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GAMASOT

INTEGRATED REPORT 2025

DONG-A SOCIO GROUP

About This Report

This report is the Dong-A Socio Group's 2025 Integrated Report, the seventh edition since the first report detailing the Group's 2019 performance was published. Dong-A Socio Group publishes this report annually to transparently disclose the Group's efforts toward sustainable growth, the creation of social value, and its financial and non-financial performance to a wide range of stakeholders.

Reporting Standards

The Dong-A Socio Group 2025 Integrated Report has been prepared based on the Global Reporting Initiative (GRI) Standards 2021 and the Sustainability Accounting Standards Board (SASB) disclosure standards for the Biotechnology & Pharmaceuticals, Road Transportation, and Non-Alcoholic Beverages sectors. It also reflects the requirements of IFRS S1 and S2 issued by the International Sustainability Standards Board (ISSB). In addition, the report references the Ten Principles of the United Nations Global Compact (UNGC) and the United Nations Sustainable Development Goals (UN SDGs).

Reporting Scope & Boundary

In this report, the term "Dong-A Socio Group" refers to major subsidiaries consolidated under Dong-A Socio Holdings Co., Ltd. in accordance with Korean International Financial Reporting Standards (K-IFRS), as well as 11 key group affiliates that conduct business activities in connection with Dong-A Socio Holdings. Where the scope of reporting differs based on the performance indicator, the specific scope has been separately disclosed, and the names of individual group affiliates have been specified for their respective activities. Unless otherwise stated, general descriptions and information presented in this report exclude overseas branches, sub-subsidiaries, and investment companies. The geographical scope of the reported information is the Republic of Korea, where more than 99% of total group revenue is generated. The reporting period spans from January 1, 2025, to December 31, 2025. In consideration of the timeliness of information, certain performance data includes updates through the first half of 2026. Quantitative data is disclosed in the "Factbook" covering 2023 to 2025 to facilitate analysis of trends.

Third Party Assurance & Disclaimer

The financial information disclosed in this report consists of data that has been audited by an independent accounting firm. To ensure the reliability of the non-financial information disclosed in the report, Dong-A Socio Group commissioned a third-party assurance from DNV Business Assurance Korea in accordance with the Type 2 requirements of the AA1000 Assurance Standard (AA1000AS v3). Details on the assurance criteria and the assurance provider's statement are included in the "Factbook" section of this report.

This report contains forward-looking statements relating to the financial condition, operations, business performance, and management plans and objectives of Dong-A Socio Holdings and its affiliates. Regardless of the third-party assurance, actual results may materially differ from those stated or implied in such forward-looking statements.

Interactive PDF

This report has been published as an interactive PDF with navigation features that allow the reader to move between related sections.

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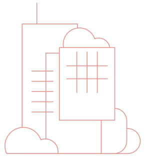

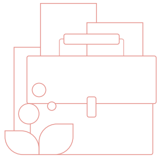

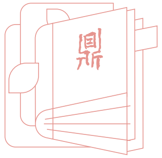

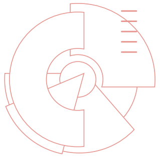

CONTACT INFORMATION

This report is available for download in PDF format on the Dong-A Socio Group's Jeong-Do Management website. Feedback and inquiries from stakeholders regarding the report are welcomed, and can be submitted through a range of channels, including phone, letter mail, and other means of communication.

