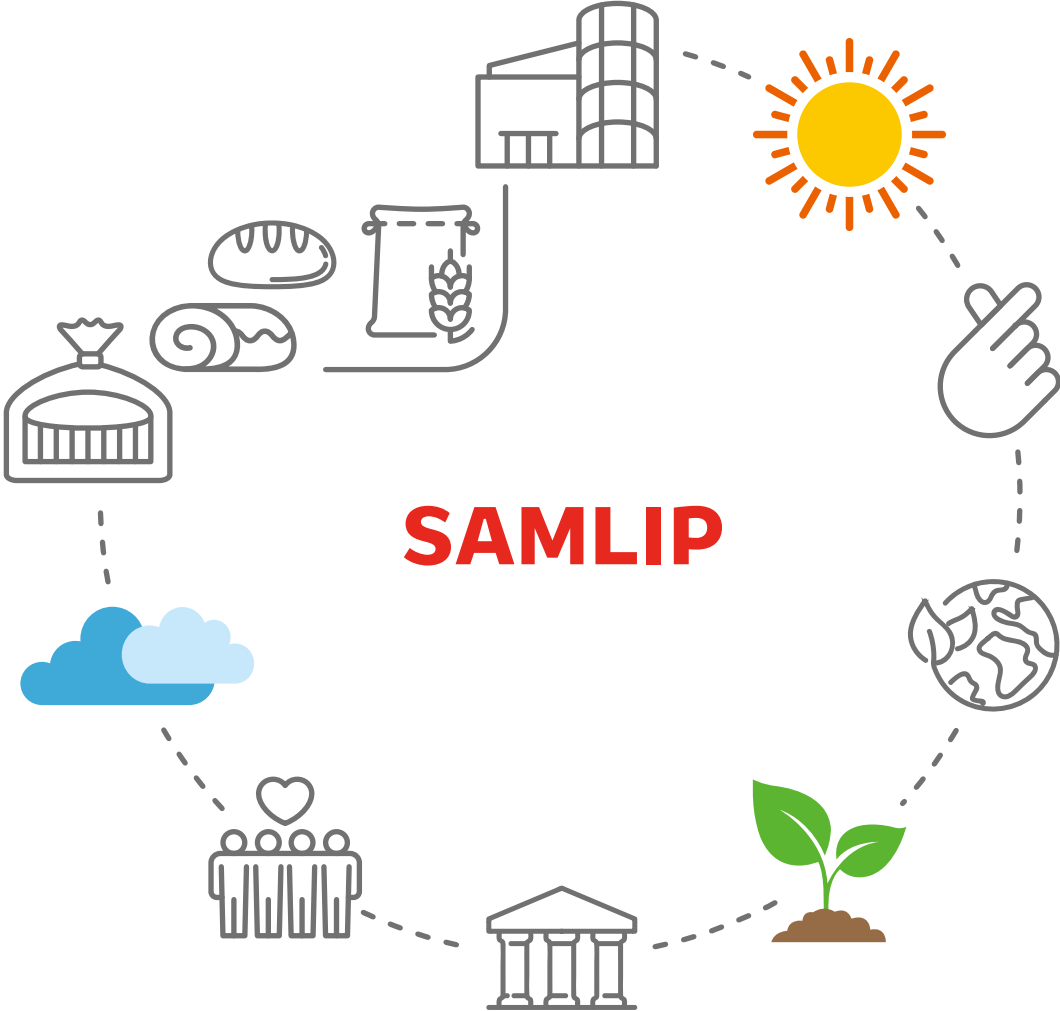




ABOUT THIS REPORT

Samlip published its second sustainability report in 2026 to fulfill our management responsibilities for a sustainable future and strengthen trust with stakeholders. This report details the ESG (Environmental, Social, and Governance) management activities and key achievements of Samlip. To enhance the reliability and consistency of our ESG information, we established ESG data management standards prior to the publication of this report and reinforced the performance management systems based on these standards. Samlip will continue to elevate its ESG standards and realize sustainable value creation through continuous information disclosure and communication.

→ Reporting Principles

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

→ Reporting Period

This report covers ESG activities and achievements from January 1, 2025 to December 31, 2025. Some qualitative information spans from previous years through the first half of 2026, and quantitative data reflects performance from 2023 through 2025. Any significant changes in past data are separately indicated in footnotes and have been recalculated based on the 2025 standard.

→ Contact for Inquiries

Samlip Sustainability Team

Address 2620, Nambusunhwan-ro, Seocho-gu, Seoul, Republic of Korea

Email Samlip.esg@spc.co.kr

→ Reporting Scope

This report outlines Samlip's ESG strategies and includes data based on Samlip. Data from Sangmidang Holdings is included only in relation to the activities of the Happy Foundation. If there were any limitations in collecting data from reporting entities, a footnote has been provided to clarify the reporting scope of the relevant information.

→ Report Assurance

To ensure the reliability of the reported content, this report has undergone a verification process by an independent external professional organization. The verifier's Third-Party Assurance Statement can be found on page 77.

→ INTERACTIVE User Guide

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.

CONTENTS

OVERVIEW

Message from the CEO	005
Overview	006
ESG Management Strategy	007
ESG Management Implementation Framework	008
Double Materiality Assessment	009

ESG MATERIALITY

Climate Change Response	011
Strengthening Occupational Safety & Health	017
Securing Consumer Trust	022
Ensuring product sustainability	028

ESG PERFORMANCE

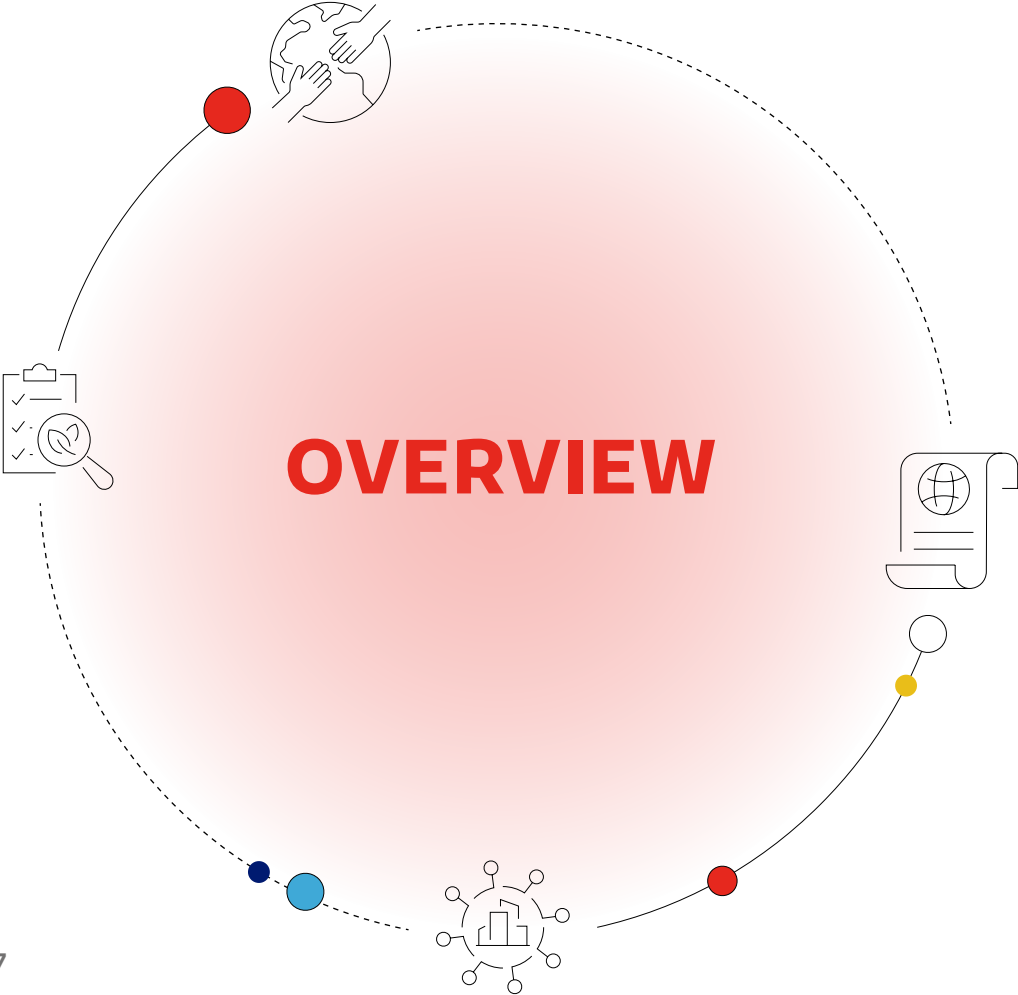
Environmental	Environmental Management	031
	Waste & Water	033
	Pollutants	035
Social	Talent Development	037
	Supply Chain ESG Management	039
	Human Rights Protection	041
	Workplace Environment & Culture	043
	Community Engagement	047
Governance	Ethical Management	050
	Compliance Management	052
	Sound Governance Structure	056
	Information Security & Privacy Protection	059

CORPORATE PHILANTHROPY

Happy Foundation (Social Contribution)	063
--	-----

APPENDIX

ESG Data	069
GRI Index	073
Key Membership Associations	075
Verification Opinion	076
Independent Assurance Statement	077



- Message from the CEO 005
- Overview 006
- ESG Management Strategy 007
- ESG Management Implementation Framework 008
- Double Materiality Assessment 009

Message from the CEO

Dear esteemed stakeholders,

2025 was a year marked by global economic slowdown and persistent domestic and international uncertainties, resulting in continued challenges in the business environment. Amid these circumstances, Samlip conducted an in-depth review of its operational systems across all business areas and focused on securing the competitiveness needed for sustainable growth.

Based on its environmental management goals, Samlip continues its efforts to enhance resource efficiency and minimize environmental impact. We seek to actively fulfill our corporate environmental responsibilities by expanding the use of renewable energy and improving environmental indicators.

Furthermore, we have placed safety as a top priority and are consistently bolstering company-wide safety management systems.

We will do our utmost to foster proactive field-oriented safety management through the replacement of aging facilities, expansion of dedicated safety personnel, and investment in safety facilities.

Moreover, we are implementing responsible decision making and transparent management by establishing compliance and ethics as key management principles. We will further reinforce stakeholder trust through effective operation of the Fair Trade Compliance Program(CP) and internalization of compliance culture.

Samlip will continue to grow sustainably with its stakeholders through a diligent commitment to its environmental and social responsibilities, in addition to transparent decision making and responsible leadership.

We sincerely ask for your continued interest and support. Thank you.

CEO of Samlip, Do Se-ho & Jeong In-ho

Overview



Samlip, Creating Novel Experiences and a Healthy Food Culture

Samlip has driven the development of the baking industry and contributed to improving Koreans' dietary habits by introducing numerous beloved hit products. Drawing on our longstanding technology, experience, and know-how, we are constantly striving to grow into a global company at the forefront of the food industry.



Samlip at a Glance

Affiliate Name	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*	KRW 1.6061 trillion
Website	www.spcsamlip.co.kr

* Based on separate financial statements for 2025

Featured Products



Samlip Hopang



Samlip Hotteok



Cream Bread



Full Moon Cake



Whole Wheat Bread



Korean Mini Yakgwa

Awards and Recognitions of Samlip

2026

- Received the Main Prize at the iF Design Awards for Jammy's and Golden Moments Gift Set

2025

- Received the Best of the Best award at the Red Dot Design Awards for 'Moment Jeju'
- Received the Winner award at the Red Dot Design Awards for 'Samlip Yakgwa,' 'YAAM,' and 'Bizeun'
- Received the Main Prize at the iF Design Awards for Creamy White Font
- Received the Main Prize at the iF Design Awards for Project:H and Samlip Yakgwa

2024

- 'YAAM RTB' Named Best Product at the Seoul Cafe Show Excellence Awards
- Winner of the Grand Prize in the Integrated Marketing Communications (IMC) Category at the Korea PR Awards
- Awarded the highest rating of "3 Stars" at the International Taste Institute (ITI)
- "Samlip Hopang (Sweet Red Bean)" Awarded 3 Stars at the International Taste Awards; "Kimchi Hopang" Awarded 2 Stars
- "Mini Yakgwa, Hotteok, Cheesecake, and Haimyeon Stir-Fried Noodles" selected as 1-Star Items

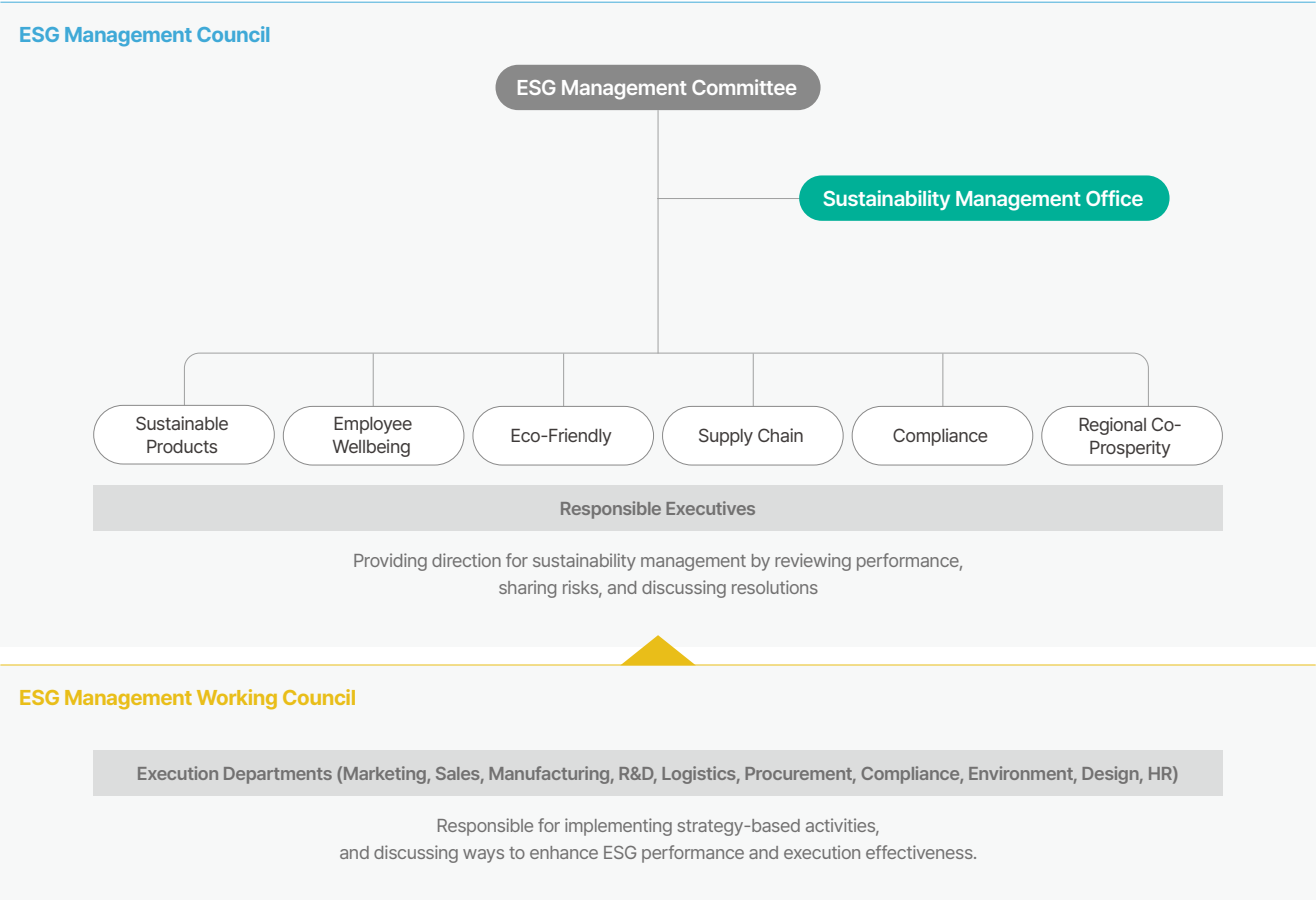
ESG Management Strategy

Samlip has established a strategy for implementing sustainable management based on its future vision and direction for sustainable growth. We have established “Make S” as our strategic direction with the goal of establishing product standards to realize sustainability at customer touchpoints, and fostering a business environment that strengthens the value of those products. Based on this, we have identified five key strategic areas centered on the two core pillars of products and operations. We are systematically advancing sustainable management across all aspects of our products and business operations.



ESG Management Implementation Framework

Samlip operates its sustainability management implementation framework through an executive-centric ESG Management Council, and an implementation department-centric ESG Management Working Council.



- ←

ESG Management Council

The ESG Management Council 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 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 systematic support for company-wide ESG management activities, and manages relevant strategies as well as implementation results for key ESG initiatives.

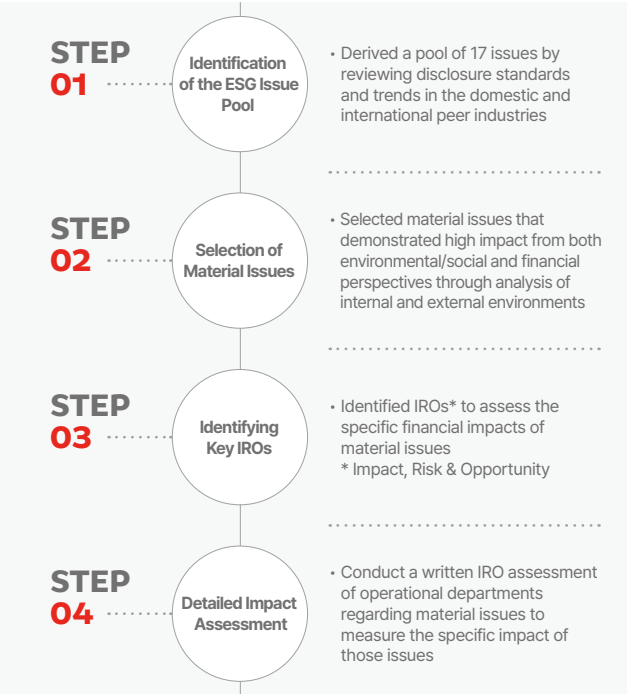
Double Materiality Assessment

Assessment Overview

Assessment Process

Samlip conducted an assessment based on the GRI Standards 2021 and the ESRS (European Sustainability Reporting Standards) to identify key sustainability issues from a double materiality perspective.

Double Materiality Assessment Process



Assessment Results

Selection of Material Issues

Through a double materiality assessment, Samlip identified "Climate Change Response," "Ensuring Product Sustainability," "Strengthening Occupational Safety and Health," and "Securing Consumer Trust" as material issues, as they were all rated "High" in terms of both environmental and social impact as well as financial impact.

Impact Analysis of Risk and Opportunity Factors

Samlip conducted an analysis of financial materiality to ensure systematic management of material issues. Using the IRO (Impact, Risk & Opportunity) assessment method, we conducted a written evaluation of operational departments to assess the financial materiality of these issues.

Results of Double Materiality Assessment and Key Impact Analysis

Category	Issue Pool	Type	Key Risks and Opportunities	Financial Impact
E	Climate Change Response	Risk	Halt in business site operations in the event of a natural disaster	
	Water Resource Management		Increased cooling demands due to heat waves or abnormally high temperatures	
	Biodiversity Protection	Opportunity	Government subsidies and policy support for energy facilities	
	Hazardous (Chemical)/Pollutant Management			
	Fostering Circular Economy			
S	Ensuring Product Sustainability	Risk	Increased product cost due to eco-friendly measures	
	Protection of Human Rights	Risk	Responding to regulations on single-use plastics and packaging materials	
	Human Resources Management		Minimizing and reducing weight of packaging materials when manufacturing packages	
	Supply Chain ESG Management	Opportunity		
	Strengthening Occupational Safety and Health		Halt in business site operations in the event of a safety incident	
	Win-Win Partnership with Franchisees		Violating relevant laws, such as the Serious Accidents Punishment Act	
	Co-Prosperity with Local Communities	Risk	Damaged brand value due to safety incidents	
G	Securing Consumer Trust		Product recall demands in the event of a quality control incident	
	Ethical and Compliance Management	Risk	Violating relevant laws, such as the Food Sanitation Act	
	Communication with Stakeholders			
	Integrated Risk Management	Opportunity	Improving consumer communication channels	
	Information Security and Privacy Protection			



- ↗ Climate Change Response 011
- ↗ Strengthening Occupational Safety & Health 017
- ↗ Securing Consumer Trust 022
- ↗ Ensuring Product Sustainability 028

Climate Change Response

MAKE STRENGTHEN - ECO-FRIENDLY

Governance

Board-Centered Climate Change Response Governance

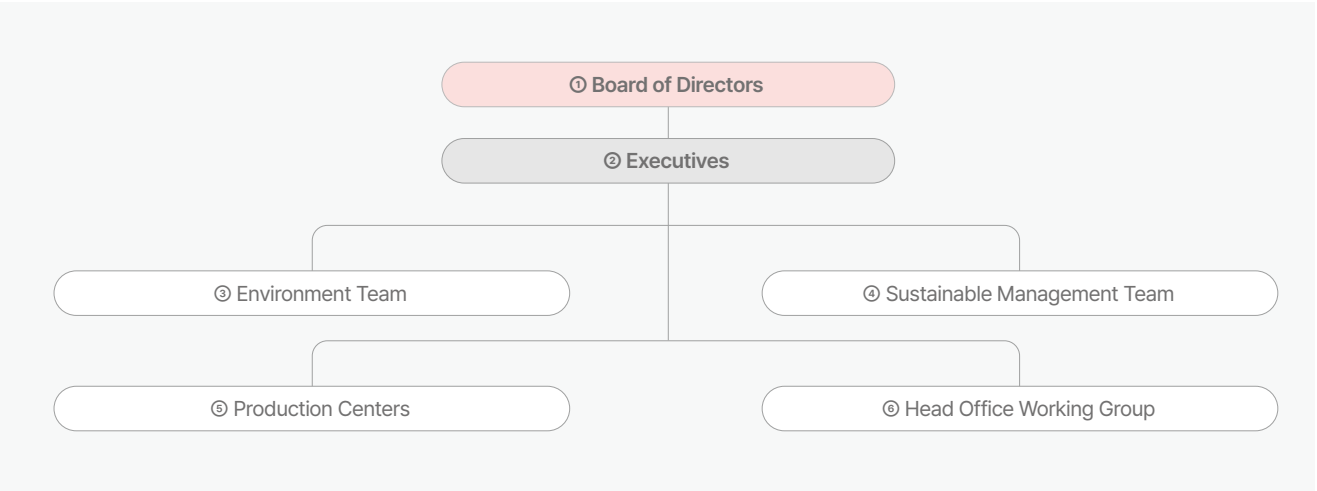
The Board of Directors serves as Samlip's highest decision-making body on climate-related matters, playing a management and oversight role regarding overall environmental issues, including responses to climate change. In addition, it comprehensively reviews relevant risks and opportunities to chart a course for Samlip's sustainable growth. In accordance with regulations, the board regularly reviews the company's environmental management results at least once a year.

Climate Change Response Decision-Making System

Samlip strategically manages climate-related risks that may arise across its business operations through its climate change response decision-making body. Led by the Board of Directors, we regularly review the status of key objectives and core issues, and identify and manage corresponding improvement tasks. The Environmental Team and Sustainable Management Team collaborate with each business site and operational department to implement initiatives addressing climate change, while continuously monitoring performance and risks throughout the implementation process. Based on this framework, Samlip plans to progressively advance key initiatives, including the development of Scope 1, 2, and 3 inventories, climate risk analysis, and the establishment of a carbon neutrality roadmap.

➔ **Environmental Management 'Environmental Management System'**
(Review overall environmental management system and current operational status)

Climate Change Response Organizational Chart



Climate Change Response Organizational Structure and Roles

Organization	Role
① Board of Directors	• Managing and overseeing environmental issues, including climate change response
② Executives	• Reviewing environmental management results at least once a year
③ Environment Team	• Implementing climate change response tasks in conjunction with production centers and operational departments
④ Sustainable Management Team	• Monitoring results and risks during task implementation
⑤ Production Centers	• Implementing climate change response tasks
⑥ Head Office Working Group	• Regular reporting of results

Climate Change Response

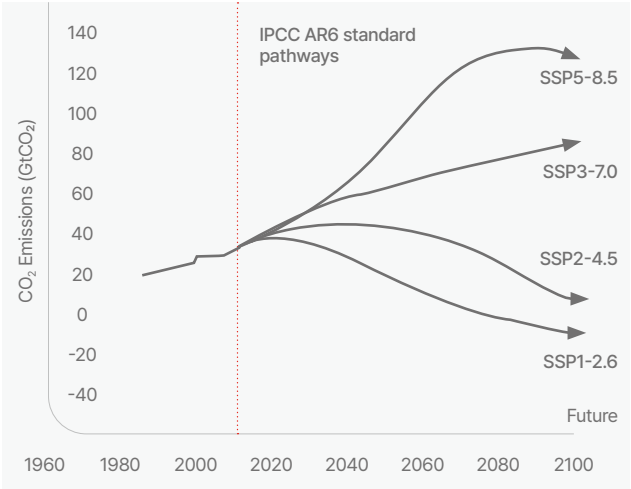
MAKE STRENGTHEN - ECO-FRIENDLY

Strategy

Climate Scenario Analysis

To mitigate the impacts of the climate crisis and adapt to the process of environmental and social transition, Samlip analyzed the impact of climate-related risks and opportunities on its business based on the TCFD recommendations. Samlip utilized climate scenarios from the IPCC¹⁾ and the IEA²⁾ to identify its mid- to long-term vulnerabilities to climate change. Taking into account key disclosure standards such as the ESRS and KSSB, as well as the carbon neutrality roadmap, the analysis was divided into short-term, medium-term (through 2030), and long-term (through 2050) timeframes.

Annual CO₂ Emissions Projections Based on Climate Change Scenarios



1) IPCC(Intergovernmental Panel on Climate Change)
2) IEA(International Energy Agency)

Physical Scenario Analysis Method

The IPCC Sixth Assessment Report (AR6) presents climate scenarios based on Shared Socioeconomic Pathways (SSPs) that reflect future socioeconomic development pathways and greenhouse gas emission levels. Samlip selected the SSP5-8.5 high-carbon scenario and the SSP1-2.6 low-carbon scenario—two of the four IPCC scenarios—to analyze the impacts of physical risks. A total of 40 facilities were selected for the physical risk analysis, including 21 Samlip facilities and 19 facilities operated by SPC GFS, a major affiliate. These physical risks can lead to financial impacts such as a decline in revenue due to production stoppages, increased capital expenditures (CAPEX) for facility restoration, and rising operating expenses (OPEX); therefore, we are focusing our review on these aspects.

