-Renewable Energy	MWh	460,833	464,722	475,833
	Renewable Energy	MWh	-	-	108
	Total	MWh	460,833	464,722	475,941
	Energy Intensity	MWh/KRW 1 billion	283.71	276.24	288.96

1) Data Scope: Data Scope: Sihwa , Cheongju, Chungju, Seocheon, Sejong business sites

#### Water Consumption<sup>1)</sup>

Category		Unit	2022	2023	2024
Water Consumption	Tap Water	ton	693,169	702,696	725,298
	Groundwater	ton	-	-	-
	Surface Water (lakes, rivers, etc.)	ton	-	-	-
	Total	ton	693,169	702,696	725,298
	Water Consumption Intensity	ton/KRW 100 million	42.67	41.77	44.03

1) Data Scope: Data Scope: Sihwa , Cheongju, Chungju, Seocheon, Sejong business sites

#### Waste Generation<sup>1)</sup>

Category		Unit	2022	2023	2024
Designated Waste	Total	ton	9.6	5.7	3.7
	Recycled	ton	6.4	4.0	3.1
	Incinerated	ton	3.2	0.7	0.6
	Landfilled	ton	-	1.0	-
	Others	ton	-	-	-
General Waste	Total	ton	16,076.9	15,763.7	15,329.7
	Recycled	ton	12,743.5	12,546.1	12,143.2
	Incinerated	ton	3,333.3	3,215.9	3,167.5
	Landfilled	ton	-	1.7	6.4
	Others	ton	-	-	12.6
<b>Total Waste (Designated + General)</b>		ton	16,086.5	15,769.4	15,333.4
<b>Percentage of Waste Recycling</b>		%	79.3	79.6	79.2
<b>Waste Intensity</b>		ton/KRW 100 million	0.99	0.94	0.93
<b>Food Waste</b>		ton	4,775	5,343	5,211

1) Data Scope: Data Scope: Sihwa , Cheongju, Chungju, Seocheon, Sejong business sites

# ESG Data

## Environmental

### Samlip

#### Pollutant Emissions<sup>1)</sup>

Category		Unit	2022	2023	2024
Water Pollutants	Total Organic Carbon (TOC)	ton	11.54	12.88	17.55
	Biochemical Oxygen Demand (BOD)	ton	5.39	4.03	3.92
	Suspended Solids (SS)	ton	8.85	13.19	9.12
Air Pollutant Emissions	Total Suspended Particulates (TSP)	ton	9.39	3.29	6.25
	Nitrogen Oxides (NOx)	ton	1.91	2.13	2.48
	Sulfur Oxides (SOx)	ton	0.13	0.02	0.05

1) Data Scope: Data Scope: Sihwa , Cheongju, Chungju, Seocheon, Sejong business sites

#### Eco-Friendly Vehicles<sup>1)</sup>

Category		Unit	2022	2023	2024
Number of Eco-Friendly Vehicles		units	2	3	5
Percentage of Eco-Friendly Vehicles		%	9.1	11.5	19.2

1) Data Scope: Data Scope: Sihwa , Cheongju, Chungju, Seocheon, Sejong business sites

#### Environmental Compliance Status<sup>1)</sup>

Category		Unit	2022	2023	2024
Environmental Law Violations	Number of Violations	cases	0	1	0
	Fines / Penalties	KRW million	0	2.4	0

1) Data Scope: Sihwa , Cheongju, Chungju, Seocheon, Sejong business sites

#### Product Responsibility<sup>1)</sup>

Category		Unit	2022	2023	2024 <sup>2)</sup>
Packaging Material Usage	Plastic	ton	8,141	6,969	6,522
	Metal Cans	ton	143	62	69
	Glass Bottles	ton	102	95	142
	Paper Materials	ton	47	59	49
	Total	ton	8,433	7,185	6,782
	Packaging Intensity	ton/KRW 100 million	0.52	0.43	0.41

1) Data Scope and Criteria: Sihwa , Cheongju, Chungju, Seocheon, Sejong business sites, based on the Extended Producer Responsibility (EPR) system  
 2) Before the expansion of the Ministry of Environment (Environmental Corporation) performance, data may change depending on the final results of the performance in the second half of the year.