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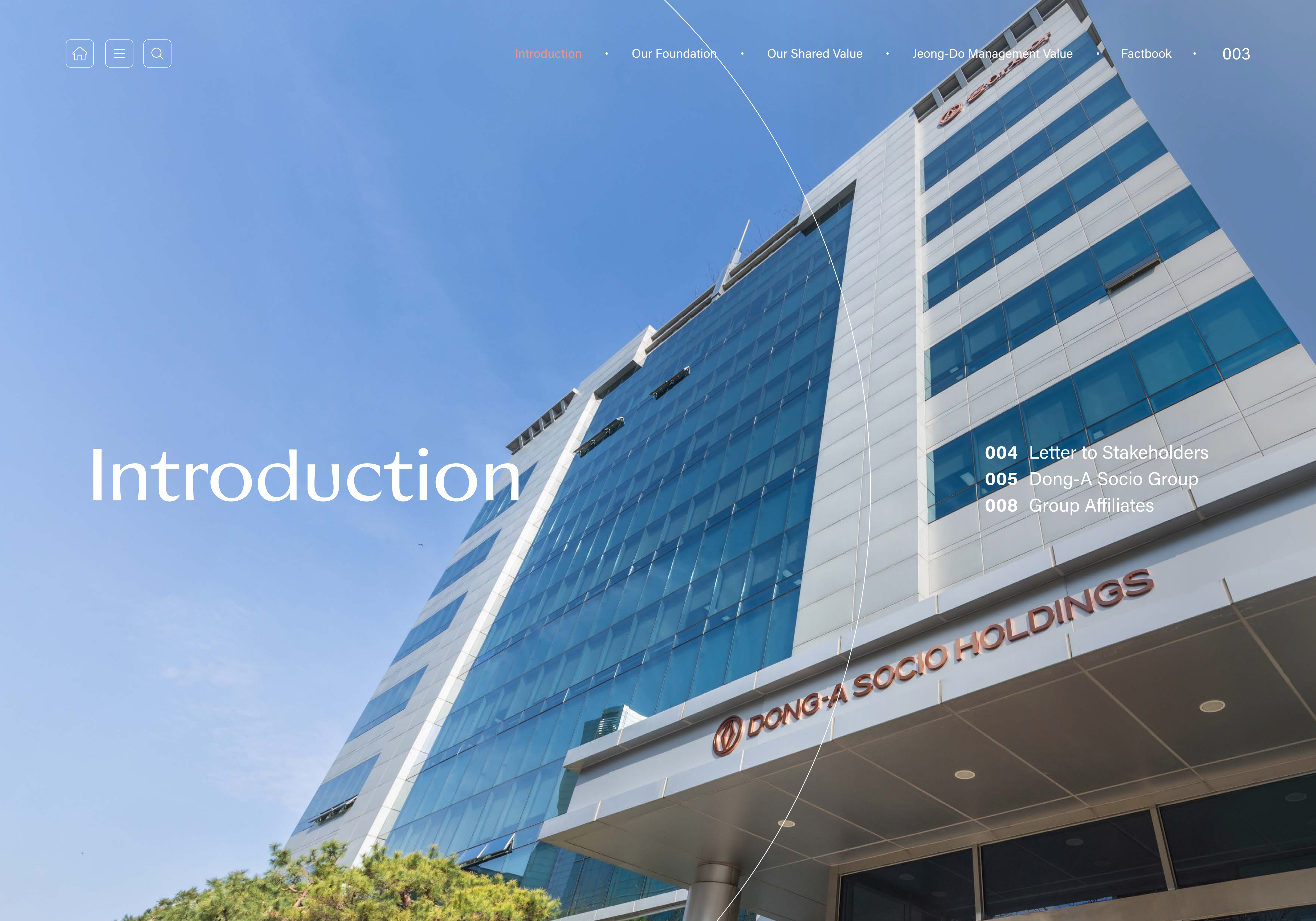
Date of Publication : May 2026



Introduction

Letter to Stakeholders

Message from the CEO

> “Under the banner of our newly unveiled Group CI and its core message, “Continued Health, Centurial Trust”, we will continue to deliver enduring value to our customers and stakeholders.”

Dear Valued Stakeholders,
I would like to express my sincere gratitude to you for the unwavering trust and support you have shown Dong-A Socio Group.

With human health and happiness as our highest priorities, our Group continues its meaningful journey toward a sustainable future and the 100th anniversary of our founding.

2025 marked the 93rd anniversary of Dong-A Socio Group, and serves as a significant turning point in shaping our vision as a “century-old company.” Building on the trust we have cultivated over the years, we now aspire to grow beyond Korea into a global healthcare company that contributes to the health and well-being of people around the world. Guided by the newly introduced Group CI and its message, "Continued Health, Centurial Trust" we will continue to deliver enduring value to our customers and stakeholders.

Today, the global economy faces complex uncertainties, including the rise of protectionism and escalating geopolitical tensions. Amid such volatility, Dong-A Socio Group is committed not only to securing a stable pharmaceutical supply chain and strengthening risk management, but also to enhancing operational excellence by fostering an organizational culture that is focused on execution and continuous improvement. Through these efforts, we strive to transform challenges into opportunities for growth and advancement.

To strengthen our core business competitiveness, the Group has designated R&D investment and new product development as key strategic priorities. Critically, Dong-A ST and Dong-A Pharmaceutical will focus on developing and launching innovative new products to drive sustainable growth in the market. In addition, by managing to expand the Enterprise Risk Management (ERM) framework to cover all Group companies in 2025, we further strengthened a stable foundation for sustainable growth amid an increasingly uncertain business environment.

Furthermore, to ensure the reliability of our sustainability data, which is key to ensuring sustainable management, we completed the establishment of the Group-wide integrated ESG data management platform, known as the “GAMASOT” system, in December 2025. With this system, we aim to strengthen the reliability and management of non-financial disclosure data while providing transparent and credible information to investors and other stakeholders. In anticipation of evolving global disclosure requirements, we will also progressively adopt IFRS S1 and S2 to establish a reporting framework that is aligned with international standards. By proactively preparing for global disclosure requirements, we seek to mitigate potential legal risks and disadvantages in the capital market while systematically linking our sustainability initiatives with financial performance to create a virtuous cycle in which non-financial activities contribute to enhanced corporate value.

At the same time, we are systematically advancing roadmap initiatives across a range of areas to fulfill our social responsibilities. In the environmental domain, we plan to establish a Group-wide carbon neutrality roadmap by 2026 to proactively respond to global climate regulations and ISSB disclosure standards. We have also strengthened our human rights due diligence framework in alignment with the principles of the UNGC and the UN SDGs, and completed the establishment of our Human Rights Violation Remedy Guidelines in 2025 to provide an institutional foundation. Our aim is to apply a prompt, principles-based response process while fostering a corporate culture that is grounded in mutual respect.

Moving forward, Dong-A Socio Group will continue to turn change into opportunity, achieve resilient growth, and pursue shared prosperity in which value is enhanced for all stakeholders. As we advance toward the future, we thank you for your support and sincerely ask for your continued trust and encouragement.

Thank you.