Business Sites Subject to Physical Risk Analysis

- **Samlip Business Sites** 6 production sites, 9 highway service areas, 6 gas stations
- **Affiliate Business Sites** 19 SPC GFS logistics centers

Transition Scenario Analysis Method

The IEA presents three scenarios, taking into account each country's climate policies and the feasibility of applying climate technologies. Samlip adopted the NZE³⁾ and STEPS⁴⁾ scenarios—which have a broad scope across sectors and offer high versatility and geographic granularity—to identify transition risks and opportunities. Meanwhile, the company is also examining the financial impact of expanding eco-friendly products and the low-carbon transition, including both the generation of new revenue and cost savings through operational efficiency improvements.

3) Assuming that national governments implement measures to decrease greenhouse gas emissions, resulting in Net-Zero in energy by 2050
4) Assuming that climate change policy initiatives remain at current levels

Identifying Physical Risks

Samlip used the Climate Metrics Hub (CMH) climate modeling tool to assess physical risks at 40 business sites. Based on SSP1-2.6 and SSP5-8.5, the company conducted analyses for three time periods: the present, 2030, and 2050. Analysis revealed storms and floods caused by heavy rain as the most significant risk. 6 production sites displayed high vulnerability to storms across all scenarios and timeframes, while Sihwa and 3 other business sites exhibited high vulnerability to floods caused by heavy rain across all timeframes. Samlip is currently analyzing the financial impact of storms and floods caused by heavy rain, taking into account current exposure levels and future risk levels. We operate an emergency response system that includes procedures for responding to spills and leaks, emergency action plans, and systems for suspending operations and evacuating in the event of an incident. Going forward, we plan to gradually expand analysis of the financial impact of climate risks and opportunities, and to continue refining climate change response and carbon neutrality strategies.

Physical Risk Impact Analysis

Category		Impact
Physical Risk	Storms	• Physical damage to infrastructure, operational facilities, equipment, and vehicles caused by strong winds, extreme rainfall, flooding, and storm surges • Temporary operational shutdowns caused by extreme winds • Prolonged operational shutdowns if the power supply system is damaged or major access routes are blocked
	Floods caused by rain	• Damage to equipment and vehicles related to manufacturing operations • Reputational risk if a hazardous waste spill causes additional damage to infrastructure and local residents • Decrease in revenue due to production stoppages

Climate Change Response

MAKE STRENGTHEN - ECO-FRIENDLY

Strategy

Physical Risk Analysis Results¹⁾

Region	Storms ²⁾				
	Base Year	SSP1-2.6		SSP5-8.5	
		2030	2050	2030	2050
Sihwa					
Cheongju					
Sejong					
Chungju					
Seocheon					
Daegu					

Region	Floods Caused by Heavy Rain ³⁾				
	Base Year	SSP1-2.6		SSP5-8.5	
		2030	2050	2030	2050
Sihwa					
Cheongju					
Sejong					
Chungju					
Seocheon					
Daegu					

1) Subject: 6 Samlip production sites
2) Metric: Maximum Tropical Cyclone Windspeed
3) Metric: 1-in-500 Year Coastal Flood Inundation Depth
4) Level of Physical Risk

Very Low	Low	Medium	High	Very High
----------	-----	--------	------	-----------

* Very Low: 0≤score<1 * Medium: 2≤ score <3 * Very High: score ≥4
* Low: 1≤ score <2 * High: 3≤ score <4

Transition Risk Identification

Samlip has established a pool of climate change risks and opportunities. We also identified key factors that could impact our management objectives, financial performance, and operational activities. After identifying transition risks by category—such as policy and regulation, technology, and market reputation—we ranked them by priority by taking into account business strategy, market trends, and competitiveness.

Transition Opportunity Identification

Samlip analyzed transition opportunities and impacts resulting from climate change using the same process as its transition risk analysis. After identifying transition opportunities related to climate change—such as resource efficiency, products and services, markets, energy sources, and resilience—we conducted a series of discussions to select material transition opportunities.

Transition Risk and Opportunity Analysis Results

Category			Time	Value Chain ⁵⁾	Impact
Transition Risk	Markets	Increased client demand for carbon emissions management	Medium-term	DW	• Pressure for product portfolio transition due to growing demand for low-carbon products and services • Risk of reduced business or exclusion from supply chains if clients' supply chain standards are not met • Increased costs associated with managing product carbon data and establishing systems, due to the growing requirement for carbon footprint disclosure across the entire supply chain
	Policy & Regulation	Stronger greenhouse gas emissions regulations	Medium-term	OP	• Increased OPEX, including emissions permit purchases and carbon taxes • Increased CAPEX, including investments in emissions reduction facilities • Risk of fines and operational restrictions in the event of regulatory noncompliance
	Energy Sources	Renewable energy transition	Long-term	OP	• Increased initial investment costs due to renewable energy procurement and facility development (PPA, REC, facility investment etc.)
	Products & Services	Transition to alternative products with lower environmental footprint	Medium-term	UP	• Risk of revenue decrease due to lower demand for existing products • Increased R&D costs for the development of low carbon products
	Reputation	Response to regulations and transparent climate information disclosure	Short-term	OP	• Increased data management and verification costs for addressing ESG disclosure regulations • Weakened reputation and investor trust due to inadequate information
Transition Opportunity	Technology	Expanding use of low carbon raw materials and eco-friendly materials	Long-term	UP	• Generation of new revenue streams through eco-friendly product portfolio expansion • Transition to recycled and bio-based raw materials leading to lower carbon footprint reduction costs and enhanced competitiveness of low carbon and eco-friendly products • Maintenance and expansion of long-term deals through response to key clients' Scope 3 reduction requests
	Policy & Regulation	Reinforcing operational competitiveness through transition to renewable energy and improved energy efficiency	Medium- to Long-term	OP	• Long-term energy cost stabilization and reduction • Reduced carbon costs(emissions permits/carbon taxes) through lower carbon emissions • Enhanced market access and brand value by addressing RE100 and client requests
	Products & Services	Strengthen low carbon supply chains and resource efficiency (including regenerative agriculture)	Long-term	UP	• Competitive edge in entering client markets and the global market by establishing a low-carbon supply chain through proactive response to supply chain decarbonization • Enhanced investor attraction and reputation by addressing ESG requirements
		Expand use of sustainable and eco-friendly packaging	Medium-term	DW	• Response to new markets and consumer demand through the expanded use of eco-friendly and recyclable packaging materials • Strengthened business competitiveness through satisfaction of clients' and distributors' sustainable packaging demands • Enhanced ESG results and brand value through plastic reduction and expanded use of recycled raw materials

5) Value Chain Classification: UP(upstream) / OP(directly operated) / DW(downstream)

Climate Change Response

MAKE STRENGTHEN - ECO-FRIENDLY

Strategy

Identifying Priorities for Risks and Opportunities

Samlip plans to assess the financial impact of physical and transition risks and opportunities, based on the prioritization of these factors. In addition, building upon the results of the financial impact analysis, we plan to conduct a resilience assessment and establish a long-term resilience enhancement strategy to mitigate risks while capitalizing on opportunities. Samlip believes that climate risks can affect its business operations, financial condition, and cash flow, and is currently assessing their financial implications in terms of operational stability and environmental management. We are also evaluating the potential financial impacts of future increase in extreme weather events, including damage to production facilities and equipment, disruptions to production and logistics operations, increased operating expenses (OPEX) for equipment replacement and repairs, and higher capital expenditures (CAPEX).

Priority Physical Risks

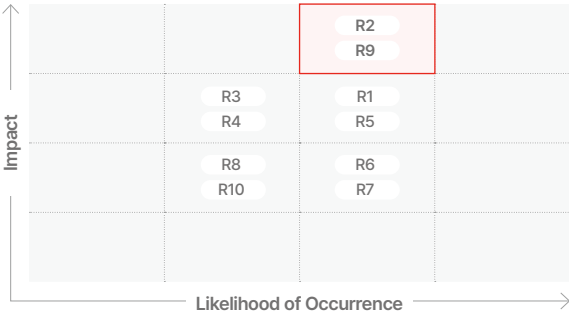
Samlip has identified priorities for physical risks based on the number of high-risk sites and their risk scores. The analysis revealed that flooding caused by storms and heavy rain was the risk with the greatest impact across all directly operated sites. In addition, potential financial impact factors were identified, including damage to production facilities and equipment caused by strong winds and flooding, disruptions to production and logistics operations, and the possibility of operational shutdowns due to damage to the power supply system. We are also reviewing the potential for increased operating expenses (OPEX) for equipment replacement and repairs, as well as increased capital expenditures (CAPEX) resulting from these factors.

Type	Risk Factors		Type	Risk Factors	
1	Acute	Heat Waves	3	Acute	Floods caused by Severe Rain
2	Acute	Extreme Cold	4	Acute	Storms

Priority Transition Risks and Opportunities

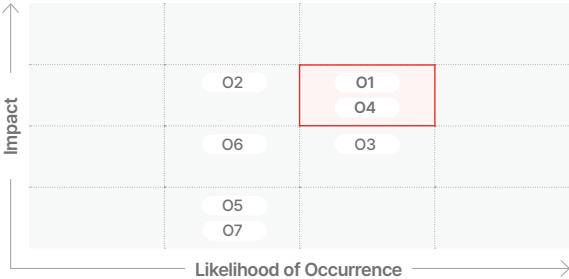
Samlip has evaluated transition risks and opportunities on the basis of impact magnitude and likelihood of occurrence. We have identified the rising cost of emission permit purchases and the investments required for the transition to renewable energy as key transition risks, and are reviewing the financial impact of stricter carbon regulations and growing ESG supply chain management requirements on revenue, operating expenses (OPEX), and capital expenditures (CAPEX). We are progressively enhancing energy efficiency and expanding the use of renewable energy to counter such risks. Meanwhile, Samlip has deemed strengthened operational competitiveness thanks to renewable energy transition and enhanced energy efficiency, as well as greater use of eco-friendly packaging, as key opportunities. We are analyzing their positive financial impacts on profitability and sustainable growth. In the future, we seek to gradually expand quantitative short, medium, and long term financial impact assessment.

Transition Risks



	Type	Risks
R1	Policy & Regulation	Enhanced efficiency of refrigeration and freezing equipment
R2	Policy & Regulation	Increased emission permit costs due to exceeding the free allocation
R3	Policy & Regulation	Introduction of renewable energy and obtaining of Alliance for Water Stewardship(AWS) certification
R4	Policy & Regulation	Strengthened operational resilience of carbon, energy, water etc.
R5	Policy & Regulation	Carbon reduction through enhanced energy efficiency
R6	Products & Services	Development of sustainable products and services (vegan products etc.)
R7	Markets	Climate and water resource management through responsible procurement(supply chain management)
R8	Markets	Expansion of low carbon product catalog through product LCA
R9	Energy Sources	Essential investment in renewable energy transition, including RE100
R10	Reputation	Addressing of disclosure regulations and transparent disclosure of climate related information

Transition Opportunities



	Type	Opportunities
O1	Policy & Regulation	Strengthened operational competitiveness through renewable energy transition and energy efficiency
O2	Products & Services	Expansion of low-carbon and eco-friendly product portfolio
O3	Products & Services	Strengthened low carbon supply chain and resource efficiency (including regenerative agriculture)
O4	Products & Services	Expand use of sustainable and eco-friendly packaging
O5	Technology	Expanded application of low carbon raw materials and eco-friendly materials
O6	Technology	Enhanced efficiency of digital carbon management and operation
O7	Resource Efficiency	Reinforcement of suppliers' low-carbon transition and sustainable supply chains

Climate Change Response

MAKE STRENGTHEN - ECO-FRIENDLY

Strategy

Energy Reduction Activities and Plans

Samlip has carried out various initiatives at each of its centers—such as replacing outdated equipment and introducing new systems—to ensure efficient energy use and management.

| Energy Reduction Initiatives by Center

Category	Key Energy Reduction Initiatives
Sihwa Center	• Reducing electricity usage by replacing aging refrigeration panels and refrigeration units
Cheongju Center	• Reducing electricity bill for lighting
Sejong Center	• Replacing old conveyors and compressors
Chungju Center	• Improving equipment operating conditions and transitioning to high efficiency equipment
Seocheon Center	• Replacing air compressors and installing solar energy facilities

Sihwa Center implemented insulation work and replaced refrigeration units to reduce electricity consumption during cold storage operations. We also replaced aging refrigeration panels to enhance insulation and upgraded from older-model refrigeration units to high-efficiency models to improve cooling efficiency. These measures resulted in an annual reduction of 177 MWh in electricity consumption. In addition, during the steam supply process, return steam was connected to a heat exchanger and utilized to preheat feedwater. By using hot water at 80–85°C instead of the previous 15–20°C tap water, the facility reduced its annual steam consumption by approximately 1,077 tons.

Cheongju Center

Throughout 2025, Cheongju Center has strived to enhance energy efficiency by implementing lighting electricity bill reduction initiatives. In 2026, we plan to further reduce energy use by improving our vegetable byproduct handling methods. Through this we aim to lower the amount of electricity needed to operate vegetable byproduct grinders, leading to a KRW 40 million reduction in electricity fees.

Sejong Center

In 2025, Sejong Center carried out construction to improve the efficiency of Line A's sorting process and expand production capacity. By enhancing impurity separation, preventing an increase in ash content in wheat bran, improving yield, and reducing residual microbial counts, we enhanced product quality and strengthened its capacity to serve major clients. Additionally, production capacity was expanded by approximately 10%, from 480 tons per day to 528 tons per day. Furthermore, we replaced aging conveyors and compressors and introduced premium motors to improve equipment operational efficiency. As a result, we achieved annual electricity savings of approximately 1,453,000 kWh.

Chungju Center

In 2025, Chungju Center implemented energy-saving measures by improving equipment operating conditions and transitioning to high-efficiency equipment. We improved power usage efficiency by changing the type of drive belts on air conditioning units, adjusting the operating pressure of air compressors, and switching to inverter-based systems. In addition, occupancy sensors were installed in electrical and boiler rooms to reduce lighting power consumption during periods of inactivity. These measures resulted in total annual energy cost savings of approximately KRW 28 million. In 2026, we plan to reduce fuel costs by cutting LPG consumption through steam trap maintenance.

Seocheon Center

In 2025, Seocheon Center replaced the existing ON-OFF systems on its air compressors with inverter systems, thereby reducing unnecessary power consumption caused by load fluctuations. This resulted in annual power savings of 72,185 kWh. In addition, we installed new solar power generation facilities at Plant 2 and the cold storage warehouse, laying the groundwork for the facility's use of renewable energy.

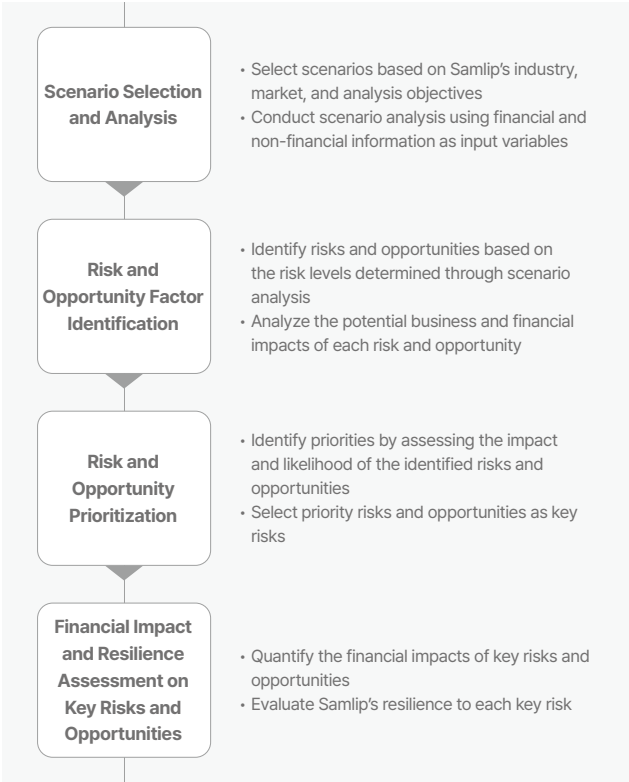
Climate Change Response

MAKE STRENGTHEN - ECO-FRIENDLY

Risk Management

Climate Change Risk Identification and Evaluation Process

Samlip plans to identify potential risks and opportunities arising from climate change, and to quantify and manage the financial impact they may have on our value chain and business environment.



Metrics and Targets

Greenhouse Gas Emissions Performance Management

Samlip maintains a greenhouse gas inventory to manage the greenhouse gas emissions and energy usage of its business sites. Key sources of energy consumption and greenhouse gas emissions include fuel consumption(Scope 1) as well as electricity use of cooling/heating systems and manufacturing equipment(Scope 2). Of this, emissions due to electricity use constitute 70% of the total. 2025's greenhouse gas emissions were calculated based on separate financial statements. We plan to further enhance our greenhouse gas management system to expand our emissions management and scope of disclosure.

| Greenhouse Gas Emissions¹⁾

Metric	Unit	2025	
		Goal	Result
Scope 1	tCO ₂ -eq	-	28,462
Scope 2		-	66,492
Total		-	94,950
Gas Intensity ²⁾	tCO ₂ -eq/ KRW 100 million	5.86	5.91

1) Data Scope: Company-wide Business Sites

2) Based on separate revenue

Scope 3 Emissions Management

In addition to its existing management of Scope 1 and Scope 2 emissions, Samlip calculated its Scope 3 greenhouse gas emissions for the first time in 2025. Emissions were calculated for 13 of the 15 categories based on their relevance to our business operations. Going forward, we plan to gradually expand the scope of its calculations to include major affiliates, thereby further enhancing our greenhouse gas management system across the entire value chain.

➔ [Appendix] ESG Data 'Greenhouse Gas Emissions'
(Review Samlip's Scope 3 emissions)

| Energy Consumption¹⁾

Metric	Unit	2025	
		Goal	Result
Non-Renewable Energy Usage	TJ	-	1,941
Renewable Energy Usage		-	38
Total		-	1,979
Energy Intensity ²⁾	TJ/ KRW 100 million	0.122	0.123

1) Data Scope: Company-wide

2) Based on separate revenue

➔ Environmental Management 'Responsibility and Compensation Linkage'

Category		Greenhouse Gas Emissions
1	Purchased Products and Services	613,073
2	Capital Goods	10,856
3	Fuel and Energy Related Activities	12,513
4	Upstream Transportation and Distribution	37,777
5	Waste Generated from Business Operations	10,968
6	Employee Business Trips	301
7	Employee Commutes	1,904
8	Upstream Leased Assets	2,253
9	Downstream Transportation and Distribution	31,204
12	Disposal of Sold Products	1,504
13	Downstream Leased Assets	6,633
14	Franchises	920
15	Investment	399
Total(Unit: tCO ₂ -eq)		730,312

Scope 3 emissions calculation is in its early stages, with selected sites, entities, and activities prioritized based on data availability and management readiness. Coverage varies by category, and some categories include only specific sites or operating units.

Strengthening Occupational Safety & Health

MAKE STRENGTHEN – EMPLOYEE HAPPINESS

Governance

Occupational Safety and Health Management Policy

Based on its Occupational Safety and Health Management Policy, Samlip operates a Safety and Health Management Policy in which all employees and contractor workers participate. Accordingly, all members are given rights and responsibilities regarding occupational safety and health and work together to create a safe working environment. Furthermore, we strive to foster a healthier and safer working environment by complying with relevant regulations and proactively identifying and addressing workplace hazards through our Occupational Safety and Health Management System.

- 🔗 Occupational Safety and Health Management Policy
- 🔗 Safety and Health Management Policy

| Safety and Health Management Policy

SLOGAN

If it's not safe, don't do the work.



#Rights and Responsibilities

Everyone has rights and responsibilities relating to occupational safety and health



#Building a Safety Culture

We build a healthy and happy safety culture for all employees and contractor workers



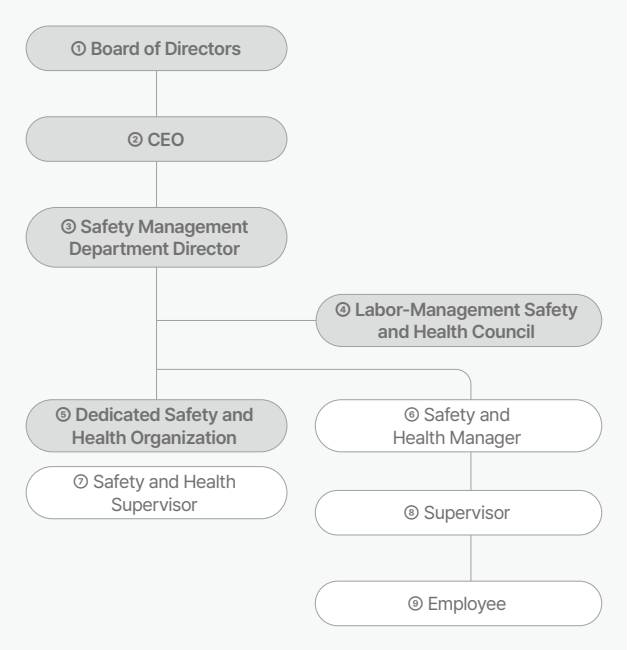
#Safe Business Sites

We nurture a safe and healthy business site by complying with occupational safety and health regulations as well as preemptively identifying and addressing workplace hazards through the Occupational Safety and Health Management System.

Occupational Safety and Health Organization

Samlip seeks to build a safety community in which all members—from the CEO to frontline workers—participate. Each member takes responsibility for their role and duties to ensure safety, and we gather feedback from the field through various communication channels. Furthermore, by incorporating feedback on the suggestions received, we are strengthening our safety management capabilities on the front lines.

| Occupational Safety and Health Organizational Chart



| Occupational Safety and Health Organization and Roles

Organization	Role
① Board of Directors	• Approve plans related to safety and health • Review and oversee company-wide Occupational Safety and Health tasks
② CEO	• Responsible for developing and implementing Occupational Safety and Health system
③ Safety Management Department Director	• Develop Occupational Safety and Health policies • Develop Occupational Safety and Health management system
④ Labor-Management Safety and Health Council	• Quarterly consultations with labor, management, and third-party dedicated safety organization
⑤ Dedicated Safety and Health Organization	• Organize company-wide safety policies and assist in operations
⑥ Safety and Health Manager	• In charge of business site Occupational Safety and Health
⑦ Safety and Health Supervisor	• Occupational Safety and Health operational work
⑧ Supervisor	• Manage safety of assigned worksite
⑨ Employee	• Exercise right to halt work

Category	Specifics	Notes
2 nd Board Meeting (2025.02.25)	• Measures to Strengthen Occupational Safety and Health Organizations • 2024 Occupational Safety and Health Performance • 2025 Occupational Safety and Health Plan	Approved
3 rd Board Meeting (2025.05.07)	• Q1 Occupational Safety and Health Progress	Approved
4 th Board Meeting (2025.08.08)	• Q1-Q2 Occupational Safety and Health Progress	Approved
5 th Board Meeting (2025.11.03)	• Occupational Safety and Health Improvement Initiatives Report • Q3 Occupational Safety and Health Results • Q4 Occupational Safety and Health Plans	Approved

Strengthening Occupational Safety & Health

MAKE STRENGTHEN – EMPLOYEE HAPPINESS

Strategy

Risks and Opportunities in Strengthening Occupational Safety & Health

Samlip has assessed the potential impact of material issues on its financial position. We classified health and safety-related impacts as risk and opportunity factors and identified the magnitude and timing of any potential financial impact.

| Identifying Financial Impacts

Key Risk Factors

- Business site work pause following safety incident
- Declined consumer trust due to safety incident
- Violation of relevant laws, such as the Serious Accidents Punishment Act

Magnitude of Impact

Time of Occurrence

LongMediumShort

Impact

LowMediumHigh

Key Opportunity Factors

- Enhanced corporate trust through the development of a safe work environment

Magnitude of Impact

Time of Occurrence

LongMediumShort

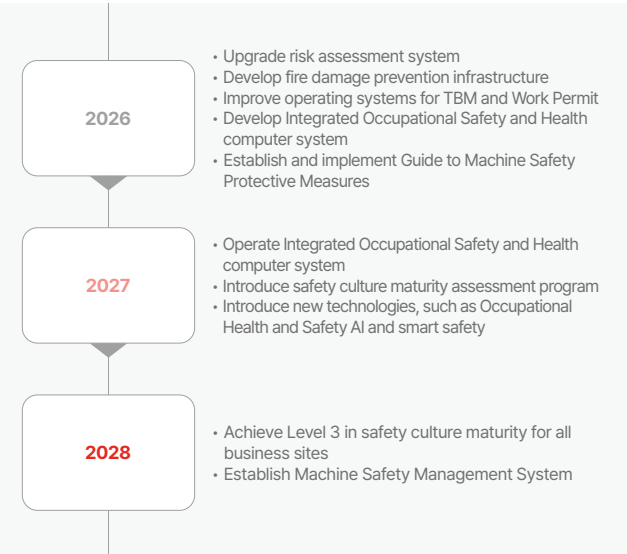
Impact

LowMediumHigh

Mid- to Long-Term Goals and Roadmap

To become a sustainable company, Samlip is fostering a culture in which all employees prioritize safety in their daily work. To embed this safety culture, we are strengthening foundations for operating an integrated occupational health and safety management system (ISO 45001), and all business sites are implementing safety management under the same values and standards. This safety management begins with strict compliance with laws and regulations; building on this foundation, each business site is working toward achieving zero serious accidents through rules and systems tailored to the specific characteristics of its operations.