#### Raw Materials<sup>1)</sup>

Category		Unit	2022	2023	2024
Total Raw Materials Used <sup>2)</sup>		ton	79,842,586	81,730,591	78,566,344

1) Data Scope: Sihwa , Cheongju, Chungju, Seocheon, Sejong business sites  
 2) Total amount of raw and auxiliary materials consumed in the manufacturing process

# ESG Data

Social

## Samlip

### Employee Overview

Category		Unit	2022	2023	2024
Total Employees		persons	2,992	3,170	3,056
By Gender	Male	persons	1,643	1,738	1,712
	Female	persons	1,349	1,432	1,344
Regular Employees	Male	persons	1,595	1,678	1,653
	Female	persons	1,287	1,346	1,278
Contract Employees	Male	persons	48	60	59
	Female	persons	62	86	66
Part-Time Employees	Male	persons	1	1	0
	Female	persons	5	2	0
By Age Group	Under 30	persons	352	389	388
	30 to 50	persons	1,585	1,630	1,564
	Over 50	persons	1,055	1,151	1,104
	Percentage of Under 30	%	11.8	12.3	12.7
	Percentage of 30 to 50	%	53.0	51.4	51.2
	Percentage of Over 50	%	35.3	36.3	36.1

Category		Unit	2022	2023	2024	
Regional Employee Distribution	Domestic Nationals	Regular Employees	persons	2,738	2,939	2,858
		Contract Employees	persons	92	109	99
		Part-Time Employees	persons	6	3	0
		Total Domestic Employees	persons	2,836	3,051	2,957
	Foreign Nationals	Regular Employees	persons	144	82	73
		Contract Employees	persons	12	37	26
Part-Time Employees		persons	0	0	0	
Total Foreign Employees		persons	156	119	99	
Percentage of Foreign Employees		%	5.2	3.8	3.2	

# ESG Data

Social

## Samlip

### Turnover Management<sup>1)</sup>

Category		Unit	2022	2023	2024
Turnover Status	Total Turnover	persons	111	107	109
	Voluntary Turnover Rate	%	12.5	11.3	11.9
	Involuntary Turnover Rate	%	4.0	4.2	3.6
	Overall Turnover Rate	%	16.5	15.6	15.5

1) Based on Office Employees

### Employee Diversity

Category		Unit	2022	2023	2024
Female	Percentage of Female Employees	%	45.1	45.2	44.0
	Percentage of Female Managers	%	13.0	14.4	12.2
	Percentage of Female Executives	%	0	13.6	15.4
Persons with Disabilities	Number of Employees	persons	69	77	74
	Ratio	%	2.3	2.4	2.4

### Labor Union<sup>1)</sup>

Category		Unit	2022	2023	2024
Number of Employees Eligible for Union Membership		persons	823	1,145	1,112
Number of Union Members		persons	816	1,138	1,102
Union Membership Rate		%	99.1	99.4	99.1

1) Based on Production Employees

### VOC Reception and Resolution

Category		Unit	2022	2023	2024
VOC Reports Submitted via Website	Suggestions	cases	170	236	242
	Compliments	cases	26	15	12
	Complaints	cases	2,348	2,344	2,035
	Others	cases	12,484	11,598	12,101

# ESG Data

Social

## Samlip

### Safety and Health

Category		Unit	2022	2023	2024
Lost Time Injury Frequency Rate (LTIFR)	Number of Lost Time Injuries <sup>1)</sup>	cases	12	19	7
	Lost Time Injury Rate	cases/million hours	1.61	2.40	0.92
Lost Time Injury Frequency Rate (LTIFR) for Partner Companies	Number of Lost Time Injuries <sup>1)</sup>	cases	0	0	0
	Lost Time Injury Rate	cases/million hours	0	0	0

1) Based on the Date of Incident

### Employee Capacity Development<sup>1)</sup>

Category		Unit	2022	2023	2024
Education Cost per Employee		KRW million/person	0.32	0.34	0.38
Education Hours per Employee		hours	32.5	43.5	59.8

1) Data Calculation Criteria

- Training Cost per Person: Total training cost ÷ Number of training participants (excluding duplicate counts)
- Training Hours per Person: Total training hours ÷ Number of training participants (excluding duplicate counts)

### Human Rights Management

Category		Unit	2022	2023	2024
Number of Discrimination or Harassment Cases		cases	4	3	1
Human Rights Grievance Handling	Total Number of Grievances	cases	5	8	9
	Number of Resolved Grievances	cases	5	8	9
	Resolution Rate	%	100	100	100

### Shared Growth Support Programs

Category		Unit	2022	2023	2024
Financial Support	Mutual Cooperation Fund	KRW 100 million	200	200	280
Employment Stability Support		companies (persons)	144	140	136
Quality Support Performance		cases	209	218	284
Welfare Support Amount		KRW million	168	229	277
Quality Support Performance		companies	113	132	145

### Information Security

Category		Unit	2022	2023	2024
Number of Information Security Breaches		cases	0	0	0
Number of Customers and Employees Affected by Information Security Breaches		persons	0	0	0
Percentages of Information Security Investment (as a Percentage of Total IT Costs)		%	9.1	5.5	7.0

# GRI Standards 2021 Index

Statement of USE	SPC Samlip reports on its sustainability practices for the period from January 1, 2024, to December 31, 2024, in accordance with the GRI Standards 2021 reporting principles.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	As the GRI Sector Standards applicable to the industry classification of the reporting organization SPC Samlip have not been published as of the reporting date, they are not applied.