CEO & President Dong-A Socio Holdings
Min-Young Kim

Dong-A Socio Group

Group Overview

Introduction

With a name that incorporates “Socio” from the Latin word “socius” meaning “companion, ally, associate, or partner,” Dong-A Socio Group is committed to its mission of “An endless challenge for human health and well-being.” Centered around Dong-A Socio Holdings, the Group fulfills its role as a socially responsible healthcare specialist across a wide range of sectors that includes Medical & Digital Healthcare, Consumer, Logistics, IT Services, and Engineering.

Group Mission

An endless challenge for human health and well-being

Group Vision

Advances to a global healthcare player by solidifying core competencies

Group Slogan

Continued Health, Centurial Trust

OTC and H&B

Dong-A Pharmaceutical

A Socially Responsible Consumer Healthcare Company
64 Cheonho-daero, Dongdaemun-gu, Seoul, Republic of Korea

Biopharmaceuticals

BTGEN1)

A global CDMO player in biopharmaceuticals
45, Jisiggiban-ro, Yeonsu-gu, Incheon, Republic of Korea

ETC

Dong-A ST

A Global Leading Company with New Drugs
64 Cheonho-daero, Dongdaemun-gu, Seoul, Republic of Korea

API

ST Pharm

The Innovative company saving lives
231, Hyeomnyeok-ro, Siheung-si, Gyeonggi-do, Republic of Korea

Food & Beverage

Dong-A Otsuka

A Leading Functional Food and Beverage Company with Differentiated Products
96 Yeonhyeon-ro 1beon-gil, Manan-gu, Anyang-si, Gyeonggi-do, Republic of Korea

Logistics

Yongma Logis

A Global H&B SCM Leader Through Specialized Logistics Services
78 Arayuk-ro, Gochon-eup, Gimpo-si, Gyeonggi-do, Republic of Korea

F&B and Eco-Friendly Packaging

Dong-A Ecopack

A one-stop solutions provider that offers high-quality packaging materials as well as bottled water and beverage products
131, Induspark-ro, Dangjin-si, Chungcheongnam-do, Republic of Korea

IT

DA Information

An AX innovation partner driving stronger business competitiveness and sustainable growth
64, Cheonho-daero, Dongdaemun-gu, Seoul, Republic of Korea

Manufacturing

Korea Sinto

A Total Engineering Company Trusted for Its Technology and Product Excellence
13 Nongong-ro 91-gil, Nongong-eup, Dalseong-gun, Daegu, Republic of Korea

Construction

ABEN Engineering & Construction

A Comprehensive Construction Company Building Customer Success
7th Floor, 520 Yeongdong-daero, Gangnam-gu, Seoul, Republic of Korea

1) Changed company name from STGEN BIO to BTGEN on May 1, 2026

Milestones of Dong-A Socio Group in Sustainable Growth

Dong-A Socio Group has grown based on the spirit of "GAMASOT"– a traditional Korean cauldron that has come to symbolize perseverance, integrity, and shared purpose- established by its founder, Chairman Joong-Hee Kang, in 1932. With the promotion of human health as its core mission, the Group's philosophy continues to this day to serve as the foundation of its socially responsible management practices. Based on this philosophy, the Group responds proactively to changes in the business environment and the evolving needs of future society. Through its new Corporate Identity (CI) and slogan, "Continued Health, Centurial Trust", Dong-A Socio Group has reaffirmed its direction as a global enterprise. The Group is also accelerating its transformation into a global healthcare group, and remains committed to achieving sustainable growth and fulfilling its social responsibilities in the years ahead.

1932

1949

Renamed Dong-A Pharmaceutical Co., Ltd.