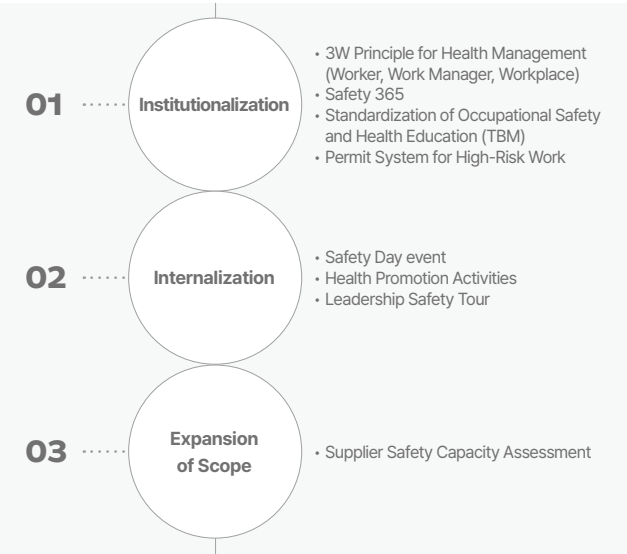
| Mid- to Long-Term Roadmap



Response and Management Plan

Based on a field-oriented prevention system and management framework, Samlip has institutionalized its occupational safety and health activities to prevent accidents across all workplaces and improve the health of its employees. In addition, we are internalizing a company-wide culture of occupational safety and health, so that all members recognize the importance of safety and health and put it into practice. Furthermore, by expanding the scope of management to include contractors and external personnel, we are broadening the scope of our occupational safety and health management to ensure that consistent safety standards are applied at all associated work sites.

| Response Strategy and Activities



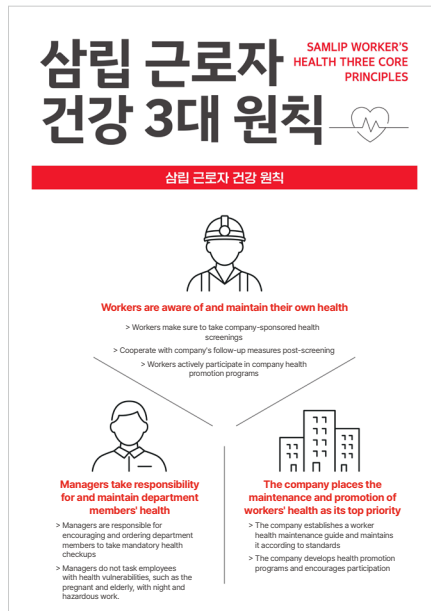
Strengthening Occupational Safety & Health

Strategy

3W Principle for Health Management

Institutionalization

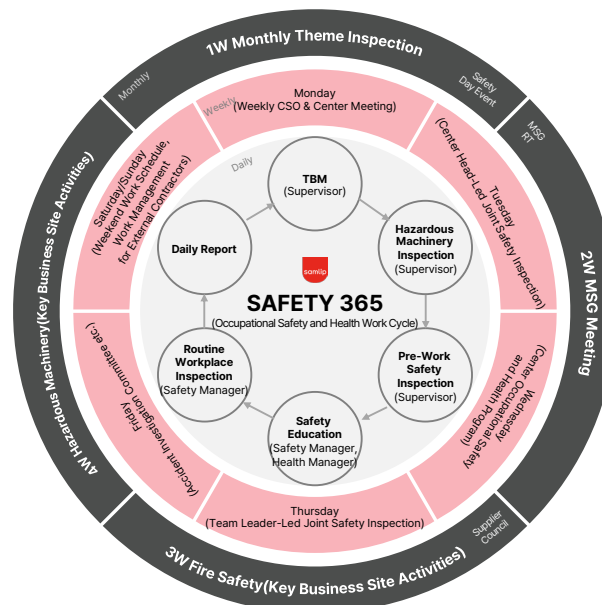
Samlip strives to identify unsafe practices that may lead to serious accidents, and prevent such practices by nurturing a healthy work environment. To this end, we have established the “3W Principle for Health Management,” which defines the respective responsibilities of the Worker, the Work Manager, 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.



Safety 365

Institutionalization

At Samlip, safety management begins with the unwavering practice of daily, fundamental routines rather than relying on new technologies or special methods. To this end, we operate the “Safety 365 Cycle” management system to ensure that legally mandated requirements become natural habits in our daily work. Furthermore, through the PDCA (Plan–Do–Check–Act) cycle—which organically links on-site operations, safety inspections, and management decision-making—we systematically fulfill statutory requirements such as occupational safety and health training, health screenings, and inspections of hazardous machinery.



Standardization of Occupational Safety and Health Education (TBM)

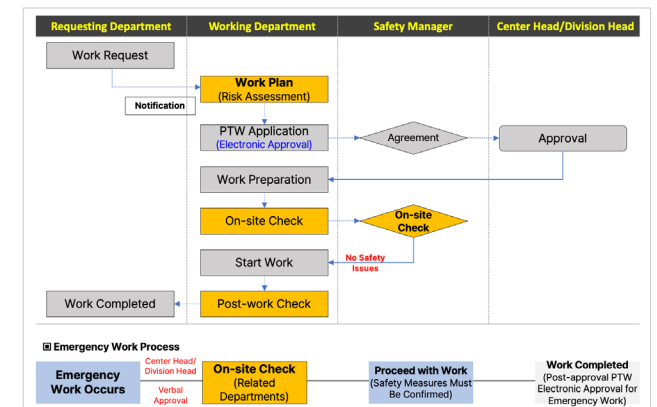
Institutionalization

Recognizing safety training as a fundamental means of accident prevention, Samlip has standardized pre-work toolbox meetings (TBMs). It has established consistent requirements for instructors, topics, duration, participants, and delivery methods, along with a reporting process covering daily implementation, monthly consolidation, and approval by the person responsible for occupational health and safety.

Permit System for High-Risk Work

Institutionalization

Samlip identifies high-risk activities that could lead to serious accidents, such as hot work and confined-space entry, as key occupational health and safety priorities. It operates a permit-to-work system requiring prior approval and on-site verification. Such activities may not proceed at the sole discretion of the department performing the work and are permitted only after approval by the person responsible for occupational health and safety and joint verification by the relevant department and the safety team that all necessary safety measures are in place.



Strengthening Occupational Safety & Health

MAKE STRENGTHEN – EMPLOYEE HAPPINESS

Strategy

Safety Day Event

Internalization

To promote a company-wide safety culture, 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

Internalization

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.

Leadership Safety Tour

Internalization

Samlip is continually expanding inspection-based management activities to reinforce the safety leadership of on-site managers and workers. Under the idea that leaders' awareness and practice of safety measures leads to on-site improvements, we operate 'Leadership Safety Tours' wherein managers and supervisors inspect production sites. Through this, we regularly inspect the 5 types of serious accidents, as well as key risk factors such as collision, falls, caught-in/between accidents, fires, explosions, enclosed spaces, and heat waves.

Supplier Safety Capacity Assessment

Expansion of Scope

To ensure that subcontractor safety management requirements under the Occupational Safety and Health Act and the Serious Accidents Punishment Act are reliably incorporated into on-site operations, Samlip operates a supplier qualification evaluation process in consultation with its procurement department. This process consists of a system for evaluating partners' occupational safety and health management levels, with established operational standards ensuring that only partners meeting certain criteria are permitted to participate in construction projects and work activities. Through this, we ensure that safety management standards are consistently shared and applied throughout the work process with our partners.



Strengthening Occupational Safety & Health

MAKE STRENGTHEN – EMPLOYEE HAPPINESS

Risk Management

Regular Risk Assessment

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 2025, a total of 3,412 risk items were identified, of which 1,351 were mid-to high-risk factors necessitating improvement. Out of these, we completed corrective actions for 1,304 (97%).

Mid-High Risk Factor Correction Rate
(1,304 corrected out of 1,351)

97%

Collecting Employee Feedback

To enhance company-wide communication, Samlip regularly gathers feedback from employees. In 2025, we collected a total of 417 suggestions, and completed improvement measures for 411 of them (99%).

Number of Improvement Measures Taken Based on Employee Feedback
(417 total)

411 cases

Safety Culture Survey

Samlip conducts a Safety Culture Survey of all its employees at the start of every year, to assess overall level of safety culture and areas for improvement. We regularly check members' safety consciousness levels and how these manifest in the field, utilizing the results to identify and implement corrective measures. The survey holistically assesses safety culture through elements such as leadership commitment, communication, risk factor awareness, safety first culture, and safety management systems. A balanced analysis of all organizational levels is achieved by accounting for job level and individual business site characteristics.

Investment Review - Occupational Safety and Health Impact Assessment

Samlip conducts safety and health impact assessments as part of its investment review process to ensure that safety and health considerations related to the introduction of new equipment and the expansion of production facilities are fully incorporated from the investment planning stage. This procedure is designed to ensure that occupational safety and health perspectives are integrated into the project review process by examining licensing requirements, compliance with relevant regulations, and safety-related contract terms prior to the investment review stage. Furthermore, we evaluate occupational health and safety elements throughout the investment review stage using an approval process that passes through the project manager, occupational health and safety organization, and Safety Management Department Director.

Key Achievements

| Key Occupational Health and Safety Metrics

Category	Unit	2023	2024	2025
Number of Lost-Time Injury Cases ¹⁾²⁾	Cases	15	11	10
Lost Time Injury Frequency Rate(LTIFR)	Cases/1 million hours	1.89	1.44	1.27

1) Based on the Date of Incident
2) Data for prior years recalculated based on the date of incident

Securing Consumer Trust

MAKE STANDARD – HEALTHY PRODUCTS

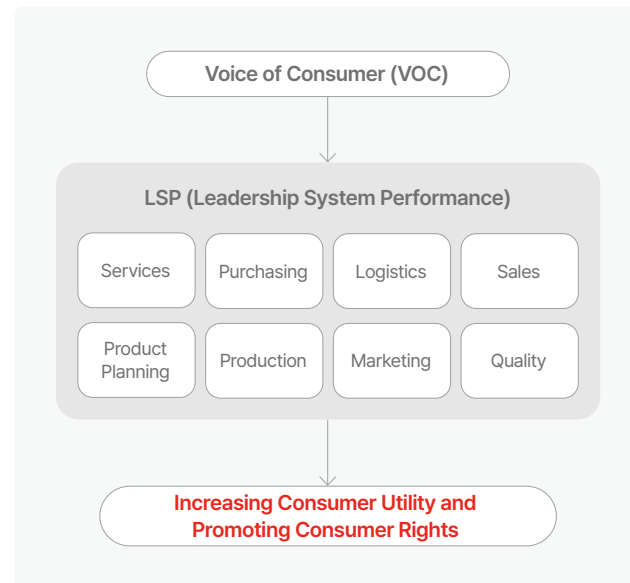
Governance

Consumer Rights Protection Policy

Samlip has established a Consumer-Centered Management(CCM) System throughout its business activities for increased consumer utility and rights protection. Furthermore, we actively incorporate consumer feedback using our Consumer Rights Protection Policy, and strive to provide safe products and services. Through these efforts, we are contributing to enhancing consumer trust and promoting consumer rights.

🔗 Consumer Rights Protection Policy

Consumer-Centered Management System



Consumer Trust Promotion Organization

Everyone at Samlip, from executives to operational departments, participates in consumer protection activities. We actively gather consumer feedback and apply it to improve our products and services.

Consumer Trust Promotion Organizational Chart and Roles



Organization	Role
① CEO	Final responsibility and authority on consumer rights protection
② Quality Management Office	Implement consumer-centered management and quality improvement initiatives
③ Safety Evaluation Team 1	Manage food safety for production centers, stores, and highway service areas
④ Safety Evaluation Team 2	Manage food safety for ingredients and partner OEM companies
⑤ Regulatory Policy Team	Manage food labeling and conduct quality evaluation
⑥ CSM Team	Customer support/VOC handling

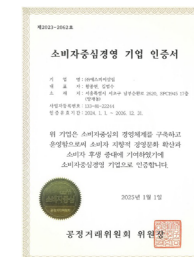
VOC Preventive Measure · CCM Operational Committees

In order to strengthen its Consumer-Centered Management(CCM), Samlip operates CCM Operational Committees in conjunction with departments in business areas vulnerable to consumer rights violation. The committees' primary roles are to prevent VOCs and manage risk. Every month, the CCM Secretariat holds a 'CCM Operation Internalization Meeting' to address customer complaints and discuss measures to address risks, and a 'Q25 Operations Meeting' that examines monthly results for each implementation task. Both meetings are attended by key decision-makers for consumer-centered management, namely the CEO and CCO, who inspect major ongoing issues.

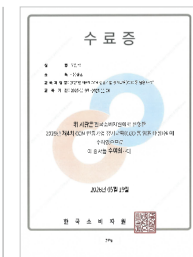
VOC Preventive Measure·CCM Operational Committee Regular Meeting Topics

Regular Meeting Topics

- ① Resolving customer complaints and countering risks
- ② Report on weekly customer claim results
- ③ Report on monthly quality management strategy and results
- ④ Report on comprehensive safety management and customer claim strategy and results
- ⑤ Consultation on quality strategy and technology assistance



Certificate of CCM-Certified Enterprise



Certificate of Completion for CCM Education

Securing Consumer Trust

MAKE STANDARD – HEALTHY PRODUCTS

Strategy

Risks and Opportunities in Securing Consumer Trust

Samlip has identified the various impacts of material issues on its financial position. We are categorizing factors related to securing consumer trust into risks and opportunities, and identifying the magnitude of their financial impact as well as their time of occurrence.

Identifying Financial Impacts

Key Risk Factors

- Quality control incidents involving foreign matter and harmful substances
- Violations of relevant laws and regulations, including the Act on Labeling and Advertising of Foods
- Inadequate customer service and complaint handling come to light

Magnitude of Impact

Time of Occurrence

LongMediumShort

Impact

LowMediumHigh

Key Opportunity Factors

- Improve consumer communication channels
- Enhance quality control system

Magnitude of Impact

Time of Occurrence

LongMediumShort

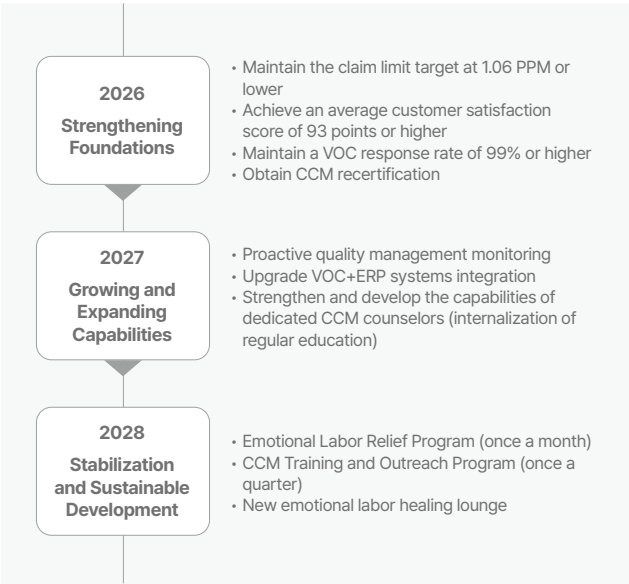
Impact

LowMediumHigh

Mid- to Long-Term CCM Goals

Samlip has established mid- to long-term goals to systematically enhance the implementation of Consumer-Centered Management(CCM) and bolster trust with customers. By refining our CCM operational foundation and reinforcing relevant systems, we are enhancing the effectiveness of our consumer management system throughout. We are also fostering stable CCM operations and sustainable development by improving the efficacy of consumer protection and communication systems, while enabling the internalization of relevant activities into everyday work.

Mid- to Long-Term CCM Implementation Goals



Response and Management Plan

Samlip is implementing measures to refine management foundations for product safety and information disclosure, and enhance consumer trust. Furthermore, we are internalizing policies and operational systems to disseminate consumer-perspective quality control and customer service throughout everyday work.

Response Strategy and Initiatives



Securing Consumer Trust

MAKE STANDARD – HEALTHY PRODUCTS

Strategy

Hazardous Product Blocking

Product Safety

Since September 2014, 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 2025, this system has been implemented in 188 operating stores, ensuring that hazardous products are not sold to our customers. Furthermore, Samlip and Sangmidang Holdings 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

01 Identification of Hazardous Products

- Inspections reflecting real-time standards and specifications, along with traceability management

02 Departmental Notification

- Notify relevant departments of non-compliant items and share action protocols

03 Verification of Handling Status and Usage

- Identify product handling and usage history via inbound records and purchasing system

04 Store Notification and Recall

- Notify stores via POS, register returns, and initiate recall procedures
- Distribute recall execution guidelines

05 Inventory Confirmation

- Confirm inventory levels of the hazardous product after recall

06 Record Measures Taken for Hazardous Product

- Register items in the system to block future sales of hazardous products

Food Safety Education Program

Product Safety

Samlip's Quality Management Office 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.

Cumulative number of employees who completed HACCP education in 2025

(Conducted every month)

31,273

 employees

Internalization of Food Safety and Quality Management

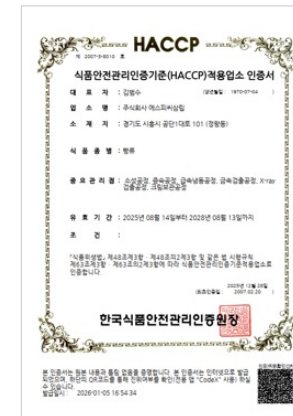
Product Safety

Samlip conducts various internal inspections to systematically manage food safety across all business sites(production centers, shops, highway service areas, key partner companies, etc.). In 2025, we conducted a total of 1,038 inspections. We utilize regular inspections, system audits, preventive inspections, and special audits to comprehensively evaluate sanitation conditions, HACCP system effectiveness, food hygiene and safety risks, responses to internal and external issues, and management of OEM processes.

2025 Business Site Food Safety Inspection Results

Business Site	Number of Inspections
Production Centers	170
Stores	585
Highway Service Areas	50
Partner Companies	233
Total	1,038

Food Safety Certifications



HACCP System Certification



FSSC 22000 Certification

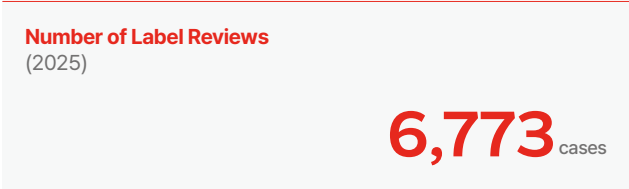
Securing Consumer Trust

MAKE STANDARD – HEALTHY PRODUCTS

Strategy

Product Label Information Management Product Labeling

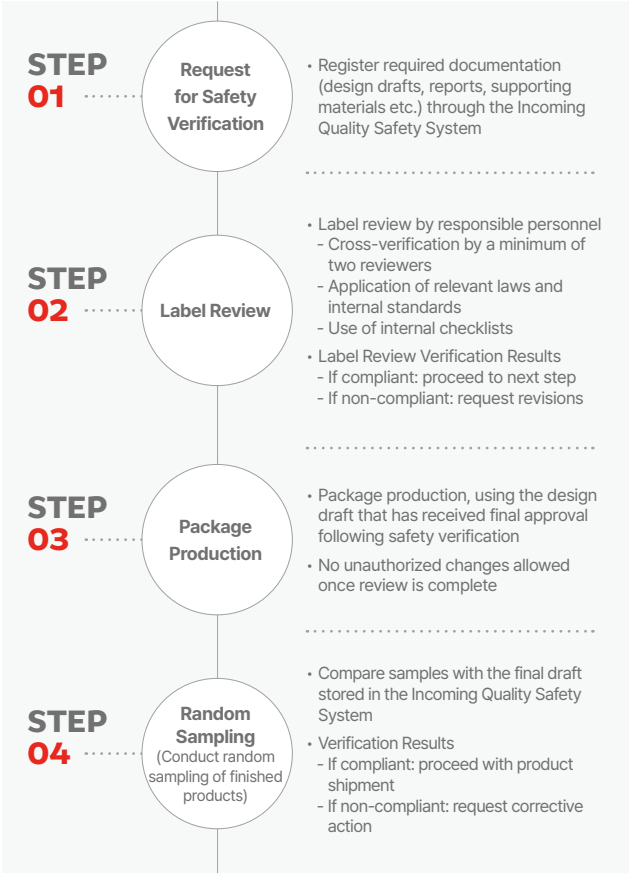
Samlip operates a system for managing and reviewing product labeling to provide consumers with accurate product information. We verify raw material information from suppliers through our Incoming Quality Safety System and continuously monitor labeling-related laws and regulations, such as the Act on Labeling and Advertising of Foods and the Country of Origin Labeling Act. In 2025, we conducted 492 new safety verifications and monitored 46 regulatory amendments and proposed legislative changes, incorporating the relevant information into product labeling. Additionally, we verify labeling during the review of package designs prior to product launch and conduct 6,773 labeling reviews annually, managing labeling accuracy through cross-checks by at least two reviewers and sample comparison verification.



Incoming Quality Safety System Product Labeling

In order to produce safe products, Samlip maintains a real-time system for verifying incoming inspection criteria and specifications for raw materials and products. We utilize the Q&S Hurdle System, our own incoming quality safety system, to conduct prior safety verification, and integrate the management of specification drafting and incoming inspection processes. Food safety and quality departments and production centers preemptively review whether product labels and advertising material adhere to domestic laws and company policies.

| Label Review Process



Securing Consumer Trust

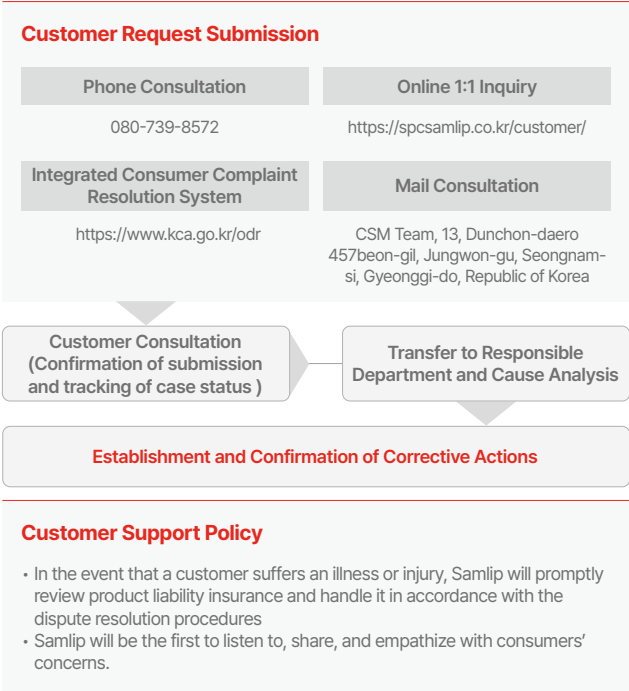
MAKE STANDARD – HEALTHY PRODUCTS

Strategy

Voice of Consumer(VOC) Customer Protection

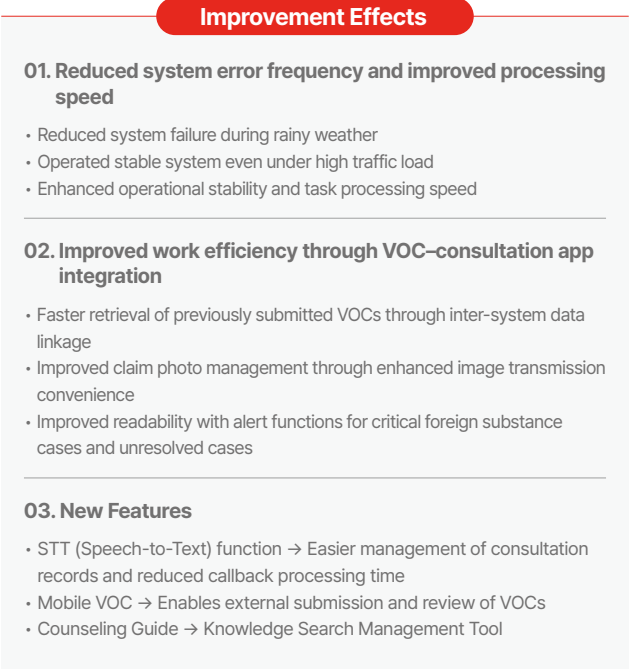
Samlip accepts consumer feedback through various channels, including phone calls, mail, and online submissions. All feedback is recorded in the integrated VOC system and forwarded to the relevant departments and personnel. Any issues that arise are handled promptly in accordance with the Criteria for Settlement of Consumer Dispute issued by the Korea Fair Trade Commission.

| Customer Request Handling Procedure



Integrated VOC Enhancement Customer Protection

To strengthen its consumer-centered management, Samlip has overhauled its outdated VOC system, reducing error rates and improving processing speed. We enhanced operational efficiency by integrating the system with our consultation app and adding various convenience features. We also introduced new services—including speech-to-text (STT) technology, knowledge search, and ERP integration—all of which helped reduce data management and processing times.



Compliance with Criteria for Settlement of Consumer Dispute Customer Protection

In accordance with the Korea Fair Trade Commission's "Criteria for Settlement of Consumer Dispute," Samlip operates a compensation procedure—including product exchanges and refunds of the purchase price—for damages resulting from insufficient content or volume, spoilage or deterioration, expiration of the best-by date, or the presence of foreign matter.

📄 Criteria for Settlement of Consumer Dispute

Securing Consumer Trust

MAKE STANDARD – HEALTHY PRODUCTS

Strategy

Launch of Customer-Centric Innovative Products

Customer Experience

Reflecting changing consumer lifestyles and health-conscious trends, Samlip is continuously expanding the product portfolio of 'Project:H,' its healthy bread brand. In 2025, we launched snack bread products with reduced sugar, and in 2026, we developed products featuring increased content of nutrients such as zinc, folic acid, and vitamin B1. We also expanded Project:H's product lineup to include snacks and meal-replacement breads, thereby contributing to consumers' healthy eating habits.



'Project:H' New Product

Diversification of Consumer Brand Experience

Customer Experience

Samlip is expanding its consumer engagement through various activities, such as participating in running event booths under the 'Samlip Hotteok' and 'Project:H' brands, and operating a customer-participation pop-up store for 'Samlip Hopang.' By providing opportunities for consumers to experience Samlip and its products firsthand through offline events, we are strengthening communication and enhancing the brand experience.