## Universal Standards

Topic	Content	Reporting Page
<b>Organizational Details and Reporting Practices</b>	2-1 Organizational details	5, 11
	2-2 Entities included in the organization’s sustainability reporting	2,10
	2-3 Reporting period, frequency and contact point	2
	2-4 Restatements of information	Not applicable as this is the first report issued.
	2-5 External assurance	112-113
<b>Organization’s activities and workforce</b>	2-6 Activities, value chain and other business relationships	5, 11
	2-7 Employees	105
	2-8 Workers who are not employees	Data currently being compiled; disclosure under review for the following year.
<b>Governance</b>	2-9 Governance structure and composition	90-91, Business Report p.242
	2-10 Nomination and selection of the highest governance body	Business Report p.242
	2-11 Chair of the highest governance body	Business Report p.240
	2-12 Role of the highest governance body in overseeing the management of impacts	90
	2-13 Delegation of responsibility for managing impacts	90
	2-14 Role of the highest governance body in sustainability reporting	91
	2-15 Conflicts of interest	Business Report p.242

Topic	Content	Reporting Page
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	2-17 Collective knowledge of the highest governance body	89
	2-18 Evaluation of the performance of the highest governance body	89
	2-19 Remuneration policies	89
	2-20 Process to determine remuneration	89
	2-21 Annual total compensation ratio	Business Report p.256
<b>Strategy</b>	2-22 Statement on sustainable development strategy	47
	2-23 Policy commitments	25, 53, 73, 78, 92
	2-24 Embedding policy commitments	25, 53-54, 78-79, 92-94
	2-25 Processes to remediate negative impacts	26-29, 75-79
	2-26 Mechanisms for seeking advice and raising concerns	20, 28, 31, 67
	2-27 Compliance with laws and regulations	Business Report p.264
	2-28 Membership associations	111
<b>Stakeholder Engagement</b>	2-29 Approach to stakeholder engagement	20
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	3-2 List of material topics	21-22, 49

# GRI Standards 2021 Index

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<b>Talent Recruitment and Development</b>			
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	403-6	Promotion of worker health	25, 79
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	25, 78-79
	403-8	Workers covered by an occupational health and safety management system	25, 78-79
<b>Product Safety and Quality</b>			
Management Approach	3-3	Management of material topics	21-22, 49
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	40-44, 83-85
<b>Ethical and Compliance Management</b>			
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	302-3	Energy intensity	103
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	305-2	Energy indirect (Scope 2) GHG emissions	103
	305-4	GHG emissions intensity	103
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	106, SPC Samlip Corporate Governance Report p.23

# UN SDGs

The UN Sustainable Development Goals (SDGs) are international goals that all members of the world must implement to achieve sustainable development around the world from 2016 to 2030, and require the efforts and cooperation of the entire society to achieve the goals. SPC Group is carrying out social value creation activities to achieve the UN SDGs goals.



Goal	Code	Page
Goal 1	End poverty in all its forms everywhere.	182-184
Goal 2	End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.	182-184
Goal 3	Ensure healthy lives and promote well-being for all at all ages.	180-184
Goal 4	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	180-181
Goal 5	Achieve gender equality and empower all women and girls.	-
Goal 6	Ensure availability and sustainable management of water and sanitation for all.	184
Goal 7	Ensure access to affordable, reliable, sustainable, and modern energy for all.	-
Goal 8	Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.	180-181
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Goal 11	Make cities and human settlements inclusive, safe, resilient, and sustainable.	180-184
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Goal 13	Take urgent action to combat climate change and its impacts.	184
Goal 14	Conserve and sustainably use the oceans, seas, and marine resources for sustainable development.	-
Goal 15	Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.	-
Goal 16	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.	-
Goal 17	Strengthen the means of implementation and revitalize the global partnership for sustainable development.	184

# Key Membership associations

## Names Memberships and Affiliations

Korea Listed Companies Association	Korea Food Industry Association	Shiheung CCI	Regional United Defense Councils	Korea International Trade Association (KITA)
Korea Fire Safety Association	PSM Association	Korea Rice Foodstuffs Association (KRFA)	The Federation of Korean Industries (FKI)	Federation of Middle Market Enterprises of Korea (FOMEK)
Korea Meat Industries Association	Korea Egg Processing Association	Korea Domestic Wheat Industry Association	KHSA : Korea Highway Service Area Association	Korea Expressway Corporation Rest Area Managers' Association
Korea Oil Station Association (KOSA)	Korea Convenient restaurant Association	Korea Foodservice Association (KFA)	Korea Consumer-centered Enterprise Association	KFHTA: Korea Foods High Tech Association

**SPC GROUP** Sustainability Report 2025