Started production of 'Bacchus-D,' an energy tonic drink

1963

1980

Established Korea's first GMP-compliant pharmaceutical plant in Anyang

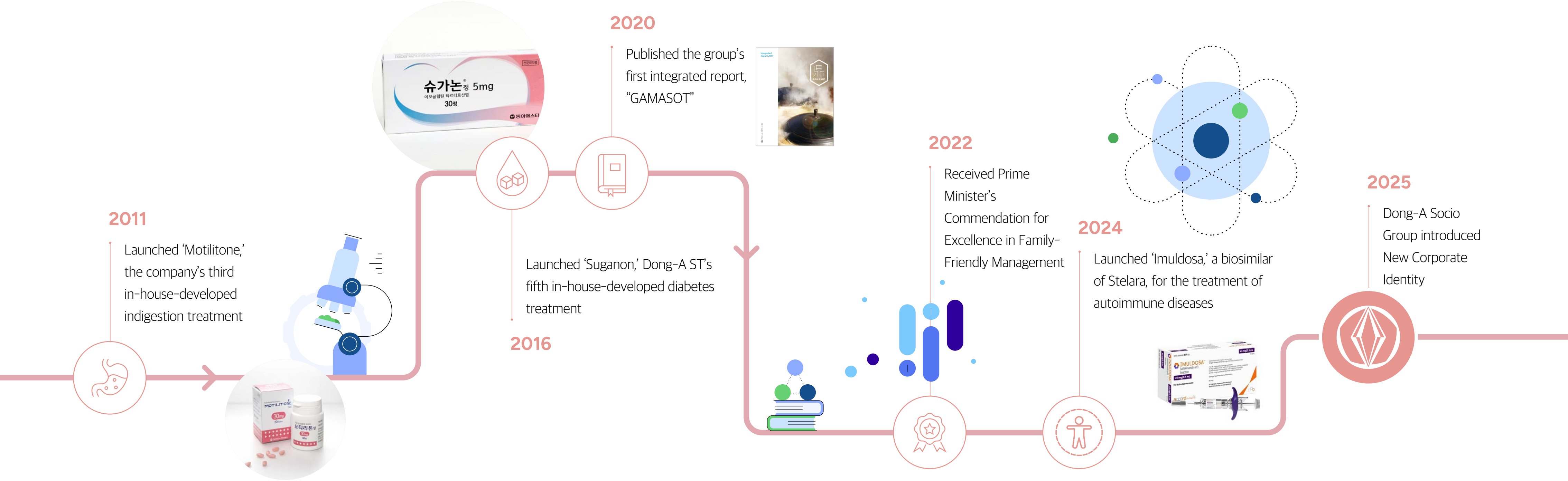
2005

Launched 'Zydena,' the company's second in-house-developed erectile dysfunction treatment

1932

1932 • Founded in Junghak-dong, Jongno-gu, Seoul, as a wholesaler of pharmaceuticals and sanitary materials
1949 • Renamed Dong-A Pharmaceutical Co., Ltd.
1963 • Started production of 'Bacchus-D,' an energy tonic drink
1967 • Achieved No. 1 in sales in the Korean pharmaceutical industry
1970 • Initial Public Offering (IPO)
1977 • Established research institute
1980 • Established Korea's first GMP-compliant pharmaceutical plant in Anyang
1985 • Designated as the first company in the industry to comply with KGMP (Korea Good Manufacturing Practice)
1987 • Developed AIDS diagnostic reagents in Korea

1990 • Established Dong-A America (U.S. subsidiary)
1995 • Bacchus sales surpassed KRW 100 billion
1998 • Launched Dong-A Pharmaceutical Cross-country Trek for University Students
2000 • Construction of Cheonan plant completed; obtained KGMP certification
2002 • Launched 'Stillen,' the company's first in-house-developed natural gastritis treatment
• Achieved an industry-first milestone of KRW 500 billion in sales
2005 • Launched 'Zydena,' the company's second in-house-developed erectile dysfunction treatment



2011

Launched 'Motilitone,' the company's third in-house-developed indigestion treatment

2016

Launched 'Suganon,' Dong-A ST's fifth in-house-developed diabetes treatment

2020

Published the group's first integrated report, "GAMASOT"

2022

Received Prime Minister's Commendation for Excellence in Family-Friendly Management

2024

Launched 'Imuldosa,' a biosimilar of Stelara, for the treatment of autoimmune diseases

2025

Dong-A Socio Group introduced New Corporate Identity

2011
- Launched 'Motilitone,' the company's third in-house-developed indigestion treatment
- Achieved an industry-first milestone of KRW 900 billion in sales

2013
- Transitioned to a holding company structure and split into three entities: Dong-A Socio Holdings, Dong-A Pharmaceutical, and Dong-A ST
- Founded the first dementia research center in Korea

2015
- Launched 'Sivextro', Dong-A ST's fourth in-house developed antibiotic targeting super bacteria

2016
- Launched 'Suganon', Dong-A ST's fifth in-house developed drug for diabetes treatment

2020
- Published the Group's first integrated report, "GAMASOT"
- Joined the United Nations Global Compact (UNGC)

2021
- Recognized by the Korea Exchange as an excellent disclosing company for the 2021 Corporate Governance Report

2022
- 90th anniversary of Dong-A Socio Group
- Received the Prime Minister's Commendation for Excellence in Family-Friendly Management

2023
- Dong-A Socio Holdings received the Minister of Trade, Industry and Energy Award at 30th Corporate Innovation Awards
- Dong-A Socio Group launched Digital Healthcare Business Task Force
- ST Pharm held groundbreaking ceremony for its second oligonucleotide plant and passed the FDA's cGMP inspection for all facilities
- Dong-A Socio Holdings, Dong-A ST, and Dong-A Pharmaceutical obtained ISO 14001 certification for the environmental management systems at their headquarters
- Dong-A ST acquired Abtis, a company specializing in antibody drug conjugate (ADC) development

2024
- Dong-A Socio Group became the first company in Korea to obtain third-party verification under ISO 30414, the human capital reporting standard
- Dong-A Socio Holdings, Dong-A ST, ST Pharm (Banwol Campus), and Yongma Logis received medals and badges in the EcoVadis sustainability assessment
- Dong-A Socio Holdings obtained ISO 37301 certification for compliance management systems in accordance with international standards
- Dong-A Pharmaceutical received Customer-Centered Management (CCM) certification for an 8th consecutive time
- Launched 'Imuldosa,' a biosimilar of Stelara, for the treatment of autoimmune diseases

2025
- Launched Dong-A Ecopack through merger of Soo Seok and DONGCHEONSU
- Dong-A Pharmaceutical obtained ISO 37301 certification
- Established "GAMASOT System" for managing Dong-A Socio Group's Jeong-Do Management(Social Responsibility Management) indicators
- Dong-A Socio Group introduced new Corporate Identity (CI)

Group Affiliates

Dong-A Socio Holdings

Dong-A Socio Holdings establishes the Group's mid- to long-term vision and strategies, fosters collaboration and close cooperation among its affiliates, and drives sustainable growth by enhancing global competitiveness.