Samlip Hotteok & Project:H running competition booth



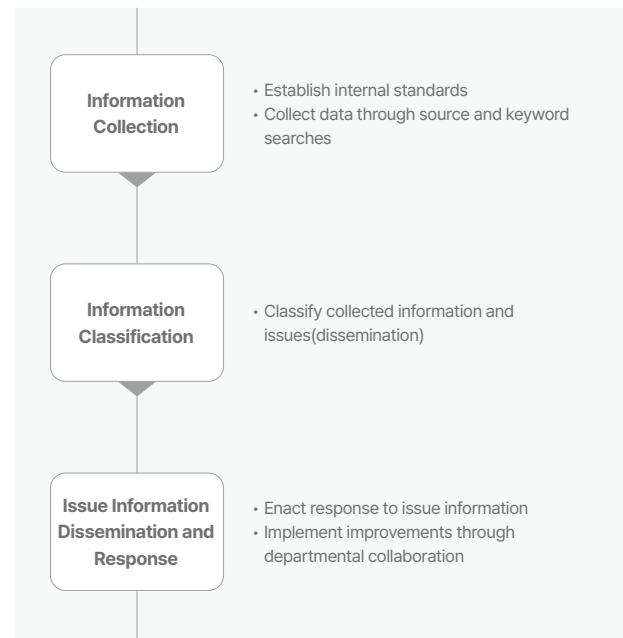
Samlip Hopang x MUSINSA joint pop-up

Risk Management

Food Safety Issue Monitoring and Response

Samlip stays informed on domestic and foreign hazard information, food policy trends, and consumer issues through food safety information monitoring. Based on this, we operate a system for preemptively preparing for and responding to projected safety issues and accidents. Furthermore, we are reinforcing and internalizing employees' food safety knowledge competency through our newsletter.

| Safety Information Response Procedure and Criteria

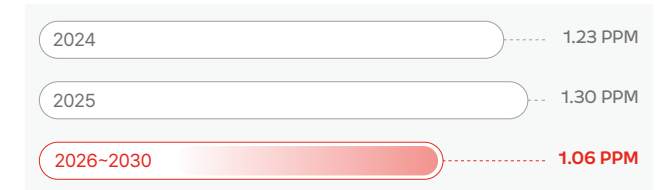


Key Achievements

Annual Claim Improvement Management

Samlip is continuously implementing annual claim improvement initiatives to put consumer-centered management into practice. We have set a goal of maintaining annual complaint rates at 1.06 PPM or lower through 2030 and achieving zero administrative penalties. Through these efforts, we plan to further strengthen our consumer-centered management practices.

| Claim Improvement Management Metrics & Goals



VOC Operation Performance

Based on customer VOCs, Samlip continuously identifies areas for improvement as specific tasks and systematically addresses them. We share and promote best practices across all business sites and manage the status of completed tasks using key performance indicators, thereby realizing customer-centered management.

| Status of VOC reception

Year	Questions (#)	Complaints (#)	Compliments & Suggestions (#)	Processing Rate (%)	Consultation Satisfaction (Points)
2023	11,598	2,344	251	97%	95
2024	12,101	2,035	254	97%	86
2025	11,607	2,185	445	99%	93

Ensuring Product Sustainability

MAKE STANDARD – SUSTAINABLE PRODUCTS

Governance

Eco-Friendly Product Implementation Framework

Samlip has established and operates an implementation framework that brings together various departments—including marketing, design, R&D, and production—to expand its lineup of eco-friendly products. Drawing on the expertise of each department, from the product planning stage through production, quality control, and sales, we are working to enhance the competitiveness of our eco-friendly products.

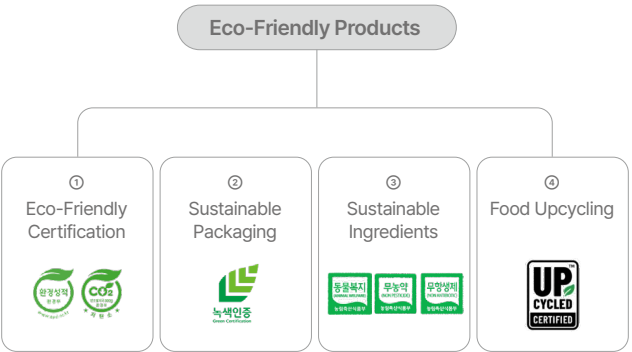
The Marketing Department is responsible for establishing a roadmap to expand the range of products made with eco-friendly raw materials and for managing the product portfolio. The Design Department is implementing initiatives to reduce plastic use in product packaging and VMD. In addition, the R&D and Production Departments are enhancing the environmental value of products by expanding eco-friendly certifications and improving manufacturing processes. Going forward, Samlip plans to continue strengthening its eco-friendly product management system based on cross-departmental collaboration and communication.

Eco-Friendly Product Criteria

Samlip has established internal criteria for eco-friendly products, and operates a management system for the expansion of its eco-friendly product portfolio. Eco-friendly products are divided into the 4 categories of eco-friendly certification, sustainable packaging, sustainable ingredients, and food upcycling, and include products with environmental product declaration certification, low carbon certification, and those featuring Green Certification packaging materials.

Samlip plans to expand its lineup of eco-certified products and those made with sustainable ingredients, while continuously enhancing the environmental value of its products through product development and packaging improvements.

Eco-Friendly Product Types and Criteria



Product utilizing animal welfare ingredients



Samlip produces canned ham products using raw meat sourced from farms certified for animal welfare, thereby contributing to the creation of a sustainable livestock farming environment and the promotion of a culture of responsible consumption.

Product utilizing Green Certification packaging



As of 2025, Samlip has implemented Green Certification packaging for approximately 160 products, including Samlip Hopang. We plan to continue expanding the use of eco-friendly packaging to enhance product sustainability.

Product utilizing food upcycling ingredients



Samlip produces bread using 'Regrain' wheat bran, a food upcycling material, thereby contributing to resource circulation through the recycling of food byproducts in addition to the reduction of environmental impact.

Ensuring Product Sustainability

MAKE STANDARD – SUSTAINABLE PRODUCTS

Strategy

Risks and Opportunities in Ensuring Product Sustainability

Samlip has assessed the potential impact of material issues on its financial position. We categorize the impacts related to ensuring product sustainability into risks and opportunities, and identify the magnitude and timing of any potential financial impact.

| Identifying Financial Impacts

Key Risk Factors

- Higher cost of eco-friendly products
- Violations of single-use plastic regulations
- Failure to respond to single-use plastics and packaging material regulations

Magnitude of Impact

Time of Occurrence

LongMediumShort

Impact

LowMediumHigh

Key Opportunity Factors

- Improved brand value through eco-friendly certification
- Minimization and weight reduction of packaging materials
- Use of eco-friendly ingredients in product development

Magnitude of Impact

Time of Occurrence

LongMediumShort

Impact

LowMediumHigh

Environmental Product Declaration Certification Acquisition Initiative

Samlip is implementing strategies to enhance the eco-friendliness of its products and secure a competitive advantage in sustainable products. We have implemented ISO 14001 at five production centers, and are working toward obtaining Environmental Product Declaration certification starting in 2025. Furthermore, by obtaining low-carbon certification, we plan to disclose environmental information generated throughout the entire product lifecycle in a more objective and transparent manner, thereby strengthening our foundation for eco-friendly products and responding to the market's demands for sustainability.

Eco-Friendly Material Transition for 'Samlip Hopang' Mini Display Stand

Samlip is implementing initiatives to enhance the eco-friendliness of designs used in product sales. In 2025, we replaced the Foamax material used in our Samlip Hopang mini display stands with paper, improving recyclability. This reduced waste by approximately 1.2 tons per 100 units, relative to the amount that would have been generated when producing the same number of units using Foamax. Going forward, we plan to continue improving the materials used in packaging and product displays to further heighten eco-friendliness.



Samlip Hopang mini display stand

'Project:H' Eco-Friendly Packaging Materials

Samlip is enhancing the sustainability of its Project:H products by implementing strategies to reduce the environmental impact of packaging from the planning stage. We have introduced 100% biodegradable sugarcane paper for 3 new products including high-protein and low-sugar white bread, while adopting eco-friendly packaging featuring minimal printing and understated visual elements for 11 products. This initiative reduced the use of packaging materials and printing elements, thereby enhancing environmental performance.



Eco-friendly packaging material

Key Achievements

| Eco-Friendly Revenue

Category	Unit	Revenue ¹⁾	
		2024	2025
Eco-Friendly Revenue	KRW 10 million	12,780	14,210
Share of Eco-Friendly Revenue	%	7.6	8.3

1) Based on separate revenue



- ↗ Environmental Management 031
- ↗ Waste & Water 033
- ↗ Pollutants 035

Environmental Management

Environmental Management Framework

Environmental Management System

Samlip has established and operates an environmental management system based on ISO 14001, the environmental management system standard established by the International Organization for Standardization (ISO). Through this system, we systematically manage the environmental impacts arising from our business operations and comply with environmental laws as well as internal standards.

In addition, we regularly monitor air pollutants, waste, and greenhouse gas emissions generated during production and logistics processes, and manage key environmental indicators for each and every business site.



ISO 14001 Certification

🔴 Climate Change Decision-making System
(Review Climate Change Governance)

Environmental Management Policy

Samlip operates a company-wide Environmental Management Policy, and complies with environmental laws and demands in all business activities. Furthermore, we establish and enact environmental goals while regularly reviewing and improving our environmental management systems. Through these efforts, we are working toward minimizing our environmental impact.

🔴 Environmental Management Policy

| Environmental Management Policy

#Prevention and Improvement

We carry out continuous improvement activities to prevent environmental pollution and enhance our environmental management performance.

#Fulfillment of Responsibilities

We fulfill our social responsibility by strictly complying with environmental laws, regulations, and other requirements.

#Continuous Improvement

We will continuously improve our environmental management system to enhance company-wide environmental performance.

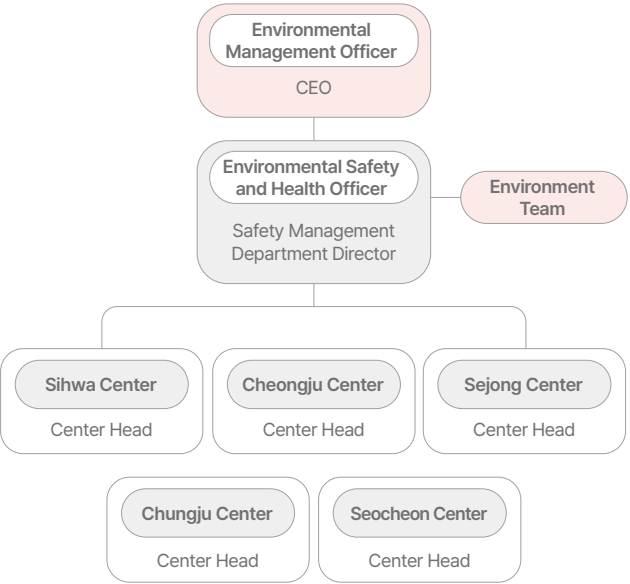
#Participation and Action

All employees actively implement the environmental management system in accordance with environmental goals and improvement plans.

Environmental Management Governance

Samlip has designated its CEO as the chief officer of its environmental management organization and operates its environmental management system under the leadership of the Safety Management Department Director. The Environmental Team oversees ISO 14001 certification while managing risks related to environmental regulations and analyzing environmental data to support the establishment and implementation of environmental goals. Each production site manages on-site environmental issues and carries out improvement activities.

| Environmental Management Organizational Chart



Environmental Management

Environmental Management Framework

Responsibility and Compensation Linkage

Management and the Board of Directors jointly review key environmental issues and make relevant decisions. The CEO reviews the goals and performance of environmental management activities through the Environmental Team, develops improvement plans, and reports major environmental management issues to the Board of Directors.

Environmental management officers at each business site manage environmental performance by incorporating environmental management metrics into key performance indicators (KPIs). They drive improvement activities by assessing environmental management activity implementation results relative to targets. Environmental management metrics consist of Reduction in Greenhouse Gas Intensity and Reduction in Energy Intensity.

Compensation Linkage for Key Managers

KPI	Subject	Compensation Type
Reduction in Energy Intensity	• Production Center Head • Safety Management Department Director	Incentive
Reduction in Waste Intensity		
Expansion of Waste Recycling		
Reduction in Greenhouse Gas Intensity		
Reduction in Water Intensity		

Environmental Management Approach

Samlip is promoting eco-friendly management with the goal of improving its company-wide environmental performance. We have identified greenhouse gases, energy, waste, and water as key management areas and are managing the environmental impacts generated by our business activities.

In the area of greenhouse gases, we are working to reduce emissions by improving energy efficiency and adopting reduction technologies. Regarding waste, we are promoting waste separation and expanding recycling to strengthen resource circulation. Additionally, with regards to water resources, we are working to reduce water consumption and expand water reuse.

Samlip establishes and manages business site-specific environmental management goals and regularly monitors progress to continuously implement activities aimed at reducing environmental impact.

Environmental Intensity Achievements and Targets by Category

Metric	Unit	2025 Achievements	2026 Targets
Greenhouse Gas Emissions ¹⁾	tCO ₂ -eq/ KRW 100 million	5.91	5.85
Energy Usage ¹⁾	TJ/ KRW 100 million	0.123	0.122
Waste Generation ²⁾	ton/ KRW 100 million	0.91	0.90
Water Usage ²⁾	ton/ KRW 100 million	42.48	42.06

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

Raising Environmental Awareness

Samlip operates environmental management education programs for its employees to prevent environmental risks—such as pollution and resource waste—and to practice sustainable management. Such programs are designed to raise employees’ environmental awareness and help them internalize the importance of environmental management across all aspects of their daily work.

Through this initiative, Samlip is strengthening its company-wide environmental management capabilities and laying the groundwork for fostering a culture of eco-friendly practices. Moving forward, Samlip plans to continue offering environmental management education programs, expand employee participation, and link these efforts to tangible environmental enhancement activities.

Environmental Education Course List

Course Name	Time (hr)	Number of Participants	Total Education Time
Waste Generator Training	4	5	20
Noise and Vibration Environmental Technician Training	10	1	10
Water Supply Facility Manager Training	8	1	8
Greenhouse Gas Verification Customer Seminar	7	2	14
Hazardous Chemical Substance Handler Training	8	14	112
General Air Quality Environment Technician Training	16	1	16
General Water Quality Environmental Technician Training	16	1	16
Total	69	22	172

Waste & Water

MAKE

STRENGTHEN – ECO-FRIENDLY

Key Environmental Risk Monitoring

Analysis of Risk and Financial Impact

Samlip has determined that key environmental issues related to waste management and water usage could affect its business operations, financial condition, and cash flow in the short, medium, and long term. Currently, we are managing the operational stability of our production processes, operational burden of water and effluent management, as well as the operational efficiency of waste disposal.

In addition, Samlip has reviewed potential future risks, such as water shortages, stricter water quality regulations, growing demands for resource recycling, and tighter environmental regulations. Through this review, we have identified potential financial impacts, including increased costs for water procurement and effluent treatment, higher waste disposal costs, rising operating expenses (OPEX), and increased capital expenditures (CAPEX) required to comply with environmental regulations.

Key Approach

To address waste and water resource risks, Samlip is gradually implementing initiatives such as reducing water consumption in production processes, strengthening effluent and water quality management, reducing waste and expanding recycling, and increasing the use of eco-friendly packaging. In addition, to respond to changes in relevant regulations and market demands, we are continuously improving our environmental management standards and operational processes, while actively pursuing initiatives to minimize environmental operational risks and enhance resource efficiency.

Waste Management

Waste Management System

Samlip manages general waste and designated waste generated at its facilities in accordance with legal standards. All waste is managed through facilities designed to prevent external leakage, and we are working to improve recycling rates by reducing the volume of waste synthetic resin and managing foreign matter in plant-based residues. In addition, we employ the “Allbaro System” to track the history of waste from collection and transportation through to intermediate and final treatment stages, ensuring transparency in management through continuous monitoring. Going forward, we plan to continue improving our waste recycling rate by minimizing landfilling and incineration and expanding resource circulation activities.

| Waste Management Process

STEP
01

On-site Inspection and Evaluation of Waste Disposal Sites

We conduct regular site visits to waste disposal facilities to verify on-site operational status.

STEP
02

Regulatory-Based Management via the Allbaro System

To ensure compliance with waste-related laws and regulations, we operate an information management system using the “Allbaro System.”

STEP
03

Review monthly monitoring data and improvement measures

Through regular monitoring, we examine fluctuations in waste generation and identify areas for improvement.

Waste Management Activities and Plans Cheongju Center

The Cheongju Center is implementing resource recycling initiatives to reduce vegetable byproducts and plant-based waste generated during food processing. In 2025, we introduced a microbial processor for vegetable byproducts to decompose and treat vegetable waste on-site, thereby reducing both waste volume and disposal costs. As a result, waste generation—which averaged 64.3 tons per month from September to December 2024—decreased to 46.6 tons during the same period in 2025, representing a reduction of 17.7 tons (27.5%) per month.

Sejong Center

The Sejong Center is continuously enacting measures to streamline waste management to reduce the generation of general and designated waste, such as waste synthetic resins, animal byproducts, and waste machine oil. Total waste generation in 2025 was approximately 59.9 tons, a 6% decrease from the previous year. In addition, the volume of designated waste decreased by 10% compared to the previous year, and all 49.9 tons of waste synthetic resins—which account for 83% of total waste generation—were recycled.

Going forward, the Sejong Center plans to continue implementing initiatives to reduce waste generation and expand eco-friendly disposal methods.

Waste Reduction Results
(59.9 tons of waste generated in 2025)

6 % reduction relative to 2024

Waste & Water

MAKE STRENGTHEN – ECO-FRIENDLY

Waste Management

Seocheon Center

Seocheon Center conducts on-site inspections of contracted waste management companies to ensure the legality and safety of outsourced waste disposal. Through these inspections, we verified that the waste disposal methods, transportation schedules, and sorting procedures specified in the contracts matched actual operations, and also confirmed compliance with legal permits and environmental regulations.

In addition, we inspected the sanitary conditions of waste storage facilities and transport vehicles, as well as the separation and management of hazardous waste, and confirmed that pollution prevention facilities and safety management systems were properly established and operated.

| Waste Management Achievements¹⁾

Metric	Unit	2025	
		Target	Result
Total Waste (Designated+General)	ton	-	14,549
Waste Intensity ²⁾	ton/ KRW 100 million	0.92	0.91

1) Data Scope: Sihwa, Cheongju, Sejong, Chungju, Seocheon business sites
2) Based on separate revenue

Water Resource Management

Water Resource Management System

Through climate change scenario analysis, Samlip identified torrential rain and flooding as key physical risks, which we are addressing by coordinating with our water resource management strategy. Furthermore, we conduct real-time business site-specific monitoring of water usage data, and minimize operational impacts due to climate risks through continuous water reuse and reduced water discharge.

Water Usage Reduction Initiatives and Plans

Sihwa Center

Despite operating in food production, an environment that limits direct usage of reused water, Sihwa Center is nonetheless implementing enhanced water use efficiency through indirect reuse activities. We are reusing 2,253 tons of water annually by repurposing treated effluents for new effluent treatment, namely as cleaning water for the belt press. We also reduced 12.7 tons of tap water consumption annually by enhancing the CIP process at our noodle production lines and introducing 25 ultra-low-flush toilets.

Cheongju Center

To systematically manage water consumption by process, Cheongju Center collects data at 12-hour intervals during both day and night shifts, and uses this to calculate water usage separately for each production line. In addition, we continuously identify opportunities for water conservation based on the collected data.

Furthermore, Cheongju Center plans to reduce tap water usage during the initial washing of raw lettuce by utilizing existing rinse water recovery tanks. By reusing the recovered rinse water for washing raw produce, we expect to save approximately 181.5 metric tons of water annually

Chungju Center

Chungju Center has implemented a system to reuse the final rinse water and disinfection water from the washing process. As a result, we saved approximately KRW 2.8 million as of the first half of 2025, and our total water discharge for 2025 was 58,632 tons—a reduction of approximately 4,521 tons compared to the previous year. Going forward, Chungju Center plans to continue implementing various conservation measures, such as reducing water consumption in the primary tank where raw eggs are loaded.

Seocheon Center

Seocheon Center performs initial treatment of effluents at its on-site effluent treatment plant before discharging it to the industrial complex's final effluent treatment facility. In addition, we compile data every morning on water usage at major business sites and auxiliary facilities, and promptly analyze the causes of excessive usage and take corrective action. Going forward, Seocheon Center plans to continue improving resource efficiency by expanding water reuse.

| Water Usage Results¹⁾

Metric	Unit	2025	
		Target	Result
Tap Water Consumption	ton	-	682,320
Water Intensity ²⁾	ton/KRW 100 million	43.6	42.5

1) Data Scope: Sihwa, Cheongju, Sejong, Chungju, Seocheon business sites
2) Based on separate revenue

Pollutants

Air and Water Pollutant Management Activities and Performance

Monitoring of Air and Water Pollutants

To reduce the environmental impact of chemicals used in its manufacturing processes, Samlip is implementing initiatives to reduce the use of hazardous chemicals and monitor air and water pollutants. Furthermore, we continuously manage air and water pollutants through self-monitoring and regular inspections at each production center, in addition to maintaining a monitoring system designed to minimize environmental impact.

Through CIP process improvements on the noodle line, Sihwa Center replaced cleaning agents containing hazardous chemicals with those made from general chemicals, reducing the use of hazardous chemicals from 22.8 tons in 2024 to 4.16 tons in 2025. By 2026, we aim to entirely eliminate the use of hazardous chemicals within our manufacturing facilities.

Sihwa Center

Air and Water Pollutant Management Status by Center

Production Center	Air Pollutant Management	Water Pollutant Management
Sihwa Center		• Monthly water pollutant in-house measurement • Annual all-item specific water quality pollutant in-house measurement(Type 2 facilities) • Daily internal monitoring • Effluent treatment process operated by an outsourced contractor
Cheongju Center	• Monthly~semiannual in-house measurement (All centers comply with legally mandated measurement frequencies) • Annual in-house measurement of air emission facilities (exempt facilities) (All centers comply with legally mandated measurement frequencies)	• Monthly water pollutant in-house measurement • Semiannual all-item specific water quality pollutant in-house measurement(Type 3 facilities) • Annual in-house measurement of inflow and outflow at non-point pollution reduction facility • DO, pH, MLSS measurement and management
Sejong Center	• Operation of low-NOx boiler burners and periodic combustion ratio adjustment (Sihwa, Cheongju, Chungju, Seocheon)	
Chungju Center		• Monthly water pollutant in-house measurement(Chungju, Seocheon) • Annual specific water quality pollutant in-house measurement(Chungju) • Annual~semiannual in-house measurement of inflow and outflow at non-point pollution reduction facility(Sejong, Seocheon) • Effluent treatment process operated by an outsourced contractor(Chungju, Seocheon)
Seocheon Center		

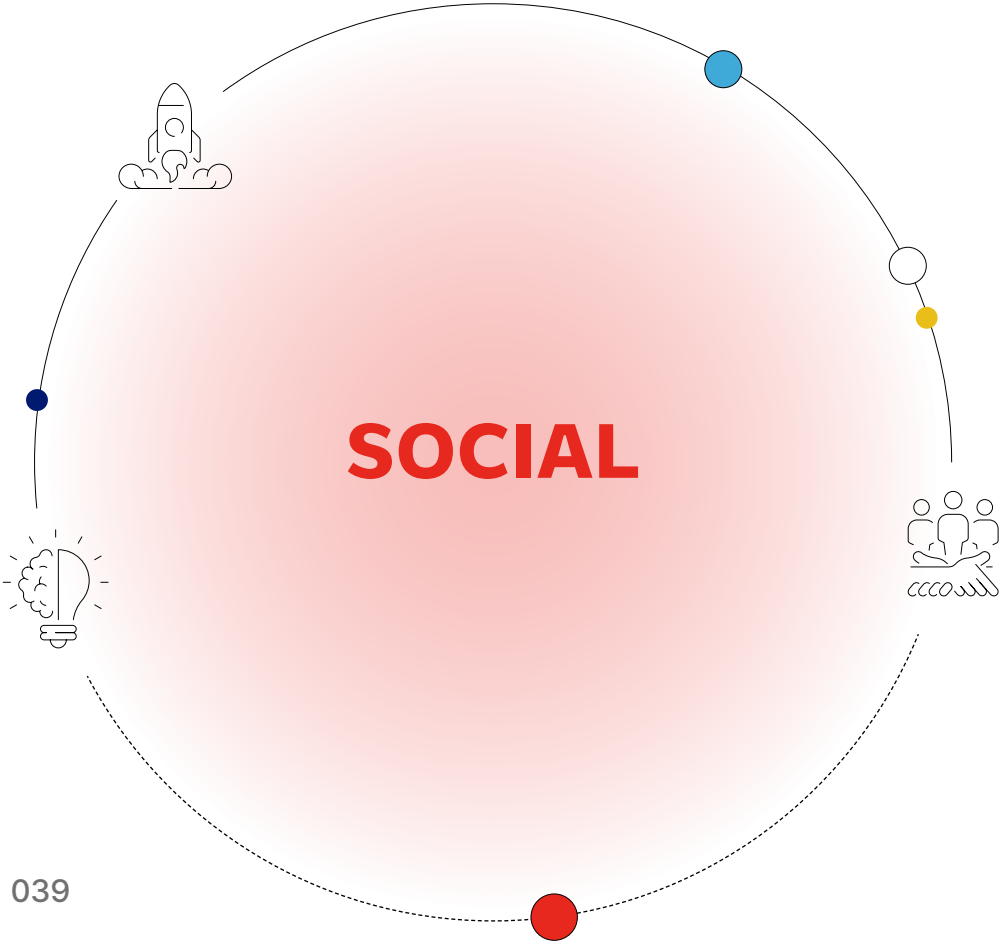
Air and Water Pollutant Management Activities

Since expanding its sedimentation and aeration tanks, Sihwa Center has improved water treatment efficiency by stabilizing its effluent treatment process. As a result, we have managed TOC—a key monitoring parameter—at a treatment efficiency of approximately 60% of the 75 ppm inflow standard for the final treatment plant, maintaining the discharge water concentration at 30–35 ppm. In addition, other water quality parameters, such as BOD and SS, are being reliably managed within permissible discharge limits. Notably, in 2025, the discharge water TOC concentration was confirmed to be 15 ppm or lower during each monthly in-house measurement, demonstrating the enhancement of effluent treatment facilities and operational stability.

Sihwa Center

Cheongju Center

To more systematically manage water pollutants, Cheongju Center measures DO (dissolved oxygen) three times a day. Based on these measurements, we organically adjust the wastewater inflow and return activated sludge to aeration tanks 1-3. This approach maintains the DO (dissolved oxygen) concentration at an optimal level at all times and enhances microbial activity, thereby reducing the discharge water TOC concentration and improving effluent treatment stability.



- ↗ Talent Development 037
- ↗ Supply Chain ESG Management 039
- ↗ Human Rights Protection 041
- ↗ Workplace Environment & Culture 043
- ↗ Community Engagement 047

Talent Development

MAKE STRENGTHEN – EMPLOYEE HAPPINESS

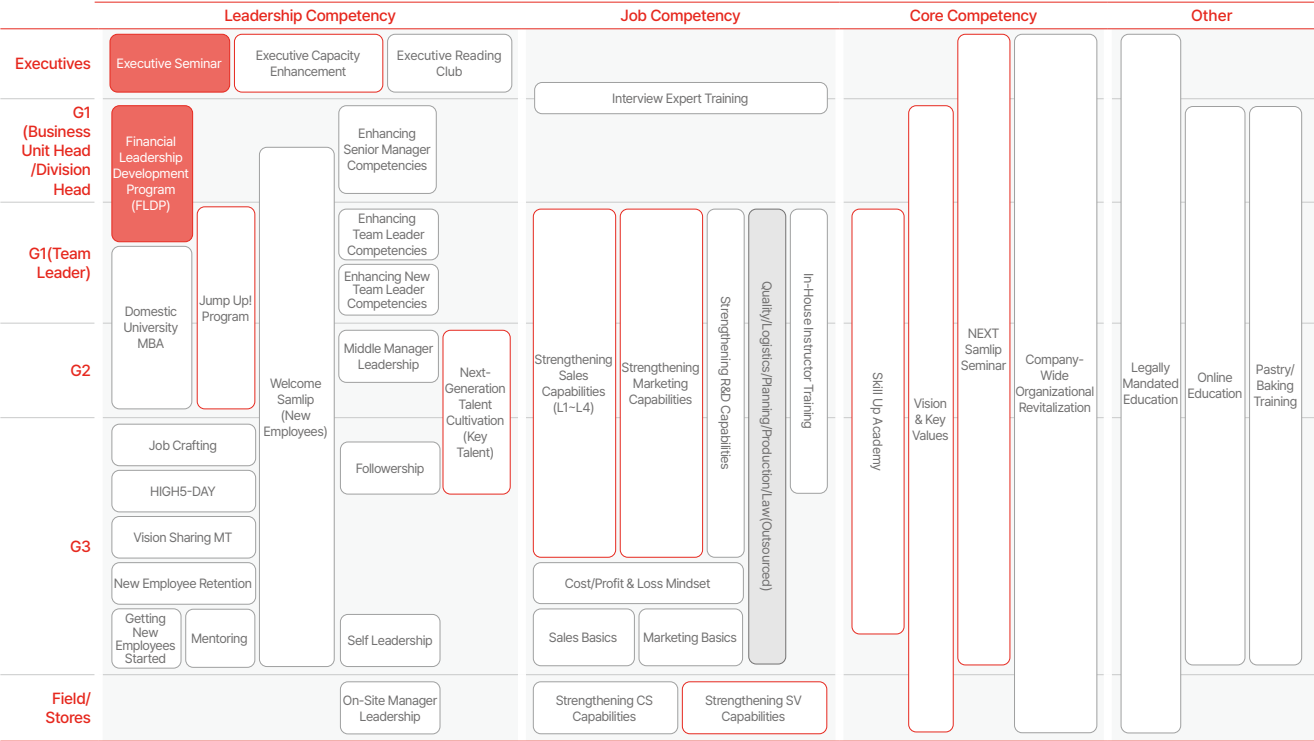
Employee Education and Training Programs

Talent Development System

Samlip operates a systematic training program tailored to job levels and roles, consisting of leadership training, general and specialized competencies, job-specific training, and mandatory and other training. In addition, we promote the continuous growth of both individuals and the organization through customized programs designed for each stage of career development, from new employees to executives.

In 2025, Samlip expanded new training programs and strengthened its talent development system. In particular, we contributed to the growth of our employees and the enhancement of organizational capabilities by offering management competency-building programs alongside role-specific training courses designed to increase AI usage.

| Samlip Talent Development System



Key Education Programs

Leadership Competency

Samlip's leadership training system is designed to systematically develop and assess the leadership competencies required at every level, from front-line employees to mid-level managers and executives. The 'New Team Leader Leadership Program,' designed for newly appointed team leaders, enhances their understanding of the leadership competencies and roles expected of first-time managers and supports them in developing personalized action plans based on this understanding.

Job Competency

Samlip is enhancing its employees' expertise through customized training programs tailored to the specific characteristics and skill levels of each job. In the marketing field, we operate a three-tiered training program designed to help employees systematically acquire the core knowledge and competencies necessary for collaboration—ranging from basic theory to practical skills such as generating new product ideas and planning concepts. Additionally, through the 'Job-Specific AI Competency Enhancement Training,' we support improvements in work efficiency and job performance—key requirements in the AX era.

Core Competency

Samlip conducts training programs aimed at enhancing core competencies for all employees, thereby supporting increased productivity and engagement across the entire organization. In addition, through a variety of training programs tailored to employees' years of service, we foster motivation and professional growth by encouraging employees to reflect on their work and recharge for a fresh start. In particular, we offer the "Jump Up!" program to cultivate the strategic thinking required of those promoted to new positions and to support their mental and physical rejuvenation. Through this program, promoted employees acquire the capabilities to effectively fulfill their new roles and responsibilities from the perspectives of both organizational and personal growth.

Talent Development

MAKE STRENGTHEN – EMPLOYEE HAPPINESS

Education and Training Program Performance and Plans

Employee Education Program Performance and Plans

Samlip continues to expand its educational support to promote employee self-development and enhance job competencies. In 2025, we strengthened support for online training, resulting in an increase in both the number and associated costs of training sessions relative to the previous year. Furthermore, in 2026, we plan to further refine our AI competency training and tiered training programs, and to implement initiatives that foster a culture of self-directed learning, thereby continually strengthening employees' job skills and laying the foundation for their growth.

| Education and Training Program Status

Category	Total Training Sessions(Courses)			Total Education Cost (KRW thousand)		
	2024	2025	Change Rate	2024	2025	Change Rate
In-Person Education (Group)	48	38	▼ -21%	161,885	138,500	▼ -14%
Online Education	1,018	1,398	▲ 37%	64,821	76,753	▲ 18%
External Education	97	88	▼ -9%	31,362	21,866	▼ -30%
Legally Mandated Education	403	238	▼ -41%	74,320	120,608	▲ 62%
Other Education	10	8	▼ -20%	48,912	41,238	▼ -16%
Total	1,576	1,770	▲ 12%	381,300	398,965	▲ 5%

2025 Education Completion Rate 95.8%

2025 Education Satisfaction Rate 94.8%

In-House Group Training



Supply Chain ESG Management

MAKE STRENGTHEN – SUPPLY CHAIN

Supply Chain ESG Management System

Supply Chain Management Policy

To practice sustainable management throughout its supply chain, Samlip has established a Supply Chain Management Policy and systematically implements related standards and procedures. The purpose of this policy is to support business partners and other stakeholders in conducting business in accordance with sustainability standards—including human rights, safety, the environment, and ethics—and to achieve sustainable growth based on mutual cooperation. Furthermore, this policy applies to all business partners and subcontractors that have entered into contracts with Samlip, and it serves as the foundation for strengthening the ESG management system across the entire supply chain.

🔗 Supply Chain Management Policy

| Supply Chain Management Policy

Category	Description
Purpose	Promote sustainable supply chain management, pursue management in line with sustainable standards such as human rights, safety, environment, and ethics
Application Scope	Samlip Head Office and business site employees, product/service-related partners, and other stakeholders
Management and Operation Entity	Samlip is responsible for managing and operating the policy and supporting shared growth with partners
Partner Responsibilities	Compliance with the Supplier 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
Communication	Ongoing communication with stakeholders and continuous policy improvement

Supplier Code of Conduct

Samlip has established and operates a Supplier Code of Conduct to promote ESG values throughout its supply chain and strengthen mutually beneficial cooperation with its business partners. This Code stipulates that business partners must comply with relevant laws and regulations in all aspects of their business operations and adhere to responsible standards in key sustainability areas, including human rights, labor, occupational safety and health, ethics, and the environment. Furthermore, by making agreement to the Supplier Code of Conduct a mandatory condition for entering contracts with new business partners and renewing contracts with existing ones, we are strengthening our sustainable management system across the entire supply chain.

🔗 Supplier Code of Conduct

| Supplier Code of Conduct

Category	Description
Purpose	To build a sustainable supply chain and promote shared growth through co-prosperity
Application Scope	All partners doing business with Samlip
Requirements	1. Human Rights Protection 2. Respect for Labor Rights 3. Responsible Hiring 4. Compliance with Occupational Safety Standards 5. Compliance with Health Standards 6. Ethical Management 7. Information Security and Privacy Protection 8. Protection of Trade Secrets and Intellectual Property 9. Quality and Food Safety 10. Environmental Protection 11. Co-Prosperity and Shared Growth 12. Education and Training

Supply Chain ESG Risk Management

Supply Chain Management Process

To systematically manage ESG risk throughout the supply chain, Samlip conducts online assessment of key ESG partner companies, a process that consists of partner self-assessment, on-site inspection, and improvement support. Assessment results are used to identify high-risk partners which are then subject to on-site inspection, thereby allowing us to evaluate sustainability risks across the supply chain. In addition, we mitigate risk by sharing assessment results with partners, and providing them with guides as well as educational resources on improvement measures.

| Supply Chain Management Process



Supply Chain ESG Management

Supply Chain ESG Risk Management

Supply Chain ESG Assessment

Samlip sorted its approximately 800 partner companies into groups. Among those, we conducted an online self-assessment for 117 categorized as key, supply risk, and cost-impact partners. The assessment consisted of 37 questions covering the environment, labor and human rights, occupational safety and health, and governance. A total of 81 suppliers participated in the assessment.

| Supply Chain ESG Assessment Criteria

Category	Criteria (Number of Questions)	
Environment	• Environmental Management (2)	• Waste (2)
	• Energy (2)	• Water (1)
Society	• Law (1)	• Air Pollution (2)
	• Labor and Human Rights (12)	• Occupational Safety and Health (10)
Governance	• Work Environment (1)	
	• Ethical Management (3)	
	• Information Security (1)	

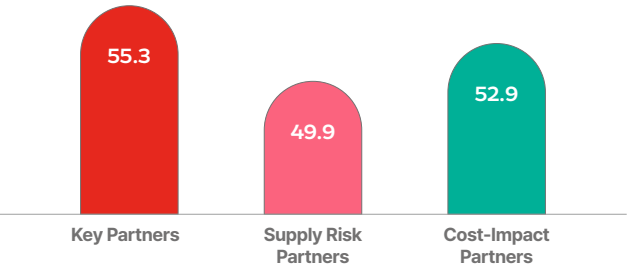
| Assessment Participants



Supply Chain ESG Assessment Results

The average supply chain ESG assessment score was 52.7 points. While partners demonstrated relatively strong performance in the social category, areas requiring improvement were identified in the environmental and governance categories, specifically in energy and water management, as well as ethical management and information security management, respectively. Based on the assessment results, we classified four suppliers as requiring focused management and selected them for follow-up audits as well as improvement support.

| Assessment Scores for Each Partner Group



Supplier Audits and Corrective Actions

Samlip conducted on-site audits of four partner companies requiring focused management. Taking into account the scale and operational conditions of each partner, we provided guidance on areas requiring improvement, such as internal operations and response systems for designated personnel. Subsequently, we are supporting these partners in establishing implementation plans to enhance their ESG standards—with a focus on improvement tasks such as revising employment regulations and updating waste management logs—and in supplementing the relevant supporting documentation. Going forward, we plan to gradually expand the scope of ESG assessments and the range of support provided.

Shared Growth Assistance

Partner Assistance Activities

As a result of continuously expanding its support activities to promote shared growth with its partners, Samlip received a “Good” rating on the 2025 Shared Growth Index.

Mutual Cooperation Fund

To support partners’ liquidity, Samlip operates a mutual cooperation fund worth KRW 28 billion in 2025. By offering interest rates lower than commercial lending rates, we continuously provide financial assistance to our partners.

Performance Sharing Program

Samlip operates a Performance Sharing Program based on shared goals, in which it generates results through collaboration and shares those results with its contractors and subcontractors. As of 2025, we have achieved a total of five such results, amounting to approximately KRW 1.7 billion.

Logistics Partner Insurance Support

Samlip partially subsidizes workers’ compensation insurance premiums for employees of its logistics partners to boost morale and improve operational efficiency. As of 2025, we have provided support to 13 companies.

Human Rights Protection

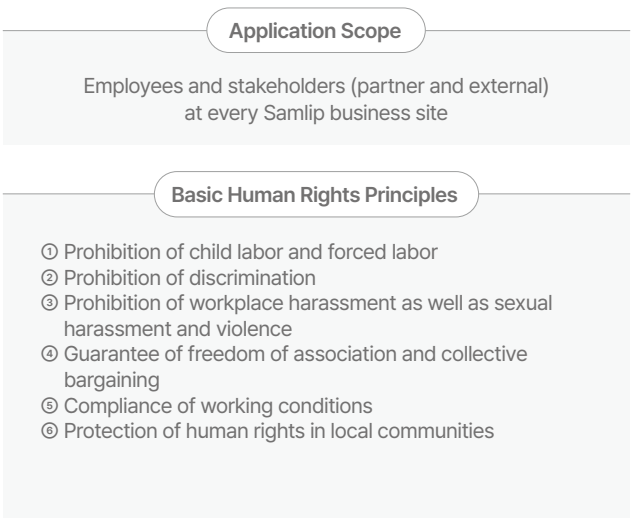
Human Rights Management System

Human Rights Management Policy

Samlip operates a human rights management system to protect the human rights of its stakeholders, including employees, partners, customers, and local communities. We comply with human rights and labor standards set by international organizations such as the UN and the ILO, and have established a 'Human Rights Management Policy' that reflects these standards, serving as a guide for employees' proper conduct and ethical decision-making.

🔗 [Human Rights Management Policy](#)

| Human Rights Management Policy



Ensuring Workforce Diversity

Samlip is working on obtaining greater workforce diversity to reinforce inclusive organizational culture. We plan on expanding job opportunities through mid- to long-term initiatives to increase hiring of persons with disabilities, and nurture a working environment where members of diverse backgrounds can grow together.

| Increasing Hiring of Persons with Disabilities



Mid- to Long-Term Human Rights Management

Samlip has established mid- to long-term human rights management goals and a roadmap to minimize human rights risks across all business operations. Going forward, we plan to further refine our human rights management system and gradually expand human rights risk assessments and improvement initiatives targeting key stakeholders.

| Mid- to Long-Term Human Rights Management Goals



Human Rights Protection

Human Rights Risk Management

Human Rights Impact Assessment

Samlip has designated 2025 as the starting point for its human rights management initiatives, and identified any adverse human rights impacts its business activities may have on stakeholders by establishing a human rights impact assessment process. The HR department used a checklist based on the Corporate Human Rights Benchmark (CHRB) to identify key human rights risk factors. Going forward, we plan to further refine the human rights impact assessment process by expanding the scope of the assessment to include employees.

| Human Rights Impact Assessment Process



Assessment Result Analysis

Human Rights Impact Assessment revealed 'Establishment of a Human Rights Management System' and 'Prohibition of Discriminatory Treatment' as priority areas for improvement. We accordingly developed improvement plans to alleviate human rights risks and will systematically inspect implementation status going forward.

| Human Rights Impact Assessment Results

Category	Level of Compliance	Notes
Establishment of a Human Rights Management System		Top Priority for Improvement
Prohibition of Discriminatory Treatment		Top Priority for Improvement
Prohibition of Workplace Harassment		
Freedom of Association and Collective Bargaining		
Prohibition of Forced Labor		
Prohibition of Child Labor ¹⁾		

1) Prohibition of Child Labor: Low priority due to domestic laws and employment characteristics

| Key Human Rights Risks and Improvement Plans

Category	Key Stakeholders	Improvement Plan
Establishment of a Human Rights Management System	Employees, Partners, Consumers, Local Communities	• Conduct regular human rights education • Introduce Human Rights Impact Assessment
Prohibition of Discriminatory Treatment	Employees	• Issue foreign language payslips (for foreign workers)

Human Rights Risk Management Activities

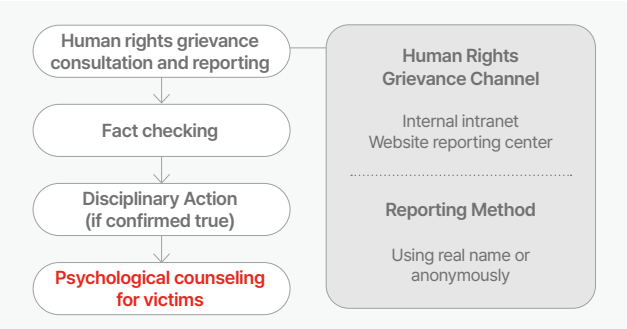
Human Rights Education

As a corrective measure based on the results of its Human Rights Impact Assessment, Samlip conducted additional human rights education beyond those mandated by law. We held training sessions for 682 employees on the themes of fair society and respect for human rights, with the aim of raising employees' awareness of human rights and fostering a culture of human rights respect within the organization. Samlip plans to continue regularizing and expanding its human rights education in the future.

Human Rights Grievance Channel

Samlip operates a Human Rights Grievance Channel to receive and address human rights-related complaints. Reports can be submitted either under one's real name or anonymously through various channels, such as the internal intranet and the reporting center on our company website. We manage these grievances based on detailed human rights management guidelines that include respect for human rights and the prohibition of discrimination. In 2025, a total of 20 human rights grievances were received, and 100% of them were resolved.

| Grievance Handling Process



Workplace Environment & Culture

MAKE STRENGTHEN – EMPLOYEE HAPPINESS

Improving Work Environment

Flexible Work Environment

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

Samlip operates a Staggered Work Hours system that allows employees to flexibly adjust their working hours in order to enhance their autonomy and work efficiency.



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

or

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

or

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

Refresh Leave

To help employees recharge and improve work efficiency, 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

Samlip operates a variety of family-friendly programs to ensure that employees can work with stability throughout pregnancy, childbirth, and childcare. We operate maternity protection programs for employees who have experienced miscarriage or stillbirth, as well as for those currently raising children. Additionally, through the 'Welcome Mom' program, we offer congratulations and provide baby supplies to pregnant employees and employees preparing for childbirth. Building on these initiatives, we are fostering a family-friendly organizational culture and plan to continue expanding support systems for work-life balance.

Programs Related to Pregnancy, Childbirth, and Childcare

		Category	Description
Pregnancy		Infertility Treatment Leave	• 6 days per year (2 paid, 4 unpaid)
		Reduced Working Hours During Pregnancy	• 2-hour reduction per workday (Within 12 weeks or after 32 weeks)
		Miscarriage or Stillbirth Leave	• 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	Maternity Leave	• 90 days	• 100 days for premature birth • 120 days for multiple births
Childcare Support	Parental Leave		• 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

2025 Family-Friendly Program Highlights

Program	Operating Period	Description
Family Day	the third Friday of each month	Leave at 12:30pm, reduced working hours by 5 hours
Family Love Challenge	May 2025	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 2025	A celebratory party for expecting parents and the distribution of maternity kits to wish for a healthy delivery



Family Day



Welcome Mom Program

Workplace Environment & Culture

MAKE STRENGTHEN – EMPLOYEE HAPPINESS

Organizational Culture Improvement

Corporate Culture Framework

Samlip operates corporate culture programs aimed at improving work practices, strengthening communication and collaboration, enhancing employee engagement, and fostering a family-friendly organizational culture. To this end, we are expanding voluntary participation among employees through company-wide campaigns and participatory programs, while supporting active communication at both the individual and organizational levels. In 2025, we are strengthening a sense of belonging and connection through campaigns and idea contests aimed at improving the work culture for Samlip employees, as well as through communication at both the individual and organizational levels, support for new employees, and the Young Board.

2025 Corporate Culture Program Highlights

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
Improving Work Practices		Respect in Action Campaign 'HIGH FIVE UP!'										
			Selection and pre-workshop	Young Board Season 4								
	Focus Day: No meetings and reports every Wednesday morning											
Communication and Collaboration			Change Day : 'My name is Gabriel'									
	Bloomin' Pizza			Family Meeting								
		Random Lunch Buddy										
	Buddy Policy											
		Hustle and Bustle										
	Vision Talk			Town Hall Meeting			Vision Talk			Town Hall Meeting		
Motivation (Employee Engagement)		Happy employee, Recognition day										
			The Challenge				Musculoskeletal Disorders & Disease Management Challenge					
Family-Friendly	Family Month Program & Welcome Mom											

Improvement of Work Culture

Practicing a Culture of Respect

Based on survey results, Samlip is implementing the “High Five Up!” campaign to address the five factors that hinder a culture of respect and to establish a proper culture of respect. We are sharing card news featuring issues and improvement measures organized by theme, and fostering an organizational culture of respect and consideration by nominating and highlighting employees who exemplify these themes.



High Five Up! Campaign

Employee Motivation

In 2025, Samlip operated motivational programs designed to boost organizational vitality and foster a culture of communication and collaboration, based on the voluntary participation of its employees. The flagship program, 'Challenge! Great Challenge—Godseng(wonderful life) Olympics,' supported employees in setting and working toward achieving their own challenges over a three-month period, thereby helping them discover sources of growth and developing a self-directed organizational culture. In addition, through the 'Tusdam Tusdam Challenge' and 'Positive Snapshot Challenge,' we fostered a culture of praise, gratitude, and encouragement, promoting positive teamwork and boosting organizational vitality.

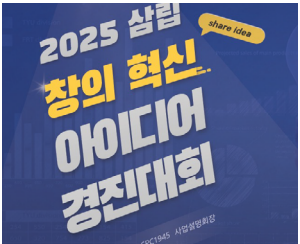
Workplace Environment & Culture

MAKE STRENGTHEN – EMPLOYEE HAPPINESS

Improving Work Culture

Employee Participatory Work Culture Innovation

Samlip held a 'Creative Innovation Idea Competition' to identify creative and innovative ideas for improving work processes and to promote innovation in work practices. A total of 105 teams participated, and following a two-month preliminary review, those that advanced to the finals underwent a final evaluation. Through this process, employees were able to re-examine existing work processes and explore ways to improve them, while also laying the groundwork for applying new ideas to their work. Furthermore, the event served as an opportunity to foster a culture of creative problem-solving and build consensus around work innovation.



Creative Innovation Idea Competition



Communication Program

Samlip operates a variety of communication programs to foster a culture of open dialogue and collaboration. Through initiatives such as the team-based communication program 'Bloomin Pizza,' an exchange event with randomly selected colleagues called 'Random Lunch Buddy,' and the New Year's Ceremony as well as Town Hall Meetings held in the first and second halves of the year—in which all employees participate—we are fostering a culture of horizontal and open communication.



Random Lunch Buddy



New Year's Ceremony



Chuseok Companion Event

Labor-Management Council

Samlip operates a Labor-Management Council to enhance employee welfare and improve the work environment. The council consists of an equal number of representatives from both the employee and management sides. Through regular meetings, it discusses business performance, organizational culture, progress on work environment improvements, and matters related to employee benefits.

Through the Labor-Management Council, Samlip listens to the diverse opinions and suggestions of its employees and continuously addresses issues related to improving working conditions and corporate culture.

In this way, we strengthen the foundation for ongoing communication between labor and management and strive to create a sustainable work environment that satisfies all employees.

| Samlip Labor-Management Council Overview

Quarter	Meeting Period	Key Discussion Topics
Q1	March	• Business performance and center operation proposals
Q2	June	• Discussion and approval of work environment improvements
Q3	September	• Sharing cases of employee grievance handling and resolution
Q4	December	• Sharing opinions on employee welfare benefit developments

Workplace Environment & Culture

MAKE STRENGTHEN – EMPLOYEE HAPPINESS

Employee Evaluation and Compensation

Employee Performance Evaluation Process

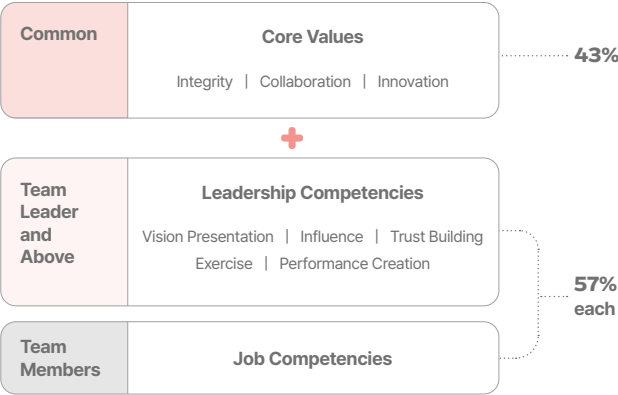
Samlip operates a fair performance management system through semiannual performance evaluations and annual competency evaluations tailored to each job role and position. Based on this system, we support the continuous growth of our employees and work toward achieving company goals.

Performance Evaluation

Samlip conducts performance evaluations in the first and second half of each year, based on jobs and individual KPIs linked to organizational strategy. Evaluation results comprehensively account for goal achievement level and work success, with incentives being handed out accordingly.

Competency Evaluation

Samlip applies different competency evaluation criteria depending on job title. For team leaders and above, the assessment focuses on core values and leadership competencies, while for team members, it focuses on core values and job-specific competencies.



Peer Review

Samlip transitioned from unilateral evaluation by superiors to a Peer Review system. By taking into account various perspectives, including those of team members and colleagues, Peer Review enhances fairness and inclusivity while promoting self-awareness and growth. Employees directly designate colleagues for Peer Review, who then evaluate them by selecting keywords that exemplify 3 positives and 3 areas for improvement.

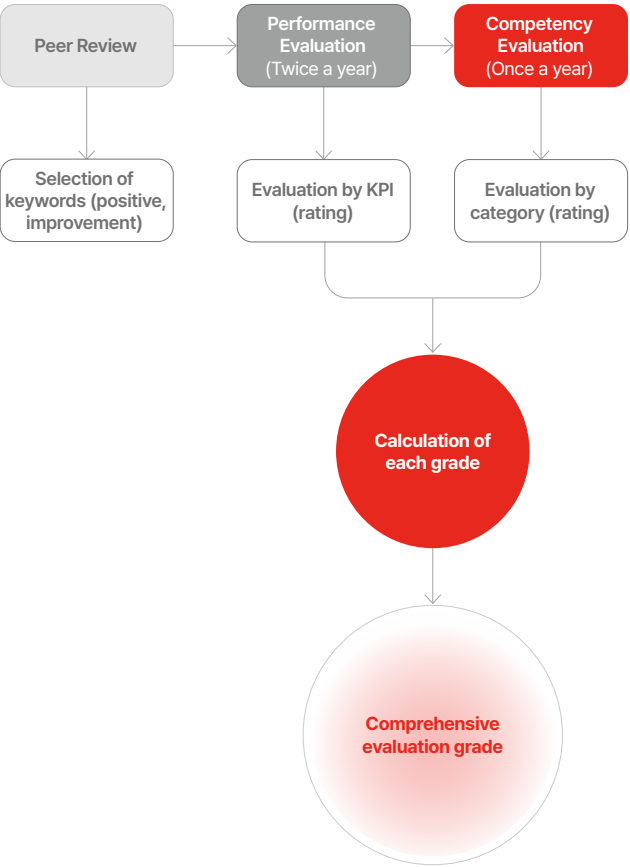
Restructuring of Evaluation Ratings

Samlip has modified its evaluation rating scale from the previous list-based system of S/A/B/C/D to one consisting of Excellent, Good, Meet, Improvement, and Unsatisfactory, shifting to a naming convention focused on individual growth and development.