In 2025, Dong-A Socio Holdings recorded consolidated sales of KRW 1.4298 trillion and an operating profit of KRW 97.8 billion, year-on-year increases of 7.2% and 19.1%, respectively. The Company achieved solid growth, driven primarily by the stable performance of its core pharmaceutical and biotechnology businesses. In 2025, Dong-A Socio Holdings further advanced its Group-wide sustainability management framework to strengthen both sustainable growth and Jeong-Do Management(Social Responsibility Management), alongside its financial performance. Significantly, the Group established the new "GAMASOT System" to systematically manage its proprietary Jeong-Do Management(Social Responsibility Management) indicators and respond proactively to mandatory ESG disclosure requirements.

In August 2025, the Group introduced a new anti-corruption compliance pledge for employees and strengthened the implementation process of its Group-wide anti-corruption policy by establishing management measures for business partners, including the execution of anti-corruption compliance pledges and guidance on the Group's whistleblowing channels. Through these efforts, the Group enhanced its ethical management practices and reinforced preventive measures against corruption risks across all stakeholders.

In addition, Dong-A Socio Holdings established Group-wide "Greenwashing Prevention Guidelines" to proactively address growing social and regulatory expectations regarding environmental claims and advertising while mitigating greenwashing risks.

Going forward, Dong-A Socio Holdings will continue to strengthen its Jeong-Do Management(Social Responsibility Management) framework based on stable financial performance, enhancing both the Group's mid- to long-term competitiveness and its fulfilment of social responsibilities while creating sustainable corporate value.

Market Outlook and Future Strategy

In 2026, the pharmaceutical and biotechnology industry is expected to benefit from an improved growth environment driven by expanded government support for new drug development, regulatory easing, and strengthened policies promoting AI and investment in R&D. On the global front, policy changes such as the Biosecure Act may reduce dependence on Chinese Contract Development and Manufacturing Organizations (CDMOs), potentially creating new business opportunities in the global CDMO and export markets.

In addition, the diversification of distribution channels and evolving climate and consumer trends are expected to accelerate the development of new markets centered on OTC (Over-the-Counter) pharmaceuticals, health, and beauty products, while ESG-based brand competitiveness is anticipated to emerge as a key differentiating factor.

Against this backdrop, Dong-A Socio Group will focus on securing new growth drivers in the bio and healthcare sectors while maintaining the stable growth of its existing pharmaceutical business. In response to the accelerating aging of the population and the expansion of the biohealthcare market, the Group plans to further strengthen its business foundation centered on new drug development and generics in both domestic and global markets.

At the same time, in line with the government's AI transformation initiatives and infrastructure expansion policies, the Group aims to enhance its R&D innovation and regulatory response capabilities through investment in AI-driven drug discovery platforms and the strategic utilization of data assets.

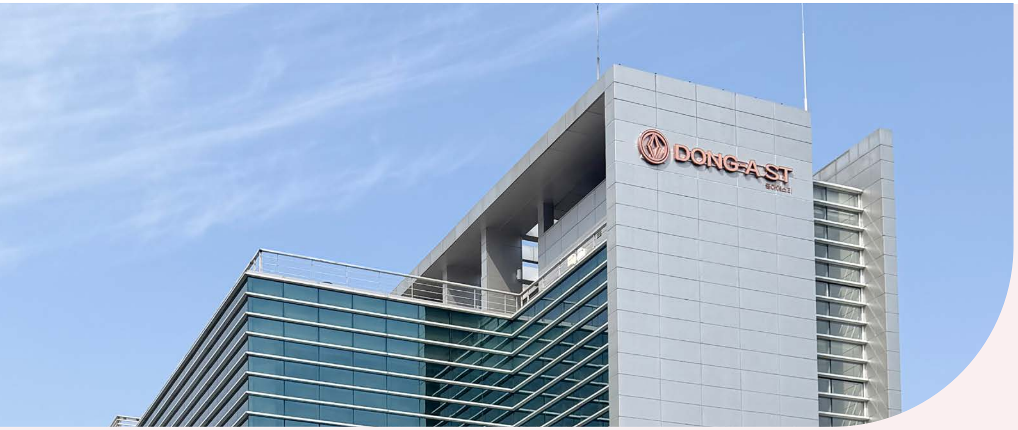
Dong-A Socio Group also seeks to pursue sustainable qualitative growth by strengthening its financial soundness, enhancing governance transparency, and advancing its risk management framework.

Furthermore, the Group plans to maximize synergies through supporting the growth of its subsidiaries and the efficient operation of its governance structure, while continuing to make strategic investments in future growth areas such as bio, healthcare, and AI-based R&D.

Sales (7.2% ↑ YoY)	KRW **1.4298** trillion
Operating Profit (19.1% ↑ YoY)	KRW **97.8** billion
Group Data Management System	**Establishment of GAMASOT system**
LACP	**Spotlight Awards Grand Prize Winner**

Dong-A ST

As a leading company in the Ethical Drug (ETC) sector, Dong-A ST has built and operated an optimal research infrastructure. The company is committed to contributing to the health and well-being of people worldwide through its development of innovative new drugs.