Updated Rating Scale

As-is		To-be	
S	→	E	Excellent
A	→	G	Good
B	→	M	Meet
C	→	I	Improvement
D	→	U	Unsatisfactory

Performance Evaluation System Process



Community Engagement

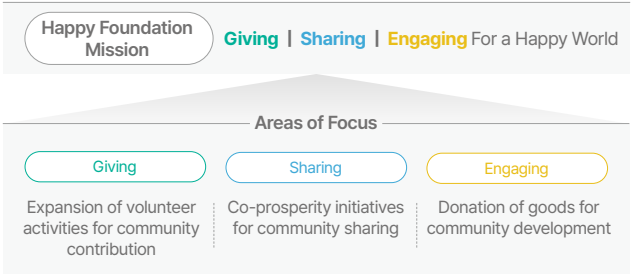
Community Engagement Framework

Community Participation Approach

Under the Happy Foundation's mission of 'Giving, Sharing, and Engaging for a Happy World,' Samlip has established medium- to long-term corporate social responsibility strategies and goals, and is carrying out various co-prosperity initiatives. Taking into account regional characteristics and the operational environment of each facility, we will work closely with local communities and continue to implement activities that provide tangible support, based on communication with local residents.

Happy Foundation

Community Participation Strategy



Community Participation Mid- to Long-Term Goals

Area	Unit	Goals		
		2026	2028	2030
Giving	cases	10	15	25
Sharing	cases	10	15	20
Engaging	cases	20	25	30
Total	cases	40	55	75

Community Engagement Activities and Performance

Seohaerang Trail Blue Guardians

Giving

Samlip conducted a marine litter cleanup volunteer activity on the Seohaerang Trail, which runs through Seocheon County, contributing to local ecosystem protection and environmental cleanup. Participants worked to preserve the health of marine habitats and maintain a clean natural environment by personally collecting litter that had accumulated along various sections of the coastline. These activities not only raised awareness among local residents and visitors about the value of the marine environment, but also served as an opportunity to experience and share the importance of sustainable environmental protection.

'Send Love!' Charity Event for Chuseok

Giving

In celebration of Chuseok, Samlip partnered with the Seocheon County Volunteer Center to carry out "Send Love!"—a charitable initiative for underprivileged local residents. We visited vulnerable households in the area in person to deliver donated goods and holiday meals prepared by volunteers, demonstrating our commitment to supporting the local community during the holiday season. Additionally, by checking in on and conversing with each family, we fostered emotional connections and worked to strengthen ties with local residents.



'Send Love!' Charity Event

Environmental Protection through Han River Plogging

Sharing

As part of its new employee retention program, Samlip organized a plogging event to clean up areas surrounding the Han River. Participants collected litter and waste along the walking paths around the river, gaining firsthand insight into the importance of environmental protection. They also listened to presentations on the significance of ESG management and carbon neutrality, deepening their understanding of the roles that both companies and individuals play in building a sustainable future. It was a fruitful experience that helped them recognize how small, everyday actions can contribute to the spread of an eco-friendly culture and the creation of a sustainable society.



Plogging for Environmental Cleanup

Community Engagement

Community Engagement Activities and Performance

Support for Youth-Run Startups

Sharing

Samlip operates the Yongin and Incheon highway service areas and, in partnership with the Korea Expressway Corporation, runs various support programs for youth-owned businesses. By providing practical support—such as free equipment rentals, interior design assistance, and reduced commission fees—we alleviate the burden of initial startup costs and create an environment where young entrepreneurs can sustain their businesses. Through these efforts, Samlip is contributing to the promotion of youth entrepreneurship and job creation.

Industry-Academic Cooperation for Designer Development

Sharing

In conjunction with the Korea Institute of Design Promotion(KIDP), Samlip conducted the industry-academic cooperation project 'Korea Design Membership Plus' for university students majoring in design. 12 university students proposed a multitude of ideas regarding roll cake brand renewal and package design innovation. We also aided students' brand development, eco-friendly package design, and formation of SNS outreach strategies through mentoring from our own designers and scholarship support.



Korea Design Membership Plus

Local Specialty Product Experience and Sale Event in Partnership with Local Farms

Sharing

To promote co-prosperity with local farmers, Samlip partnered with Yanggu County to host an exhibition and sale of local specialty products at the Gapyeong Highway Service Area. The event featured sales of Yanggu County specialties such as 'Highland Yanggu Punch Bowl Apples' and 'Original Potato Bread,' thereby expanding opportunities for consumers to purchase local agricultural products. Furthermore, by enabling visitors to experience the quality and value of these local specialties, we helped raise awareness of Yanggu County's agricultural products and expand their market reach.

Happiness Sharing Bazaar Profit Donation

Engaging

Samlip donated KRW 3 million to Cheongju City to protect and support victims of violence against women in the region. Donated funds were raised entirely from the proceeds of the 'Happiness Sharing Bazaar' organized by the Egg Farm Labor Union, with KRW 1 million being delivered to each of three facilities that assist victims of violence against women. This event served as a meaningful opportunity to share warmth with marginalized neighbors and provide tangible assistance in protecting as well as supporting vulnerable local community groups.



Happiness Sharing Bazaar Profit Donation

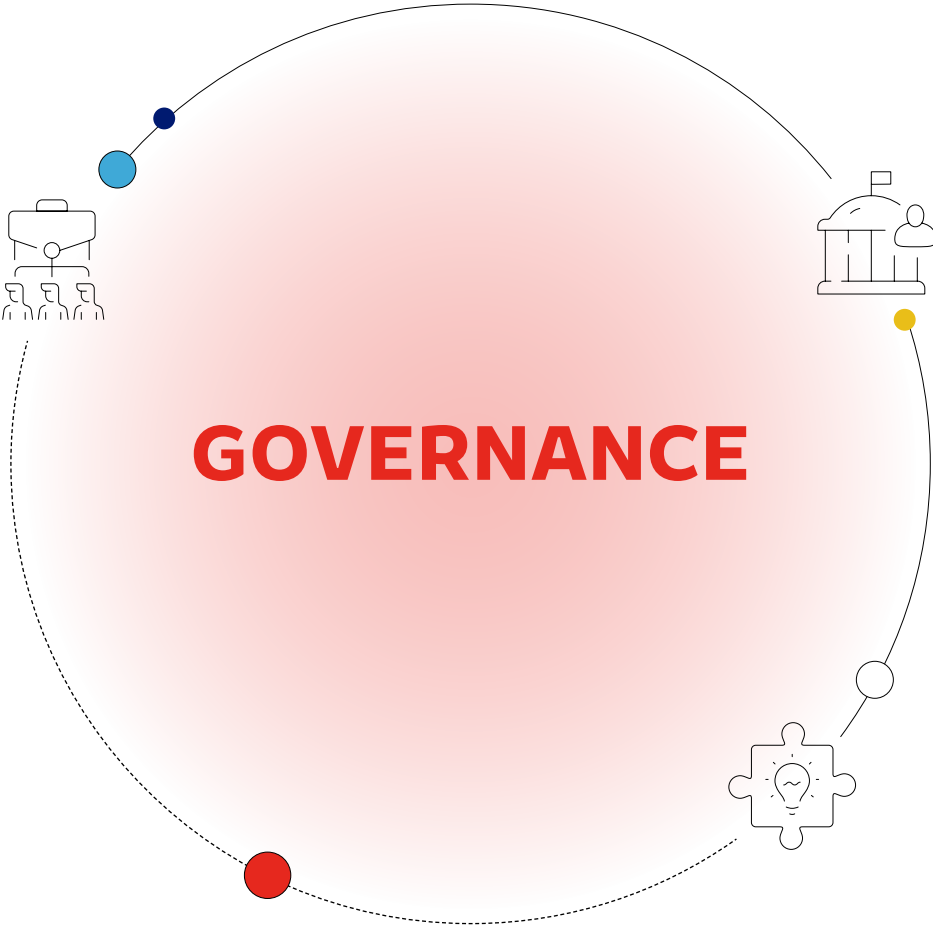
Sponsorship Agreement with Bucheon FC Social Cooperative

Engaging

In September 2025, Samlip signed a sponsorship agreement with Bucheon FC Social Cooperative and donated KRW 50 million worth of bottled water. We plan to continue this partnership through 2026, supporting not only the professional and youth teams but also the club's overall operations, thereby contributing to the revitalization and development of local football.



Bucheon FC Sponsorship Agreement



- Ethical Management 050
- Compliance Management 052
- Sound Governance Structure 056
- Information Security & Privacy Protection 059

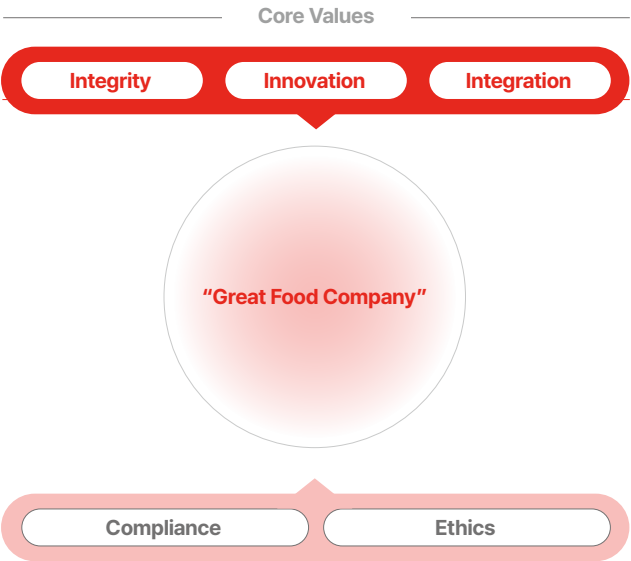
Ethical Management

Ethical Management System

Ethical Management Policy

To become a competitive global comprehensive food company, Samlip is strengthening the transparency and fairness of its business activities by focusing on right way management. Right way management is a strategy aimed at building a corporate culture centered on the core values of integrity, innovation, and integration, and growing into a “Great Food Company” based on compliance and ethical management.

Samlip is establishing trust with stakeholders by placing compliance and ethics in all business activities as a core value. We are continually monitoring ethical management implementation through a dedicated ethical management organization.



Ethical Regulations

In order to support employees' right way management practices, Samlip operates Ethical Regulations that contain a Charter of Ethics, Code of Ethics, Code of Conduct, and Guidelines for Practice.

Ethical Regulations

Charter of Ethics	Samlip's belief in pursuing Right Way Management
Code of Ethics	The standard for Samlip employees' behavior and value-based decision making
Code of Conduct	Responsibilities and Obligations to Stakeholders, and Practical Standards of Conduct
Guidelines for Practice	Specific Behavioral Standards for the Application of the Ethical Regulation

Ethical Management Organizations and Roles

Right Way Management Team	• Develop comprehensive ethical management business plan • Receive and investigate reports, notify results • Monitor violations of Ethical Regulations and implement corrective actions • Apply improvements to relevant internal and external projects • Promote ethical management and integrate with educational programs (post best practices and violation cases)
---------------------------	--

Ethical Management Goals and Roadmap

2026	Creating a Happy and Healthy Workplace for Everyone
	Deepening of Ethical Management Internalization • Expand and enact ethical management educational programs • Activate regular internal management diagnosis • Enhance report handling processes • Refine internal regulations on whistleblower protection and make company-wide announcement • Operate awareness enhancement sessions for managers and team leaders • Spread ethical management throughout partner companies • Reinforce internal control based on SoD(Segregation of Duties)
2027	Leading a Happy and Healthy Workplace for Everyone
	Ethical Management Enhancement • Attain ethical management levels in line with global standards • Reinforce links to ESG management • Maximize stakeholder trust • Establishing a culture of voluntary ethical practice

Ethical Management

Ethical Management Activities

Ethics Education

Samlip systematically conducts ethics education for its employees to enhance the implementation of ethical and compliance business practices. In 2025, we held regular ethics training sessions for new employees, experienced employees, and managers, while also providing online training for all employees focusing on internal and external cases of ethics regulation violations. Additionally, we conducted training aimed at improving ethical awareness among on-site employees to foster an ethical organizational culture. We categorized training participants based on job type and work characteristics, strengthening their understanding of and ability to practice ethical standards through content reflecting real-world violation cases. Moving forward, Samlip plans to continuously enhance its training content and operational systems to help employees internalize ethical values.

Hotline Channel

To foster a corporate culture based on right way management, Samlip operates an ethics reporting channel called “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 the Code of Conduct¹⁾, 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 Code of Conduct: General factual reports and proposals for the company’s development are also protected under the whistleblower protection provisions, and their validity must be verified through due process.

Major Types of Unethical Conduct

✓ Acceptance of valuables or favors	✓ Misuse or misappropriation of company assets
✓ Unfair trade practices	✓ Workplace harassment and discrimination
✓ Safety Violations	✓ Violation of work regulations
✓ Other unethical behavior(e.g., Violations of the company’s ethical regulation)	

Report Handling Process

STEP
01

Report Reception (Hot-line Reporting Channel)

- Online Channel: [https://www.sangmidang.co.kr/ ▶ compliance ▶ Hotline Report ▶ Corruption/Unethical Conduct Reporting\(Anonymous/Named\)](https://www.sangmidang.co.kr/ compliance ▶ Hotline Report ▶ Corruption/Unethical Conduct Reporting(Anonymous/Named))
 - * A report reference number is assigned, and even anonymous reporters can check the result and receive follow-up responses

STEP
02

Report Classification and Assignment to Responsible Department

- Unethical conduct is investigated by a dedicated team
- Grievances submitted by employees are referred to the HR/Labor departments of each affiliate, while customer complaints are directed to their respective CS teams

STEP
03

Investigation and Fact-Checking

- Collection and Analysis of Report-Related Materials
- Through on-site investigations, interviews with involved parties and verification of supporting evidence are conducted

STEP
04

Reporting and Action

- If a violation is confirmed through fact-checking, disciplinary action is taken in accordance with relevant regulations, and improvement recommendations are issued

STEP
05

Verification of Implementation Results

- Execution plans and schedules for corrective actions, and monitoring of implementation status

Compliance Management

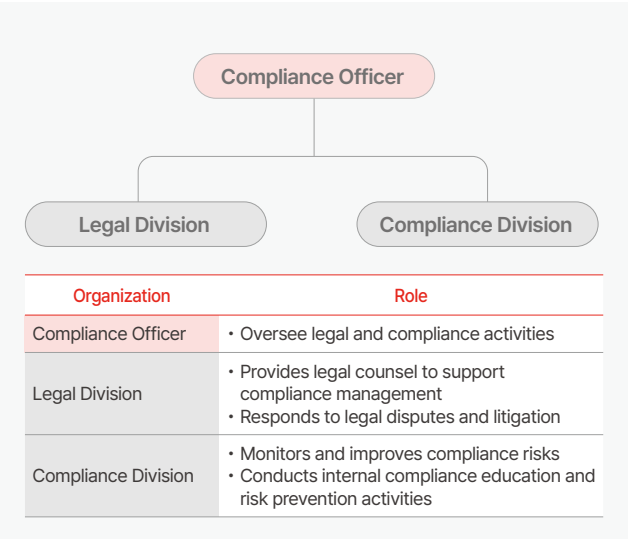
Compliance Management System

Compliance Management Organization

Samlip operates a compliance management system centered on its Legal Division, Compliance Division, and a board-centered management structure. The Compliance Officer oversees all legal and compliance matters, while they are assisted by the Legal and Compliance divisions in preventing legal risks and responding to legal disputes. Through this approach, we are establishing a responsible decision-making structure and strengthening foundations for sustainable management.

Furthermore, Samlip is building a system of responsible management based on board-centered management policies and guidelines.

Compliance Management Organization and Roles



Compliance System

Samlip is gradually establishing a compliance management system to ensure the effective operation of its Fair Trade Voluntary Compliance Program(CP). Starting in 2024, we introduced the Fair Trade Voluntary Compliance Program and established a dedicated compliance organization under the supervision of the Compliance Manager. Based on internal regulations governing the operation of the CP, this organization conducts fair trade compliance training, risk assessments, inspections, and improvement activities, thereby operating a system for the proactive prevention of compliance risks.

Fair Trade Policy

Samlip has established a Fair Trade Policy to more systematically manage risks related to unfair trade practices and unfair competition. This policy serves as an internal guideline to ensure that employees maintain a transparent and fair attitude while adhering to fair trade principles during work.

In addition, by providing a reporting channel for violations and enabling the reporting of fair trade-related issues, Samlip is fostering a transaction environment based on trust with its business partners and customers.

[🔗 Fair Trade Policy](#)

Compliance Management Approach

Samlip operates dedicated Legal and Compliance divisions for company-wide compliance management, intellectual property protection, and compliance system reinforcement. Each division conducts systematic activities such as preventing legal risks, settling disputes, training employees, protecting brand value, forestalling technology leaks, as well as compliance assessment and education. Through these efforts, Samlip is strengthening its sustainable operational foundations while seeking to continuously secure domestic and international stakeholder trust.

Key Compliance Management Activities



Legal Activities

- Provide legal counsel and assist prior business consultation
- Respond to disputes and litigation
- Review contracts and provide standard contracts



Compliance Activities

- Establish and operate an integrated and systematic group-level compliance system
- Conduct risk assessment and effectiveness assessment
- Promote employee compliance education and compliance culture
- Operate internal reporting system

Compliance Management

Compliance Management Activities

Compliance Officer Activity Disclosure

Since May 14, 2019, Samlip has appointed a Compliance Officer and has been transparently disclosing the status of the compliance support organization, activities of the compliance officer and others, and results of those activities in its quarterly and semi-annual reports as well as its annual business report.

Compliance Control Framework

Samlip maintains a Compliance Control Framework to systematically manage compliance risks that may arise during business operations. Samlip's Compliance Control Framework consists of four key activities: Legal risk assessment and management, internalization of compliance with laws and regulations through compliance education and work guides, and operating compliance inspection and internal reporting. Based on these standards, we proactively identify legal risks and manage them to prevent risks materializing due to violations.

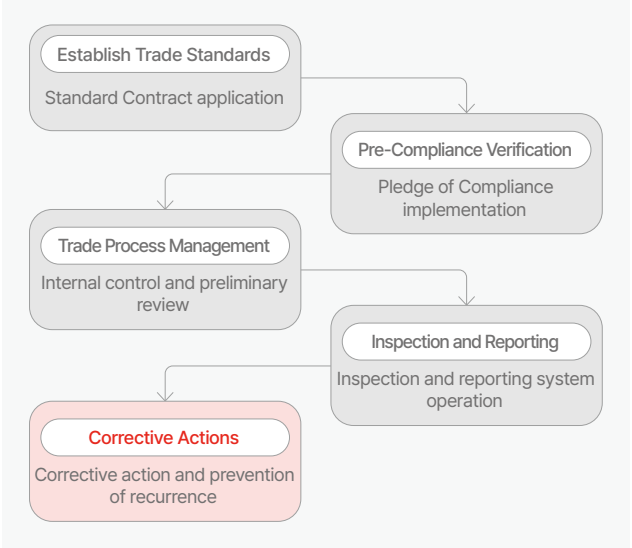
| Compliance Control Framework

No.	Description
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

Partner Fair Trade Management

Samlip adheres to the principle of using standard contracts based on laws governing fair trade, subcontracting, and consignment transactions when conducting business with its partners. Furthermore, to prevent unfair trade practices and acts of fraud or corruption, we monitor compliance levels throughout the transaction process through compliance pledges, whistleblower channels, and, when necessary, relevant due diligence. In addition, we apply internal control procedures throughout the entire process—from selection and contracting to execution—and ensure fairness and transparency by subjecting major transactions to legal review.

| Partner Fair Trade Management Process



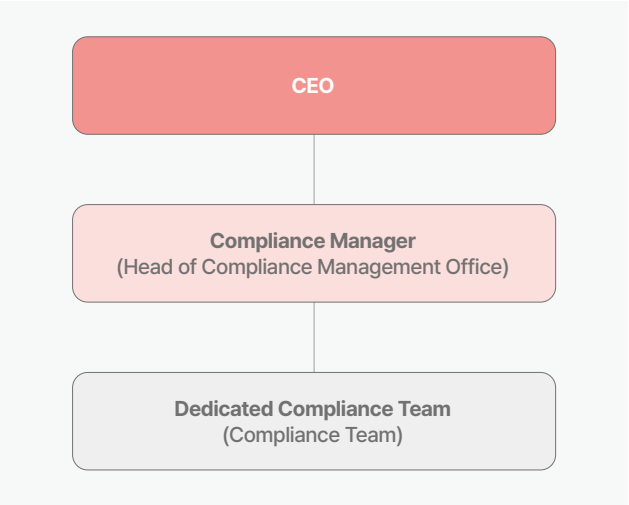
Compliance Management

Compliance Management Activities

Fair Trade Compliance Program(CP)

Samlip operates a Fair Trade Compliance Program (CP) to support employees’ compliance with fair trade laws and regulations. In March 2025, following approval by the CEO and the Compliance Manager, we established the CP Operation Guidelines, which specify the basic standards and procedures that employees must follow. Subsequently, to clarify the CP operational standards and ensure consistency, we revised relevant regulations, including the CP Operation Guidelines and Compliance Manual. Through this program, we are enhancing the efficiency of our fair trade compliance activities and continuously improving related managerial foundations.

CP Organizational Chart



CP Operation Guidelines Amendments

Enactment (2025.03)

- **Purpose**
To establish the basic standards and procedures that employees must follow to comply with fair trade laws and regulations
- **Key points and structure**
 - Definition of the Roles and Duties of the CEO, Compliance Manager, and Employees
 - Information on CP operations, guidelines, training, prior consultation on business matters, risk and effectiveness assessments, whistleblowing, and sanctions/rewards

Amendment (2025.12)

- **Purpose**
To enhance the effectiveness of CP operations by incorporating necessary revisions and improvements.
- **Key points and structure**
 - Amended 'internal whistleblowing' to 'internal reporting' to reflect employee feedback
 - Consolidated duplicate provisions within regulations
 - Corrected reference discrepancies within regulations

ECCP-Based Status Assessment and Identification of Areas for Improvement

In addition to its Fair Trade Compliance Program (CP), Samlip applies the U.S. Department of Justice's ECCP (Evaluation of Corporate Compliance Programs) standards to objectively assess the status of its compliance system. We are continuously implementing company-wide improvements based on these assessments.

Compliance Risk Assessment

Samlip conducts regular risk assessments, while identifying and managing key compliance issues vulnerable to violation. For identified issues, we implement preemptive mitigation measures such as advisory, policy creation, and guideline distribution, making sure fair trade risks are adequately managed throughout the work process. We plan to regularly evaluate the effectiveness of our compliance activities, and apply any identified measures for improvement.

Fair Trade Inspection List

Time	Key Activities
Q1 2025	- Review agendas and provide advisory for board meetings and regular General Shareholders' Meetings - Assess compliance for franchise business plan - Enact CP Operation Guidelines and Fair Trade Compliance Manual - Post work trends and guidelines
Q2 2025	- Hold board meetings and review agendas - Draft and distribute Samlip Fair Trade Policy - Compliance Letters - Conduct risk assessment and identify improvement tasks
Q3 2025	- Hold board meetings and review agendas - Amend Fair Trade Compliance Manual - Compliance Letter
Q4 2025	- Activate CP Reporting System, enact reporting regulations - Amend CP Operation Guidelines and Compliance Manual - Compliance Letter - Review Supplier Code of Conduct amendments - Recognize and reward outstanding employees for CP compliance

Compliance Management

Compliance Management Activities

Compliance Management Internalization Education

To embed compliance into its corporate culture, Samlip conducted online training for all employees in 2025 and organized separate training sessions for executives. In addition, we provided customized training tailored to each department's risk level and job characteristics to enhance understanding of fair trade laws and practical considerations.

Through these education and information sharing activities, Samlip seeks to enhance employee awareness on fair trade compliance and prevent any potential field-level risks from arising.

Compliance Management Education Overview

No.	Program Title	Period	Target Participants
1	Training for Compliance System Establishment	2025. 01.	Executives
2	Compliance Seminar for practitioners	2025. 02.	CP practitioners
3	Compliance Training for Sales Division Managers	2025. 03.	Team Leaders in Agency Sector
4	Fair Trade Training for All Employees	2025. 06. ~ 07.	All Employees
5	New Employee Training	2025. 08.	New Employees
6	Marketing Department Compliance Training	2025. 09.	Marketing Department Team Leaders and Members
7	2025 Sales Division Field Employee Training	2025. 09.	Sales Division Team Members
8	Fair Trade Training for All Employees	2025. 10. ~ 11.	All Employees
9	Compliance Training for Sales Division Managers	2025. 11.	Team Leaders in Agency Sector
10	2025 Fair Trade Training for Executives	2025. 12.	Executives
11	Internal Training for CP practitioners	Twice weekly(from Q4 2025)	CP practitioners

Internal Reporting System

To promptly address compliance issues, Samlip operates a reporting channel accessible to all, and has established a whistleblower protection system by explicitly stipulating in its internal regulations principles of confidentiality and protection against retaliation. Based on this, we are committed to enhancing stakeholder trust and fostering a fair and transparent business environment.

🔗 Report matters related to compliance management

Sound Governance Structure

Board of Directors Composition

Board of Directors Regulations

To ensure the smooth operation of the Board of Directors, Samlip has established and published Board of Directors Regulations that specify the board's authority, management, procedures, and composition. In accordance with these regulations, the Board meets regularly once every quarter and may convene an extraordinary meeting as needed. Furthermore, through a resolution passed at the first regular board meeting in February 2026, the notice period for meetings was extended from 24 hours to 7 days in advance to allow directors sufficient time to review agenda items. This measure has enhanced the predictability of board operations and laid the groundwork for thorough advance review of agenda items.

🔗 Board of Directors Regulations

Board Status

Samlip's Board of Directors consists of a total of seven directors (three executive directors and four independent directors), with the CEO acting as the Chairperson of the Board.

Director Appointment Method

Samlip's independent directors are appointed through a resolution of the General Shareholders' Meeting, following review and recommendation by the Independent Director Nomination Committee. Expertise in various fields is taken into consideration during the appointment process. In addition, independent directors must constitute at least one-fourth of the total number of directors, and their term of office may not exceed three years. Independent directors may serve consecutive terms for up to six years.

Board Independence

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

| Board of Directors Composition

Category	Name	Gender	Position	Term	Area of Expertise
Executive Director	Do Se-ho	Male	• CEO • Chairperson of the Board • Chairperson of the Independent Director Nomination Committee	March 26, 2026–March 25, 2029	Management
	Jeong In-ho	Male	• CEO • Member of the Sustainability Management Committee	March 26, 2026–March 25, 2029	Management
	Kim Jin-eog	Male	• Head of Bakery Technology Research Institute	March 26, 2025–March 25, 2028	Food
Independent Director	Jun Sung-ki	Male	• Chairperson of the Audit Committee • Member of the Sustainability Management Committee • Member of the Independent Director Nomination Committee	March 29, 2024–March 28, 2027	Accounting
	Lee Yim-shik	Male	• Member of the Audit Committee • Chairperson of the Sustainability Management Committee • Member of the Independent Director Nomination Committee	March 29, 2024–March 28, 2027	Food Safety
	Jeffrey Jones	Male	• Member of the Audit Committee • Member of the Sustainability Management Committee • Member of the Independent Director Nomination Committee	March 26, 2026–March 25, 2029	Law
	Shin Dong-yoon	Male	• Member of the Audit Committee • Member of the Sustainability Management Committee • Member of the Independent Director Nomination Committee	March 26, 2026–March 25, 2029	Accounting

Sound Governance Structure

Board of Directors Operation

Board Activities

In accordance with its Board Operation Regulations, Samlip notifies each director of a meeting seven days in advance and prepares minutes at each meeting to manage key decisions. Additionally, we disclose the details of annual board meetings on our website to enhance access to information for shareholders and stakeholders. In 2025, we held a total of five board meetings, including regular sessions, during which 16 agenda items were approved and 9 were reported; the board attendance rate was 100%. Key resolutions included the approval of financial statements and business reports, the reappointment of the Compliance Officer, the establishment of the Independent Director Nomination Committee, and the convening of regular General Shareholders' Meetings and the resolution of its agenda items.

Board and Director Evaluation

Samlip conducts an annual evaluation to foster enhanced efficiency and independence in Board of Director operations. The board evaluation comprehensively assesses the board's role, composition, operations, and overall committee activities, thereby reviewing the effectiveness of the board's operational system. In addition, through individual evaluations of independent directors, we closely assess their roles and responsibilities, committee participation, and communication skills; the results of these evaluations are used as reference material when considering the reappointment of independent directors. Based on these evaluation results, Samlip plans to continuously improve any areas needing attention and strengthen its monitoring system, thereby further enhancing the independence of its board and the transparency of its corporate governance.

Board Compensation

Compensation limits for the Board of Directors and individual directors are set in accordance with the standards approved by the General Shareholders' Meeting. However, based on the judgment that compensating independent directors based on performance evaluations could compromise their independence, we do not implement a performance-based differential compensation policy.

Independent Director Education and Support

Samlip conducts regular training sessions to enhance the expertise and independent decision-making capabilities of its independent directors. In 2025, we held a total of six training sessions for independent directors, with the program focused on topics essential to the activities of the Board of Directors and the Audit Committee, such as ESG issues, changes in corporate governance, financial reporting and internal controls, accounting reforms, and AI governance. In addition, we supported our independent directors in deepening their understanding of changes in the business environment and regulatory issues through training sessions conducted by dedicated external organizations. Through these efforts, Samlip sought to enhance independent directors' expertise and strengthen the effectiveness of board operations.

| 2025 Independent Director Education

Date	Content
2025.2	Key industry issues from an ESG perspective
2025.5	The future of corporate governance in 2025 for the Board of Directors and Audit Committee: Changes in the domestic and international environment and effective response strategies
2025.5	Financial reporting and internal control: Corporate response strategies based on recent case studies
2025.10	The purpose of accounting reform and the role of the Audit Committee
2025.11	New Challenges facing the Board of Directors and Audit Committee: Risk, Virtual Assets, AI Governance
2025.12	Measures to enact guidelines on appointing independent auditors for enhanced accounting transparency

Sound Governance Structure

Committee Operations

Committee Composition

To enhance the professionalism and efficiency of its Board of Directors, Samlip operates three committees under the board, the majority of which are composed of independent directors.

| 2025 Operational Performance by Committee¹⁾

Committee Name	Number of Meetings	Agenda Items	Attendance Rate
Sustainability Management Committee	2	5	100%
Audit Committee	6	19	100%

1) Independent Director Nomination Committee established in November 2025

Sustainability Management Committee

The Sustainability Management Committee reviews Samlip's sustainable management strategy and evaluates key ESG issues. It discusses major sustainable management initiatives, including measures to address climate change, and monitors the status of implementation and related performance. Through these efforts, the committee continuously refines the sustainable management framework while supporting long-term growth and the fulfillment of social responsibilities.

| 2025 Sustainability Management Committee Activities

Category	Agenda
1 st Committee Meeting (2025.02.25)	Report on ESG Materiality Assessment
	Approval of the 2025 Sustainable Management Implementation Plan
	Approval of preliminary review regarding the shareholder return policy
2 nd committee Meeting (2025.08.08)	Report on key achievements in sustainable management for the first half of 2025 and report publication
	Report on the status of preparations for the 2025 KCGS Evaluation and plans for the second half of the year

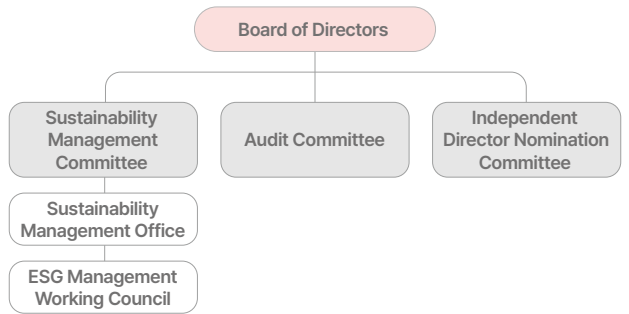
Audit Committee

The Audit Committee consists of four independent directors who possess the independence and expertise required by relevant laws and regulations. The Committee reviews all aspects of management activities, including the internal accounting control system and the internal audit department's audit plans and results. It also deliberates on and approves accounting-related documents as well as external auditors' audit and review results. In addition, the Committee holds separate meetings with the external auditor each quarter to ensure the objectivity and independence of the audit process.

Independent Director Nomination Committee

The Independent Director Nomination Committee, the majority of which is composed of independent directors, is responsible for nominating and evaluating independent director candidates. The committee reviews candidates with diverse expertise and industry experience by drawing on an external talent pool and an internal candidate management system. Through this process, it aims to enhance the independence and expertise of the Board of Directors and strengthen the foundation for sound corporate governance.

| Committees Under the Board of Directors



Enhancing Shareholder Value

Dividend Policy

Based on the fundamental principle of enhancing shareholder value, Samlip determines its dividends by comprehensively considering factors such as investment plans, financial structure, and the business environment, within the limits of distributable profits. Furthermore, in accordance with Article 35 of the Articles of Incorporation, dividends may be paid in cash or stock; when the Board of Directors sets a record date for dividends, the company announces it two weeks prior to the record date. Furthermore, to increase the predictability of dividends for shareholders and strengthen our shareholder-friendly dividend policy, we have amended areas of the Articles of Incorporation concerning dividend procedures.

Protection of Shareholder Rights

To make it easier for shareholders to exercise their voting rights, Samlip introduced an electronic voting system starting with its 54th Annual General Shareholders' Meeting and has transparently been operating procedures for proxy voting and shareholder proposals. In addition, we encourage shareholder participation by disclosing relevant information in advance on the electronic disclosure system and website at least four weeks prior to meetings, and by selecting a meeting date that avoids peak periods. Notably, in 2025, we implemented a differential dividend policy to strengthen shareholder returns, with a focus on minority shareholders.

| Dividend Information

Category	Unit	2023	2024	2025
Total Dividends	KRW 1 million	13,779	14,589	5,566
Dividend per Share (Major Shareholders)	KRW	1,700	1,800	600
Dividend per Share (Minority Shareholders)	KRW			1,000
Dividend Payout Ratio	%	27.4	16.9	39.7

Information Security & Privacy Protection

Information Security and Privacy Protection Policies

Systematic Management of Information Security

Samlip operates an information security management system in compliance with applicable laws and regulatory guidelines to prevent information leaks and respond to internal and external threats. It establishes and regularly reviews relevant policies, guidelines, and procedures for legal compliance. Samlip also assigns privacy officers and personnel to each division handling personal data, clearly defining their roles and responsibilities to strengthen information security and personal data protection.

Information Security and Privacy Policy

Samlip has established and implements information security and privacy policies to safeguard its information assets and personal data. We clearly define the roles and responsibilities of each department in the areas of information security and privacy protection. Moreover, we prevent and manage information security risks through compliance with relevant laws and regulations, as well as the operation of a systematic security management framework.

🔗 [Information Security and Privacy Policy](#)

Information Security Disclosure

To foster a safe online environment for users and promote investment in information security, Samlip annually discloses its information security-related investments, personnel, certifications, and activities on the Korea Internet & Security Agency's Comprehensive Information Security Disclosure Portal. Through these disclosures, Samlip not only ensures users' right to know and enables an objective assessment of its information security standards, but also transparently discloses its level of security investment to the public in accordance with legal requirements.

🔗 [Information Security Disclosure](#)

Privacy Policy

Samlip establishes and discloses its Privacy Policy based on the principles of personal data protection set forth in Article 3 of the Personal Information Protection Act. The Privacy Policy is designed to effectively safeguard the rights of data subjects, enabling them to verify how their personal data is being processed at any time.

Furthermore, by summarizing and clearly presenting key details—such as the collection and use of personal data—we strive to ensure that even information-disadvantaged groups, such as the elderly and children, can easily understand the policy. In the event of policy changes, we provide advance notice of such changes through announcements on our website and other channels to ensure that data subjects are fully aware of any updates.

Additionally, we keep the Privacy Policy up-to-date and reliable by complying with relevant laws and regulations as well as guidelines issued by relevant authorities.

Key Personal Data Processing Labels

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

Privacy Policy Table of Contents

Article 1	• Items of Personal Data 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
Article 13	• Miscellaneous
Article 14	• Effective Date

Information Security & Privacy Protection

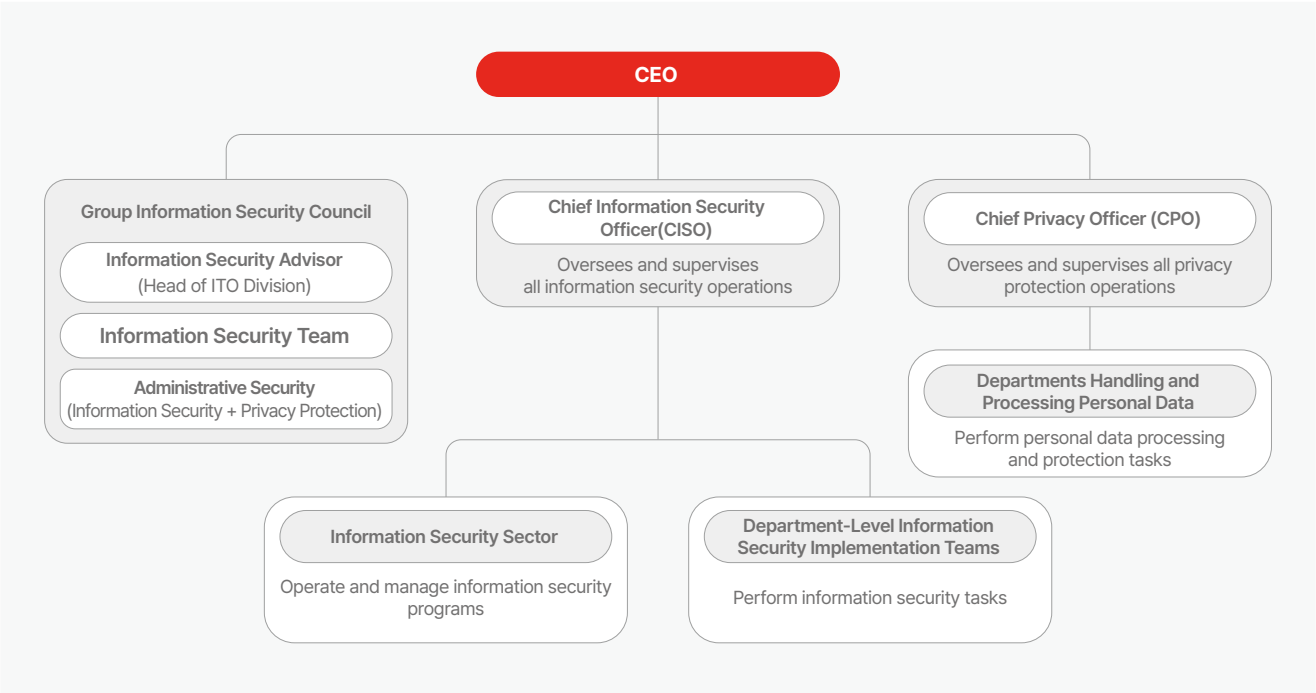
Information Security and Privacy Protection Management System

Information Security Organization

To systematically manage and oversee information security operations across all departments, Samlip has appointed a Chief Information Security Officer (CISO) and a Chief Privacy Officer, clearly defining their respective roles and responsibilities. In particular, we have assigned dedicated teams and specialized personnel to its information technology and security divisions to focus on information security tasks.

In addition, by operating a Group Information Security Council, we share key information security issues and proactively address internal and external information security risks.

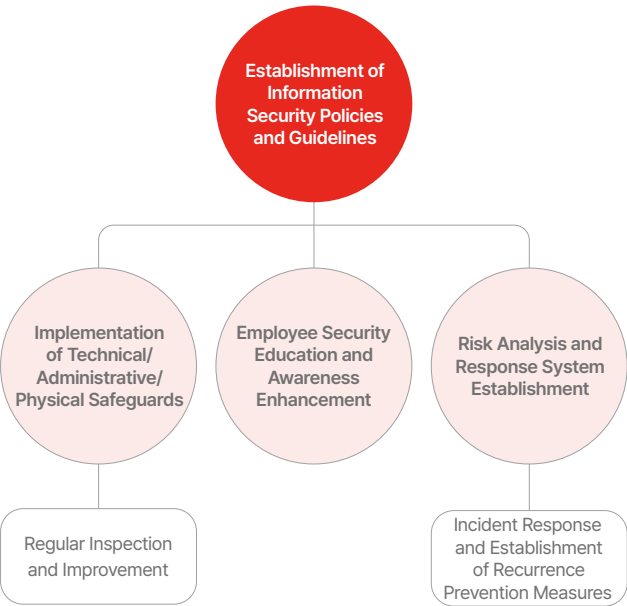
| Information Security Organizational Chart



Information Security Management Process

Samlip operates an information security management process to protect internal information and data subjects' personal data through technical, administrative, and physical measures. This process also enables us to effectively respond to various internal and external information security risks. Furthermore, we are striving to build a secure information security environment in order to strengthen trust with customers and stakeholders.

| Information Security Management Process



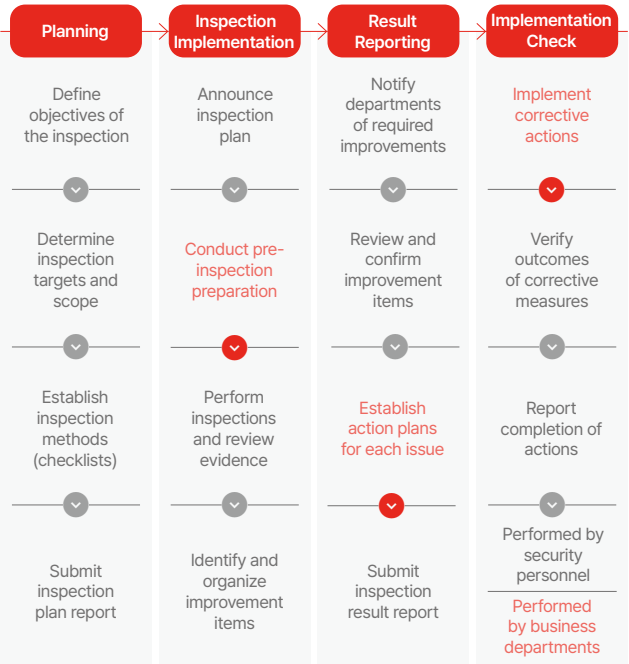
Information Security & Privacy Protection

Information Security and Privacy Protection Activities

Information Security Inspection Process

Samlip has formalized its information security 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.

Information Security Inspection Process



Employee Information Security Education

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

Information Security Education Participants

Category	2023	2024	2025
Number of Participants	1,070	1,042	1,096
Total Training Hours	1,070	1,042	1,096

Cyber Threat Response

Samlip continuously adopts advanced security technologies to actively respond to evolving cyber threats. We also conduct regular security inspections, penetration testing, and infrastructure assessments to evaluate our internal security systems and promptly address identified areas for improvement.

Cyber Threat Inspection Items

Category	2023	2024	2025
Service	20	20	17
Infrastructure	124	124	74
Personal Data	22	22	15

Future Operational Plans

Samlip operates an information security system that proactively identifies and blocks internal and external risks, in order to protect valuable customer and business partner information. Going forward, we plan to establish a secure information security management system tailored to the digital environment and to continuously enhance our information security standards.



Happy Foundation (Social Contribution)

Introduction to the Happy Foundation

The Happy Foundation is a social welfare foundation established in 2011 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.

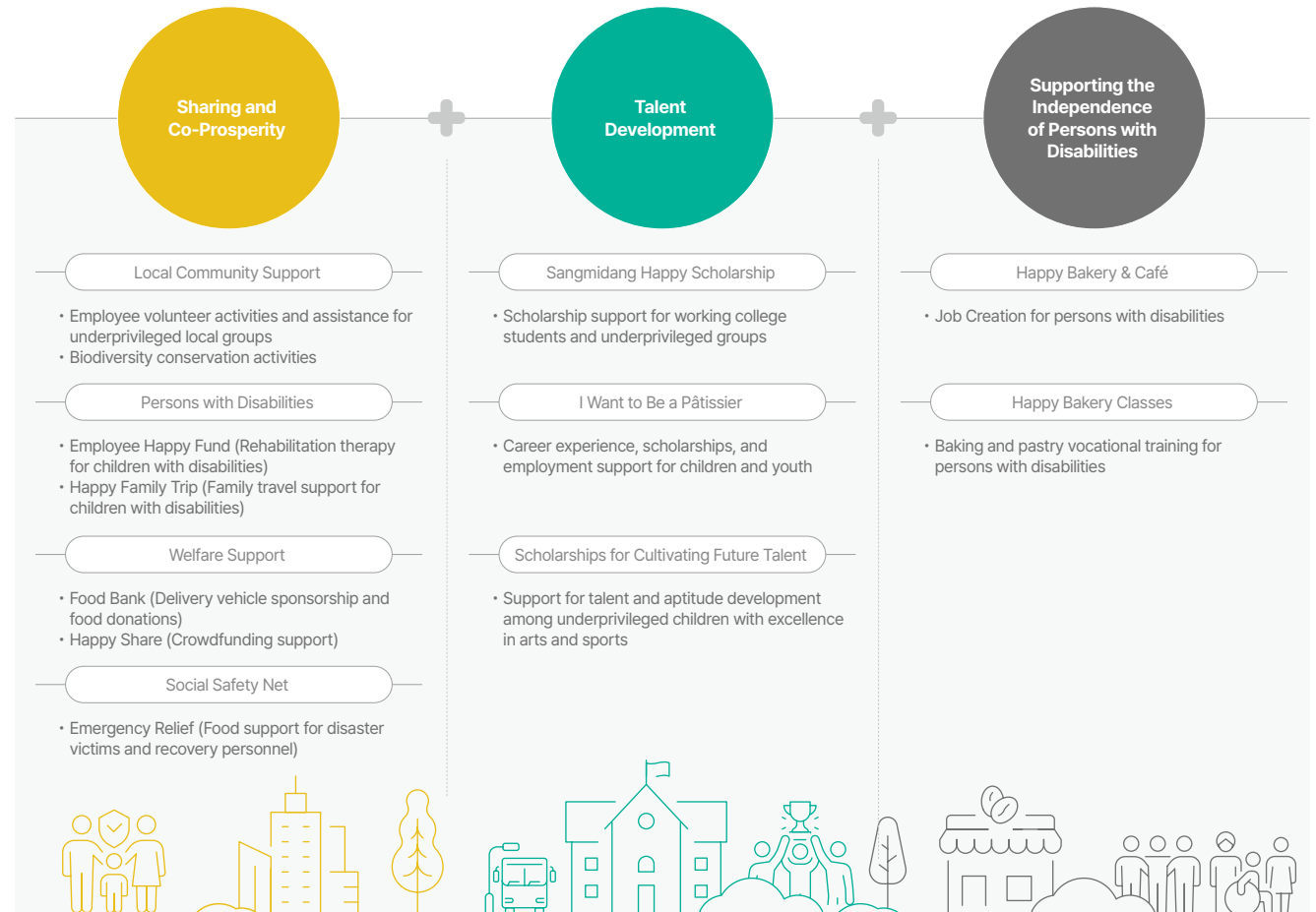
Purpose of Establishment

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

Three Core Focus Areas



Business Areas



Happy Foundation (Social Contribution)

Sharing and Co-Prosperity

Happy Foundation leads the way in spreading a culture of sharing by encouraging employee and customer participation in initiatives that benefit local communities, children and youth, persons with disabilities, and disaster relief efforts.

[Local Community Support] Employee Volunteer Activities

Based on the belief that a healthy local community is essential for a healthy company, Happy Foundation has been actively conducting regular and holiday volunteer activities for vulnerable groups near business sites. Such initiatives have been ongoing since 2012. Happy Foundation develops volunteer programs in consultation with nearby welfare organizations and provides financial support for these programs. Additionally, the Foundation has established an in-house "Social Contribution Application and Registration System" to announce volunteer opportunities available near business sites nationwide. This system makes it easier for employees to participate in volunteer activities during working hours.

| Employee Volunteer Activities¹⁾

Total Volunteer Hours		254,152
Community Contributions and Volunteer Support	Number of Blood Donation Certificates Donated	
KRW 1.78 billion	5,029	

1) As of the end of 2025

Removal of Invasive Plants and Plogging

Happy Foundation continues to engage in proactive initiatives to preserve urban ecosystems and enhance public convenience. On April 7, 2025, 40 employees from Samlip, Paris Croissant, and BR Korea collaborated with the Seocho-gu Office's Water Management Division to collect trash left over from the Cherry Blossom Festival held along Yangjaecheon. Additionally, on October 28, 2025, in collaboration with the Seoul Metropolitan Government's Future Hangang Headquarters, we conducted a volunteer activity at Ichon Hangang Park. Activities included "Plogging" (picking up litter while jogging) and removing ecosystem-disturbing plants.

Through these two initiatives, we helped remove invasive species such as pigweed and thistle while contributing to the maintenance of green spaces. Sangmidang Holdings is committed to preserving biodiversity and improving the urban natural environment. Moving forward, we plan to promote various activities that enhance the health of urban ecosystems through collaboration with local communities.



Biodiversity Conservation Activities

[Persons with Disabilities] Employee Happy Fund

Happy Foundation operates the "Happy Fund," which matches donations made by Sangmidang Holdings employees who contribute a fixed amount from their monthly salaries. The donations are used to support children with disabilities in areas such as talent development, rehabilitation therapy, and medical expenses. The Foundation also sponsors an annual family trip to Jeju Island to ensure the emotional well-being of these children's families.

| Employee Happy Fund¹⁾

Total Contributions	Total beneficiaries
KRW 2.8 billion	1,763

1) As of the end of 2025



Performance at the Happy Fund Presentation Ceremony

Happy Foundation (Social Contribution)

Sharing and Co-Prosperity

[Welfare Support] Happy Share Campaign

Through the Happy Share campaign, 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, Happy Foundation donates a designated amount on their behalf. Customers can also choose to donate their own Happy Points. As of the end of 2025, a total of 134,824 people participated in the campaign, and KRW 320 million in support was provided to 145 households and 345 individuals.

| Happy Share¹⁾

Campaign Participants	134,824 (cumulative)
Total Beneficiaries	145 households, 345 individuals (cumulative)

1) As of the end of 2025



Support Campaign for Independence Activists' Descendants



Presentation Ceremony for Donations to Independence Activists' Descendants

[Welfare Support] Food Bank Partnership

Since 2023, to expand support and ensure quicker, safer delivery of food and daily necessities to vulnerable communities, 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. In 2025, additional trucks were donated to the food banks in Buan and Suncheon, bringing the cumulative total to 10.

Sangmidang Holdings has been recognized as the largest food donor to the Korea Food Bank since its inception. In recognition of our contributions: In 2000, our CEO received the Order of Civil Merit (Seongnyu Medal); In 2019, Happy Foundation received a Commendation from the Ministry of Health and Welfare; In 2023 and 2025, Sangmidang Holdings was awarded the Minister of Health and Welfare Award. As of the end of 2025, Sangmidang Holdings had donated food products worth KRW 110.4 billion through headquarters operations and KRW 336.2 billion cumulatively, including franchisee contributions.

| Food Bank Support Programs

Cumulative Product Donation Value ¹⁾	Refrigerated Trucks Donated to Food Banks ¹⁾
KRW 110.4 billion	10

1) Cumulative total from 1998 to 2025 (excluding franchisee contributions)



Food Bank Partnership Activities

[Social Safety Net] Emergency Relief and Special Support

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.

We have provided emergency relief supplies at various national disaster sites, including the 2019 Gangwon wildfires, the 2020 COVID-19 emergency response, the 2022 floods and typhoons, the 2023 wildfires and floods, the 2024 torrential rains, and the 2025 wildfires. In addition, through a cooperative partnership with the Korean Red Cross, we swiftly donate bread and water to disaster sites, while also providing financial donations and in-kind support to organizations in need of social welfare assistance.

| Emergency Relief and Special Support¹⁾

Donations	KRW 2.24 billion
Bread Supplied for emergency relief	Bottled water supplied for emergency relief
461,000 units (cumulative)	462,000 bottles (cumulative)

1) As of the end of 2025



Emergency Relief Activities

Happy Foundation (Social Contribution)

Talent Development

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.

| Happy Scholarship Program¹⁾

Scholarship Recipients	Scholarship Amount
2,927 students	KRW 5.21 billion

1) As of the end of 2025

| I Want to Be a Pâtissier¹⁾

Competitions Held	Cumulative funding
14	KRW 1.07 billion
Participating Organizations	Total Participating Children
276 teams	845
Baking Career Support Scholarship Recipients	Support for Baking Facilities at Children's Institutions
37	11 locations

1) As of the end of 2025

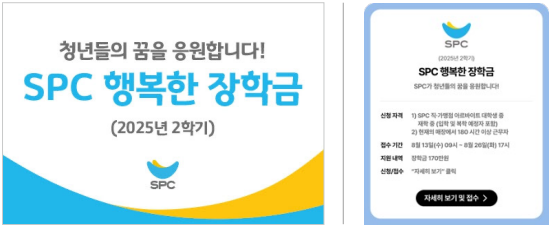
| Future Talent Discovery and Support¹⁾

Selected Students	Funding
10	KRW 130 million

1) As of the end of 2025

Sangmidang Happy Scholarship Program

Happy Foundation selects scholarship recipients each semester to help college students who are balancing work and school plan for their future and nurture their dreams. We award scholarships to part-time students who have worked at our directly operated or franchise stores for a certain period of time, based on an evaluation of their family financial situation, length of service, work attitude, and academic plans. Furthermore, starting in 2022, the Foundation expanded its support to include college students from underprivileged backgrounds based on recommendations from external agencies. Through this, we are providing scholarships to 150 students per semester, or 300 students annually. From 2012 to 2025, the Foundation has supported a total of 2,927 students over 28 rounds.