Dong-A ST continues to strengthen the competitiveness of its growth business and digital healthcare business divisions to secure sustainable drivers for growth. In 2025, Dong-A ST established a Growth Business Division to further enhance the growth potential of its Ethical Drug business. This strategic initiative aims to systematically expand its growth disorder treatment portfolio centered on Grotropin, a growth hormone product, and Diphereline, a treatment for precocious puberty and prostate cancer.

Based on this strategy, Dong-A ST achieved stable growth in the domestic ETC (Ethical Drug) market through products such as the growth hormone product "Grotropin" and the indigestion treatment "Motilitone," while expanding sales of other products including Jaqubo for gastroesophageal reflux disease and Tanamin, a peripheral circulation treatment. As a result, the Company recorded separate-basis revenue of KRW 745.1 billion, up 16.3% year-on-year, its highest annual performance to date.

By business division, the ETC segment recorded KRW 527.8 billion in revenue, a 19.0% year-on-year increase, while the overseas business earned KRW 170.4 billion, up 12.6% year-on-year, driving overall business growth. Identifying digital healthcare as a next-generation growth driver, Dong-A ST is expanding its business foundation through partnerships with competitive manufacturers. Centered on key products such as "HiCardi," "Dr. Noon" and "CareSens," the Company continues to gradually expand its business portfolio and strengthen its position as a comprehensive digital healthcare solutions provider.

Market Outlook and Future Strategy

Dong-A ST is striving to achieve sustainable growth based on the expansion of its core businesses, new drug R&D, and the enhancement of quality to global standards, with the aim of proactively responding to changes in the domestic and international pharmaceutical industry environment and emerging as a global healthcare company. In 2025, the company continued to expand sales in its domestic ETC business, focusing on its core disease product portfolio. In particular, the growth hormone drug "Grotropin" recorded sales of 131.5 billion won, marking a 10.6% year-over-year increase, while new products such as Tananim and Jacubo also successfully established themselves in the market. In the overseas business segment, we launched "Imuldosa (DMB-3115)," a biosimilar of Stelara, in the U.S. and Europe, driving growth in prescription drug sales. Building on the growth of these flagship and licensed products, we have established a new drug R&D strategy to secure global competitiveness through the development of innovative new drugs. Through a two-track R&D strategy—balancing global and domestic initiatives—and the implementation of an open innovation strategy, we aim to expand our domestic market share and capture value in the global market.

Furthermore, to establish a cGMP[1]-based quality management system, we plan to advance pharmaceutical quality by building a company-wide DI[2] governance framework, reorganizing the QMS[3], optimizing SMR[4] and shop floor operations, ensuring supply chain reliability, and intensifying efforts to prevent recurrence of deviations. We will also continue to strengthen our quality competitiveness by cultivating GMP specialists and embedding a quality culture centered on QCI[5] activities.

Sales (16.3% ↑ YoY)	KRW 745.1 billion
Innovative Pharmaceutical Company	Minister of Health and Welfare Award
EcoVadis	Gold Rating Achieved

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1) cGMP : Current Good Manufacturing Practice
2) DI : Data Integrity
3) QMS : Quality Management System
4) SMR : Site Management Review
5) QCI : Quality Circle Improvement

Dong-A Pharmaceutical

As it moves forward based on its founding philosophy of "contributing to public health by producing quality medicines," Dong-A Pharmaceutical is growing to become a global healthcare company that provides total consumer healthcare solutions.

Dong-A Pharmaceutical operates primarily in the areas of Bacchus, over-the-counter (OTC) pharmaceuticals, consumer healthcare products (health functional foods), and cosmetics. In 2025, the Company recorded revenue of KRW 726.3 billion, up 7.0% year-on-year, and an operating profit of KRW 86.9 billion, up 2.0% from the previous year, maintaining stable growth despite a challenging business environment characterized by sluggish consumer spending and continued cost pressures.

"Bacchus," Korea's leading energy drink brand, achieved 2.1% year-on-year sales growth despite unfavorable conditions such as rising raw materials costs and weakened consumer sentiment. Notably, "Eolbaksa," which was launched to target the MZ generation, recorded KRW 19.8 billion in sales in its first year and established itself as a "mega-hit" product.

The OTC business served as a key growth driver for Dong-A Pharmaceutical, seeing a remarkable year-on-year growth rate of 26.4%. Growth was driven by strong performance from skin treatment products including "Noscarna," "Acnon" and "Melatoning," as well as increased sales of "Max Chondroitin 1200," a treatment for degenerative arthritis. The expansion of existing steady-seller product lines such as "Benachio" and "Panpyrin" also contributed to the Company's performance. In the consumer healthcare segment, Dong-A Pharmaceutical diversified the product lineup for its global premium vitamin brand "Orthomol" and expanded distribution channels through collaborations with convenience stores, including the launch of "Selparex Baro."

The Company also responded to evolving market trends, such as the growth of single-person households and demand for convenience-oriented consumption, by introducing small-package health functional food products. For "Fation," a leading K-beauty cosmetics brand, there was an active expansion effort that saw it placed in value-oriented and highly accessible retail channels that included Daiso and the Korea Armed Forces Welfare Agency, achieving sales of KRW 24.6 billion. Through its combination of reasonable pricing and high product quality, the brand further strengthened its market competitiveness.