Happy Scholarship

Future Talent Discovery and Support Program

This program supports low-income children with talent in the arts and athletics, providing scholarships to low-income students who show aptitude in music, art, sports, dance, and other fields but lack the financial means to realize their dreams. 10 selected students receive KRW 3 million annually until they graduate from high school; since 2023, a cumulative total of KRW 130 million has been awarded.

I Want to Be a Pâtissier

Through the “I Want to Be a Pâtissier” program, launched in May 2012, Happy Foundation provides educational and career experience opportunities to youth in child welfare facilities who are interested in baking. Each year, the Foundation selects youth aspiring to become professional pâtissiers and provides them with a scholarship of KRW 2 million annually. The program, conducted in partnership with the nonprofit Busruggi Love Sharing Association, aims to identify and nurture children's baking talents and aptitudes. As of 2025, a total of 37 middle and high school students with baking aspirations have received scholarships, and baking facilities have been refurbished at 11 children's centers.

Each year, 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 Future Creation Center. From 2012 through 2025, a total of 276 teams and 845 students have participated in the competition, presenting a wide variety of creative products. Throughout the course, youths 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.



The 14th “I Want to Be a Pâtissier” Competition

Happy Foundation (Social Contribution)

Supporting the Independence of Persons with Disabilities

Happy Foundation is actively carrying out projects to create jobs and provide educational support for persons with disabilities in order to improve their quality of life and bring about positive change throughout society.

Job Creation for Persons with Disabilities¹⁾

Happy Bakery & Café	17	 Total 85
Happy Bakery Class	68	

1) As of the end of 2025

SPC & Soul Vocational Baking Training for Persons with Disabilities¹⁾

Confectionery and Bakery Vocational Training	2,985 (cumulative)
--	-----------------------

1) As of the end of 2025

Happy Bakery & Café¹⁾

Number of Stores	5	Cumulative Revenue ²⁾
		KRW 9.9 billion

1) As of the end of 2025
2) Sales figures for some stores are estimates

Happy Bakery & Café

Through Happy Bakery & Café, Happy Foundation creates meaningful workplaces where individuals with developmental disabilities can work with joy, leveraging Sangmidang Holdings's bakery and café management expertise. Launched in 2012 with the opening of the first store at the Jongno Purme Center, this initiative represents a social contribution model through collaboration among corporations, local governments, and NGOs to create jobs for individuals with developmental disabilities.

The Seoul Metropolitan Government provides space within public institutions; 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 17 individuals with developmental disabilities.

Sangmidang Holdings has supported the establishment and operation of Happy Bakery & Café with a total of KRW 3 billion. In addition, we continue 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



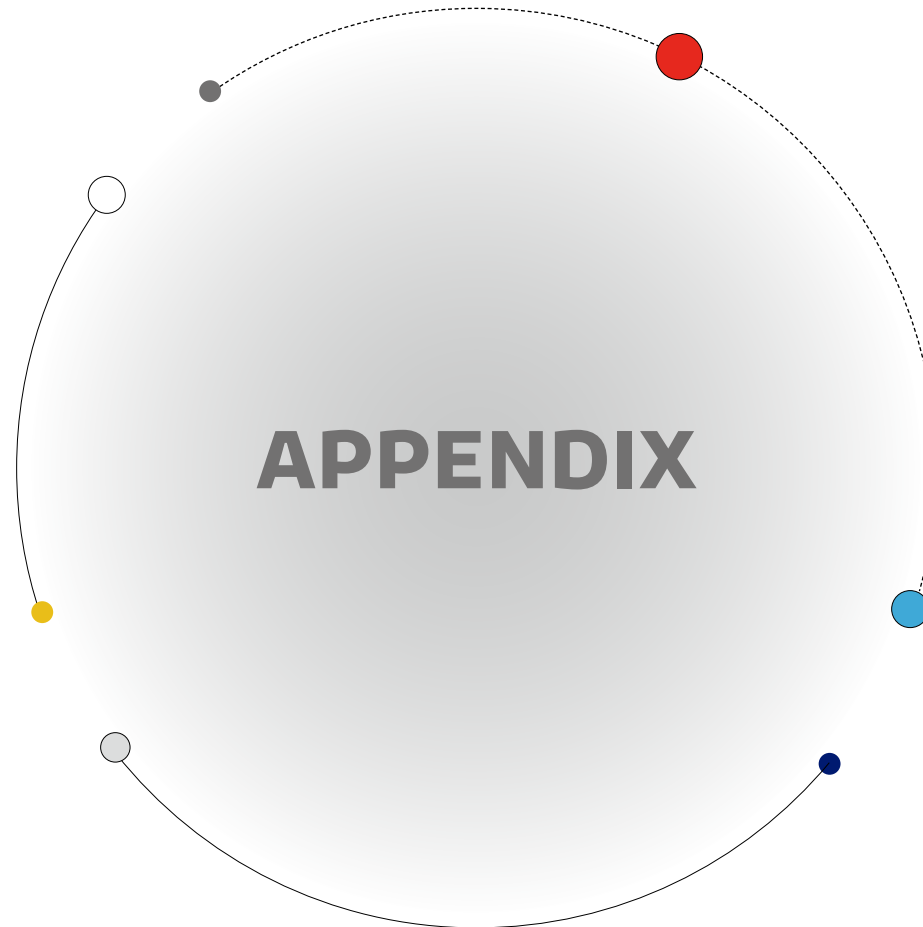
Happy Bakery Class

Happy Bakery Class

Since 2012, 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. A total of 2,985 people have participated in hands-on and job-training programs through special education schools and disability welfare organizations, with 68 of them having successfully secured employment. Happy Foundation has donated a total of KRW 880 million to this project, and Paris Croissant has conducted a total of 49 technical workshops for Soul Bakery's employees with disabilities. Samlip provides Korean wheat at prices lower than market rates to ensure Soul Bakery's stable production. This long-standing partnership with Sangmidang Holdings has enabled a broader consumer base to enjoy Soul Bakery's healthy baked goods made with Korean wheat.

Training Curriculum

Career Experience Education	A hands-on baking program that allows individuals with developmental disabilities to explore career paths as pâtissiers.
Employment Training	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.
Trainee Phase	Participants are trained as Soul Bakery interns, undergoing practical training with the goal of transitioning to full-time employment.
Employment	Trainees are hired as full-time employees at Soul Bakery.



➤ ESG Data 069

➤ GRI Index 073

➤ Key Membership Associations 075

➤ Verification Opinion 076

➤ Independent Assurance Statement 077

ESG Data

ENVIRONMENTAL

Samlip

Greenhouse Gas¹⁾²⁾

	Category	Unit	2023	2024	2025
Greenhouse Gas Emissions	Scope 1	tCO ₂ -eq	28,668	29,127	28,462
	Scope 2	tCO ₂ -eq	67,421	68,318	66,492
	Total (Scope 1 + Scope 2)	tCO ₂ -eq	96,085	97,440	94,950
	Gas Intensity	tCO ₂ -eq/ KRW 100 million	5.71	5.92	5.91
	Scope 3 ³⁾	tCO ₂ -eq	-	-	730,312

1) Data Scope: Company-wide
2) Data for 2023 and 2024 revised due to changes in the scope of data calculation
3) Scope 3 emissions calculated for the first time in 2025

Energy¹⁾²⁾

	Category	Unit	2023	2024	2025
Energy Consumption	Non-renewable Energy	TJ	1,981	2,018	1,941
	Renewable Energy	TJ	0	0 ³⁾	38
	Total	TJ	1,981	2,018	1,979
	Energy Intensity	TJ/ KRW 100 million	0.118	0.123	0.123

1) Data Scope: Company-wide
2) Data for 2023 and 2024 revised due to a change in data units
3) Data for '24 revised due to a change in calculation method

Water Consumption¹⁾

	Category	Unit	2023	2024	2025
Water Consumption	Tap Water	ton	702,696	725,298	682,320
	Groundwater	ton	0	0	0
	Surface Water (lakes, rivers, etc.)	ton	0	0	0
	Total	ton	702,696	725,298	682,320
	Water Intensity	ton/ KRW 100 million	41.77	44.03	42.48
Reused Water	Reused / Recycled Water Volume	ton	0	0	0
	Water Recycling Rate	%	0	0	0

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

Water Intake and Consumption¹⁾

	Category	Unit	2025
Sihwa	Total Water Intake	ton	375,960
	Tap Water	ton	375,960
	Groundwater	ton	0
	Total consumption	ton	78,621
	Total discharge	ton	297,339
Cheongju	Total Water Intake	ton	132,145
	Tap Water	ton	132,145
	Groundwater	ton	0
	Total consumption	ton	4,402
	Total discharge	ton	127,743
Sejong	Total Water Intake	ton	20,620
	Tap Water	ton	20,620
	Groundwater	ton	0
	Total consumption	ton	20,620
	Total discharge	ton	0
Chungju	Total Water Intake	ton	58,632
	Tap Water	ton	58,632
	Groundwater	ton	0
	Total consumption	ton	5,249
	Total discharge	ton	53,383
Seocheon	Total Water Intake	ton	94,962
	Tap Water	ton	94,962
	Groundwater	ton	0
	Total consumption	ton	14,397
	Total discharge	ton	80,565
Total	Total Water Intake	ton	682,319
	Tap Water	ton	682,319
	Groundwater	ton	0
	Total consumption	ton	123,289
	Total discharge	ton	559,030

1) Data on water consumption and discharge by facility was calculated for the first time in 2025

ESG Data

ENVIRONMENTAL

Samlip

Waste Generation¹⁾

	Category	Unit	2023	2024	2025
Designated Waste	Total	ton	4.7 ²⁾	3.7	4.8
	Recycled	ton	4.0	3.1	2.2
	Incinerated	ton	0.7	0.6	2.5
	Landfilled	ton	0 ²⁾	0	0
	Others	ton	0	0	0
General Waste	Total	ton	15,763.7	15,329.7	14,544.7
	Recycled	ton	12,546.1	12,143.2	11,436.9
	Incinerated	ton	3,215.9	3,167.5	3,104.2
	Landfilled	ton	1.7	6.4	3.7
	Others	ton	0	12.6	0
Total Waste (Designated + General)		ton	15,768.4 ²⁾	15,333.4	14,549.5
Percentage of Waste Recycling		%	79.6	79.2	78.6
Waste Intensity		ton/ KRW 100 million	0.94	0.93	0.91
Food Waste		ton	5,343	5,211	5,743

1) Data Scope: Sihwa, Cheongju, Sejong, Chungju, Seocheon
2) Data corrected due to data entry errors

Pollutant Emissions¹⁾

	Category	Unit	2023	2024	2025
Water Pollutant Emissions	Total Organic Carbon (TOC)	ton	12.88	17.55	7.60
	Biochemical Oxygen Demand (BOD)	ton	4.03	3.92	4.02
	Suspended Solids (SS)	ton	13.19	9.12	8.59
Air Pollutant Emissions	Total Suspended Particulates (TSP)	ton	3.29	6.25	3.50
	NOx	ton	2.13	2.48	3.13
	SOx	ton	0.02	0.05	0.27

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

Eco-Friendly Vehicles¹⁾

	Category	Unit	2023	2024	2025
Number of Eco-Friendly Vehicles		vehicles	3	5	6
Percentage of Eco-Friendly Vehicles		%	11.5	19.2	22.2

1) Data Scope: Company-wide

Environmental Compliance Status¹⁾

	Category	Unit	2023	2024	2025
Environmental Law Violations	Number of Violations	Cases	1	0	1 ²⁾

1) Data Scope: Company-wide
2) On April 23, 2025, the Chungju Center received an initial improvement order for exceeding the total nitrogen (T-N) discharge limit. The Center subsequently upgraded its wastewater treatment process through investments in new equipment and implemented measures to prevent recurrence.

Product Responsibility¹⁾

	Category	Unit	2023	2024	2025
Packaging Material Usage	Plastic	ton	6,969	6,522	6,140
	Metal Cans	ton	62	69	80
	Glass Bottles	ton	95	142	139
	Paper Materials	ton	59	49	41
	Total	ton	7,185	6,782	6,399
	Packaging Intensity	ton/ KRW 100 million	0.43	0.41	0.40

1) Data Scope: Company-wide

Raw Materials¹⁾

	Category	Unit	2023	2024	2025
Total Raw Materials Used (Raw Materials + Packaging Materials) ²⁾		ton	947,239	867,568	812,547

1) Data Scope: Sihwa, Cheongju, Sejong, Chungju, Seocheon
2) Corrections to data for 2023 and 2024 due to data entry errors

ESG Data

SOCIAL

Samlip

Employee Overview

Category		Unit	2023	2024	2025
Total Employees		persons	3,170	3,056	3,149
By Gender	Male	persons	1,738	1,712	1,802
	Female	persons	1,432	1,344	1,347
Regular Employees (Permanent Contract Employees)	Male	persons	1,678	1,653	1,586
	Female	persons	1,346	1,278	1,197
Contract Employees (Fixed-Term Employees)	Male	persons	60	59	216
	Female	persons	86	66	150
Part-Time Employees (Short-Hour Employees)	Male	persons	1	0	0
	Female	persons	2	0	0
By Age Group	Under 30	persons	389	388	357
	30 to 50	persons	1,630	1,564	1,758
	Over 50	persons	1,151	1,104	1,005
	Percentage of under 30	%	12.3	12.7	11.4
	Percentage of 30 to 50	%	51.4	51.2	56.3
	Percentage of over 50	%	36.3	36.1	32.2
Regional Employee Distribution (Domestic)	Regular Employees (Permanent Contract Employees)	persons	2,939	2,858	2,726
	Contract Employees (Fixed-Term Employees)	persons	109	99	365
	Part-time Employees (Short-Hour Employees)	persons	3	0	0
	Total Domestic Employees	persons	3,051	2,957	3,091
Regional Employee Distribution (Overseas)	Regular Employees (Permanent Contract Employees)	persons	82	73	57
	Contract Employees (Fixed-Term Employees)	persons	37	26	1
	Part-time Employees (Short-Hour Employees)	persons	0	0	0
	Total Foreign Employees	persons	119	99	58
	Percentage of Foreign Employees	%	3.8	3.2	1.8

Turnover Management¹⁾

Category		Unit	2023	2024	2025
Turnover Status	Total Turnover	persons	107	109	67
	Voluntary Turnover Rate	%	11.3	11.9	6.0
	Involuntary Turnover Rate	%	4.2	3.6	3.8
	Overall Turnover Rate	%	15.6	15.5	9.8

1) Based on Office Employees

Employee Diversity

Category		Unit	2023	2024	2025
Female	Percentage of Female Employees	%	45.2	44.0	42.8
	Percentage of Female Managers	%	14.4	12.2	13.4
	Percentage of Female Executives	%	13.6	15.4	13.0

Labor Union¹⁾²⁾

Category		Unit	2023	2024	2025
Union Membership Rate		%	98.8	98.7	98.7

1) Data Scope: Company-wide
2) Data for 2023 and 2024 revised due to changes in the scope of data calculation

ESG Data

SOCIAL

Samlip

VOC Reception and Resolution

	Category	Unit	2023	2024	2025
VOC Reports Submitted via Website	Suggestions	cases	236	242	423
	Compliments	cases	15	12	22
	Complaints	cases	2,344	2,035	2,185
	Others	cases	11,598	12,101	11,607

Safety and Health

	Category	Unit	2023	2024	2025
Lost-Time Injury Frequency Rate (LTIFR)	Number of Lost-Time Injuries ¹⁾²⁾	cases	15	11	10
	Lost Time Injury Rate	cases/ million hours	1.89	1.44	1.27
Lost Time Injury Frequency Rate (LTIFR) for Partner Companies	Number of Lost-Time Injuries ¹⁾	cases	0	0	0
	Lost Time Injury Rate	cases/ million hours	0	0	0

1) Based on the Date of Incident
2) Data for prior years recalculated based on the date of incident

Employee Capacity Development¹⁾

	Category	Unit	2023	2024	2025
Education Cost per Employee		KRW million/ person	0.34	0.38	0.31
Education Hours per Employee		hours	43.5	59.8	60.8

1) Data Calculation Criteria
- Education Cost per Employee: Total education cost ÷ Number of education participants (excluding duplicate counts)
- Education Hours per Employee : Total education hours ÷ Number of education participants (excluding duplicate counts)

Human Rights Management

	Category	Unit	2023	2024	2025
Human Rights Grievance Handling	Number of Discrimination or Harassment Cases	cases	3	1	8
	Total Number of Grievances	cases	8	9	20
	Number of Resolved Grievances	cases	8	9	20
	Resolution Rate	%	100	100	100

Shared Growth Support Programs

	Category	Unit	2023	2024	2025
Financial Support	Mutual Cooperation Fund	KRW 100 million	200	280	280
Employment Stability Support		persons	140	136	117
Quality Support Performance		cases	218	284	286
Welfare Support Amount		KRW million	229	277	201
Welfare Support Performance		companies	132	145	159

Information Security

	Category	Unit	2023	2024	2025
Number of Information Security Breaches		cases	0	0	0
	Number of Customers and Employees Affected by Information Security Breaches	persons	0	0	0
Percentage of Information Security Investment (as a Percentage of Total IT Costs)		%	5.5	7.0	4.6

GRI Index

Statement of USE	Samlip reports on its sustainability practices for the period from January 1, 2025, to December 31, 2025, 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 Samlip have not been published as of the reporting date, they are not applied.

Universal Standards

Topic		Content	Reporting Page
Organizational Details and Reporting Practices	2-1	Organizational details	6
	2-2	Entities included in the organization's sustainability reporting	2
	2-3	Reporting period, frequency and contact point	2
	2-4	Restatements of information	2, Marked with a separate footnote
	2-5	External assurance	77
Organization's Activities and Workforce	2-6	Activities, value chain and other business relationships	6
	2-7	Employees	71
	2-8	Workers who are not employees	Incomplete information
Governance	2-9	Governance structure and composition	56-58, Business Report p.252
	2-10	Nomination and selection of the highest governance body	56, Business Report p.252
	2-11	Chair of the highest governance body	56, Business Report p.250
	2-12	Role of the highest governance body in overseeing the management of impact	58
	2-13	Delegation of responsibility for managing impacts	58
	2-14	Role of the highest governance body in sustainability reporting	58
	2-15	Conflicts of interest	56, Business Report p.252
Governance	2-16	Communication of critical concerns	56-58
	2-17	Collective knowledge of the highest governance body	57
	2-18	Evaluation of the performance of the highest governance body	57
	2-19	Remuneration policies	57
	2-20	Process to determine remuneration	57
	2-21	Annual total compensation ratio	Confidential
Strategy	2-22	Statement on sustainable development strategy	5
	2-23	Policy commitments	17, 22, 31, 59
	2-24	Embedding policy commitments	18-20, 23-27, 31-32, 60-61
	2-25	Processes to remediate negative impacts	32, 21, 27, 42
	2-26	Mechanisms for seeking advice and raising concerns	42
	2-27	Compliance with laws and regulations	70, Business Report p.274
	2-28	Membership associations	75
Stakeholder Engagement	2-30	Collective bargaining agreements	71
Management Approach	3-1	Process to determine material topics	9
	3-2	List of material topics	9

GRI Index

Topic Standards

Topic		Content	Reporting Page
Climate Change Response			
Management Approach	3-3	Management of material topics	11-29
Energy	302-1	Energy consumption within the organization	69
	302-3	Energy intensity	69
Emissions	305-1	Direct (Scope 1) GHG emissions	69
	305-2	Indirect (Scope 2) GHG emissions	69
	305-3	Other indirect (Scope 3) GHG emissions	16, 69
	305-4	GHG emissions intensity	69
Ensuring Product Sustainability			
Management Approach	3-3	Management of material topics	11-29
Strengthening Occupational Safety & Health			
Management Approach	3-3	Management of material topics	11-29
Occupational Health and Safety	403-1	Occupational health and safety management system	17
	403-2	Hazard identification, risk assessment, and incident investigation	21
	403-3	Occupational health services	19-20
	403-4	Worker participation, consultation, and communication on occupational health and safety	21
	403-5	Worker training on occupational health and safety	20
	403-6	Promotion of worker health	20
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	19-20
	403-8	Workers covered by an occupational health and safety management system	17

Topic		Content	Reporting Page
Securing Consumer Trust			
Management Approach	3-3	Management of material topics	11-29
Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	24-25

Topic		Content	Reporting Page
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	47-48, 63-67
	205-1	Operations assessed for risks related to corruption	54
Anti-Corruption	205-2	Communication and training about anti-corruption policies and procedures	39, 51, 53-55
Anti-Competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Report p.274
Water and Effluents	303-1	Interactions with water as a shared resource	32, 34
	303-3	Water withdrawal	69
Waste	306-3	Waste generated	70
	306-4	Waste diverted from disposal	70
	306-5	Waste directed to disposal	70
Employment	401-1	New employee hires and employee turnover	71
	404-1	Average hours of training per year per employee	72
Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	37-38
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	71

Key Membership Associations

Names Memberships and Affiliations				
Korea Listed Companies Association	Korea Food Industry Association	Siheung 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	Korea Highway Service Area Association (KHSA)	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	Korea Foods High Tech Association (KFHTA)

Verification Opinion

Scope

- The GHG Emissions of Samlip's sites in the calendar year of 2025.
- The verification calculated direct and indirect GHG emission based on the activity data from the GHG Emission Report for sites of Samlip.
 - Following the methodology set out in the WRI/WBCSD GHG Protocol, GHG emission sources were identified and emissions were calculated for the subject sites using the operational control approach.

Data Verified

GHG emissions of Samlip's sites in 2025 are as follows:

Plant	2025			
	GHG Emissions (tCO ₂ eq)			Energy Consumption (TJ)
	Scope 1	Scope 2	Total	
Samlip Sihwa Plant	15,473	28,811	44,285	948
Samlip Cheongju Plant	2,673	5,222	7,895	154
Samlip Sejong Plant	1,168	13,683	14,851	302
Samlip Daegu Plant	1,481	1,053	2,535	51
Samlip Chungju Plant	1,470	2,022	3,492	62
Samlip Seocheon Plant	4,492	4,898	9,390	172
Gapyeong Rest Area	948	3,245	4,193	83
Samlip Retail Stores	1	266	267	5
Samlip Office and Warehouse	103	4,250	4,354	90
Korea Expressway Corporation Rest Areas	649	3,038	3,688	74
Total	28,462	66,492	94,950	1,941

* Total emissions may vary slightly due to rounding.

GHG Criteria & Protocols used for Verification

This verification was performed at the request of Samlip Co., Ltd. applying the following criteria and guidelines:

- ISO14064-1:2018 & ISO 14064-3:2019
- IPCC GHG Guidance – Revised 2006
- Guideline for Reporting and Certification of Emissions in the Greenhouse Gas Emissions Trading Scheme
- BSI GHGEV Manual

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

Verification Opinion

As a result of the verification in accordance with the protocols and the best practice listed above, it is the opinion of BSI that:

- The verification was conducted with activity data and evidence provided by Samlip Co., Ltd. based on a reasonable level of assurance.
- No material misstatement in the GHG emission calculations were detected, and relevant records were maintained appropriately.
- The data quality was consistent with the international key principles for GHG emissions verification.

For and on behalf of BSI:
Managing Director Korea, SeongHwan Lim



Issue: 08/06/2026

Independent Assurance Statement

Dear Stakeholders of SAMLIP CO.,LTD.

1. Assurance Outline

Korea Productivity Center Quality Assurance (hereinafter “KPCQA”) was commissioned by SAMLIP CO.,LTD.(hereinafter “SAMLIP”) to conduct an independent assurance on the 2026 Sustainability Report (hereinafter “the report”) and issues an assurance statement. SAMLIP has sole responsibility for the preparation of the data within the report. KPCQA’s responsibility is to provide objective opinions on this report with the specified criteria and scope of assurance.

2. Competencies and Independence of Assurance

KPCQA is a 3rd Party Conformity Assessment Body that conforms to ISO/IEC 17021:2015 and has documented policies, assessment processes, and quality assurance systems with assurance team of ESG experts. KPCQA was not involved in any of the business operations of the SAMLIP and the assurance was conducted with independence.

3. Scope

This report describes SAMLIP’s sustainability efforts and performance. The scope of assurance was included on activities from January 1, 2025 to December 31, 2025. Activities through 2026 has also been used in some areas.

4. Criteria

The verification of this report was carried out by GRI Standards 2021 and KPCQA ESG Report Assurance Protocol.

5. Methodology

- Review of materiality assessment process and Internal Analysis Procedure
- Review of Sustainability Performance Data and Management System
- Interviews with executives and employees involved in material topics and report preparation

6. Conclusions

KPCQA conducted assurance on the draft by review of the data, onsite verification and interview with the employees. It was confirmed that all errors identified during the assurance were corrected. The report has been produced in accordance with GRI Standards. We confirmed that the report was complied with reporting principles of GRI Standards, Universal Standards, and Topic Standards based on the data and information provided by SAMLIP. As a result of the assurance of this report, no material errors or improper descriptions have been found. These results are based on our professional knowledge and judgment as a limited level of assurance.

GRI index

Universal Standards	2-1~2-30, 3-1~3-3
Topic Standards	203-1, 205-1, 205-2, 206-1 302-1, 302-3, 303-1, 303-3, 305-1, 305-2, 305-3, 305-4, 306-3, 306-4, 306-5 401-1, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 404-1, 404-2, 405-1, 416-1

Jun, 2026

Korea Productivity Center Quality Assurance

President Jang Jean, Kang 