Market Outlook and Future Strategy

Dong-A Pharmaceutical continues to strengthen its position and competitiveness as an OTC pharmaceutical company through ongoing management innovation, fulfillment of social responsibilities, and the establishment of a customer-centric management system. In the Bacchus business, the Company plans to significantly expand its distribution channels for "Eolbaksa" and successively launch new products with enhanced functionality, targeting an average annual growth of 5%. Through these efforts, Dong-A Pharmaceutical aims to simultaneously broaden the Bacchus brand's consumer base across generations and expand its product portfolio. In the OTC segment, the Company launched "Nodrana Solution," a pharmaceutical product line for skin hydration and moisturization, further expanding its portfolio of topical skin treatments. Leveraging product efficacy and strong brand credibility, Dong-A Pharmaceutical plans to strengthen its market position in this segment. Meanwhile, amid intensifying competition in the dual-formulation vitamin market, the company plans to maintain the market competitiveness of "Orthomol" through product line diversification and strengthened marketing activities. In addition, greater global brand recognition is sought for the "Fation" cosmetics brand through a strengthened emphasis on influencer marketing, particularly in China and the United States. Going forward, Dong-A Pharmaceutical will continue to respond proactively to changing market conditions and evolving consumer needs while achieving sustainable growth as a healthcare partner that delivers the value of healthy living.

Sales (7% ↑ YoY)	KRW 726.3 billion
Operating Profit (2% ↑ YoY)	KRW 86.9 billion
National Quality Innovation Competition	Gold Prize
5th Korea Good Donation Awards	Prime Minister's Commendation

BTGEN

BTGEN is contributing to the global expansion of K-Bio by leveraging the experience and expertise it has accumulated in biopharmaceutical manufacturing and international market entry.

BTGEN, which changed its corporate name effective May 1, 2026, is a company specializing in contract manufacturing (CMO) of biopharmaceuticals. With the goal of entering the global market, it has been making continuous investments to internalize and enhance its cGMP (Current Good Manufacturing Practice) capabilities that meet global regulatory requirements. By the first quarter of 2026, Bitigen had obtained GMP certification in a total of 15 countries and regions, including the United States, Europe, Japan, Saudi Arabia, the United Kingdom, Türkiye, Thailand, South Korea, and Brazil.

BTGEN has identified the optimization of production capacity availability, the advancement of its cGMP quality system, the diversification of its customer base based on its global track record, and the strengthening of its financial soundness as key priorities, and is working to establish a stable revenue structure from a mid- to long-term perspective. In 2025, the Company recorded revenue of KRW 103.7 billion, an increase of approximately KRW 44.9 billion (76.3%) year-on-year, while operating profit rose by approximately KRW 5.4 billion (308.6%) to KRW 7.1 billion, continuing its strong growth trajectory as a global CMO.

In addition, at the 2025 Asia Pacific Biopharma Excellence Awards (APBCEA), BTGEN received recognition for its growth potential and global GMP-based technological capabilities, winning awards in two categories: “Emerging CDMO of the Year” and “Best Biologics CDMO Award: Fill-Finish.” Through these achievements, BTGEN’s performance and innovation within the Asia-Pacific CDMO industry were officially recognized. The awards also demonstrated that BTGEN’s quality management capabilities and competitiveness in aseptic fill-finish operations are aligned with global standards.

Market Outlook and Future Strategy

The global biopharmaceuticals CDMO (Contract Development and Manufacturing Organization) market is projected to grow to approximately USD 23.5 billion (KRW 31 trillion) in 2026, and this rapid growth is expected to continue at a compound annual growth rate (CAGR) of 15.8%, to reach approximately USD 70.3 billion (KRW 93 trillion) by 2034. Increasing demand for biopharmaceuticals, particularly antibody therapeutics and biosimilars, is regarded as a key driver supporting the mid- to long-term growth of the CDMO market. Against this backdrop, BTGEN is establishing a one-stop service system based on its cGMP-certified manufacturing facilities within a single site, providing integrated services ranging from DS (Drug Substance) production to Pre-Filled Syringe (PFS) packaging. This integrated capability is a key competitive differentiator among domestic CMO companies and enables commercial cGMP manufacturing for the global market. Going forward, BTGEN aims to strengthen its position as a key player in the global biopharmaceuticals CDMO market by advancing its end-to-end CDMO service capabilities including fill-finish operations, diversifying its global partnerships, and expanding its long-term contracts.

Sales (76.3% ↑ YoY)	KRW 103.7 billion
Operating Profit (308.6% ↑ YoY)	KRW 7.1 billion

2025 Asia Pacific Biopharma Excellence Awards (APBCEA)

Emerging CDMO of the Year

Best Biologics CDMO: Fill-Finish

ST Pharm

ST Pharm has grown to become a leading CDMO (Contract Development and Manufacturing Organization) that provides services in compliance with cGMP standards, supporting global pharmaceutical companies from new drug development to commercialization.

ST Pharm is a CDMO (Contract Development and Manufacturing Organization) that supports the development and production of Active Pharmaceutical Ingredients (APIs) from new drug development to commercialization for global pharmaceutical companies. Utilizing a quality management system that complies with cGMP standards, the company manufactures pharmaceutical ingredients and has established itself as a trusted partner to global pharmaceutical and biotechnology companies through its accumulated R&D capabilities and manufacturing expertise. Notably, ST Pharm has secured a strong level of competitiveness in the production of oligonucleotide-based therapeutics, and plays a key role in the global market. Leveraging its proprietary process technologies and large-scale manufacturing capabilities, the company continues to strengthen its production capacity and technologies to meet the rapidly growing demand in the oligonucleotide therapeutics market.

ST Pharm is the only company worldwide that possesses both nucleoside amidites manufacturing facilities and a continuous GMP production system for oligonucleotides. This innovative infrastructure enables the stable supply of high-quality pharmaceutical ingredients and serves as the foundation for providing CDMO services which are tailored to clients' development stages and requirements. In the mRNA business segment, ST Pharm is enhancing its platform capabilities while securing GMP mass-production technology for lipids, the key raw materials used in LNPs (Lipid Nanoparticles), which serve as delivery systems for mRNA therapeutics and vaccines. On the strength of these capabilities, the company is advancing the development of mRNA-based therapeutics and vaccines while steadily building the technological foundation it needs to respond to future growth in the mRNA market. ST Pharm continues to advance its R&D and manufacturing processes and is further strengthening its position as a trusted CDMO company in the oligonucleotide and RNA therapeutics sectors through collaborations with global pharmaceutical companies.

Market Outlook and Future Strategy

ST Pharm plans to continue expanding its oligonucleotide therapeutics CDMO business, driven by advancements in oligonucleotide therapeutic drug delivery system (DDS) platforms for oligonucleotide therapeutics and the expansion of gene-based therapeutic approaches. Significantly, applications of oligonucleotide therapeutics are extending beyond the rare disease segment into a broader range of chronic disease areas, while global pharmaceutical companies continue to increase their R&D investments in this field. Amid these trends, demand for oligonucleotide pharmaceutical APIs is also expected to grow steadily over the mid- to long-term. In 2025, ST Pharm completed construction of its 2nd oligo plant, securing the production capacity that it needs to respond to growing global demand. The Company has also strengthened its capacities to support the entire development cycle, from early-stage development to commercial manufacturing, thereby establishing the foundation that will enable it to become the world's leading oligonucleotide CDMO. ST Pharm is further expanding its new drug pipeline through initiatives such as the global Phase 2a clinical trial of STP0404, its internally developed HIV/AIDS treatment candidate, and the development of enzymatic synthesis process technology for oligonucleotide drug CDMO services. At the same time, the Company is strengthening its platform technologies and process development capabilities in the mRNA and RNA therapeutics sectors to secure future growth drivers. Going forward, ST Pharm plans to gradually increase the proportion of commercial manufacturing projects based on its pipeline that spans various clinical stages, while further strengthening its competitiveness in the global market to sustain its growth as a global CDMO company.

Sales (21.2% ↑ YoY)	KRW 331.7 billion
Operating Profit (98.4% ↑ YoY)	KRW 54.9 billion

Completion of the 2nd oligo plant at Banwol Campus
(September 2025)

Oligonucleotide Manufacturing Facility

Dong-A Otsuka

Dong-A Otsuka has grown steadily by introducing a variety of functional beverages—including the functional sports drink Pocari Sweat—that combine great taste with health benefits.

Dong-A Otsuka, a beverage company specializing in sports and functional drinks, continues to achieve stable growth through health-oriented products and innovative distribution and sales strategies. In 2025, Dong-A Otsuka recorded sales of KRW 382.4 billion and operating profit of KRW 28.3 billion, achieving solid business performance. With its flagship brand, Pocari Sweat, generating annual sales of KRW 221.6 billion, up KRW 7.4 billion from the previous year, and Narangd Cider surpassing KRW 50 billion in sales, a KRW 2.4 billion rise year-on-year, the company is demonstrating stable growth across its key brands. Notably, online channel sales grew by KRW 10 billion year-on-year to KRW 97.8 billion, further strengthening the Company's digital distribution competitiveness. The selection of "The Masinda" as an official beverage of APEC further enhances brand credibility. The Company is also accelerating the digital transformation of its sales operations by introducing a QR-code based sales support system through the SrookPay application, simplifying purchasing in the field while improving transaction efficiency and field responsiveness.

From a non-financial perspective, Dong-A Otsuka continues to advance both Corporate social responsibility and environmental value creation. In collaboration with the Ministry of Employment and Labor, the Company publicized heatstroke prevention guidelines and ran a number of heatstroke prevention campaigns, primarily at construction sites. Through these efforts, Dong-A Otsuka contributed to reducing workplace health risks and protecting workers by raising awareness of preventive measures and health management during the summer season. In addition, the Company is working to develop products using label-free recycled PET bottles, and in 2025, the Company conducted a pilot production run of bottled water made from 100% recycled materials.

Market Outlook and Future Strategy

Demand for functional and eco-friendly products is expected to continue to grow over the mid- to long-term. In response to this market trend, Dong-A Otsuka has set production innovation and eco-friendly transformation as key growth strategies. The Company is currently working to introduce an eco-friendly aseptic filling production line, with facility installation scheduled for 2026 and a target of full-scale production for 2027. Unlike the conventional hot-filling method, which involves heating the liquid while filling products, the aseptic process enables room-temperature filling, an environmentally friendly production method that reduces overall plastic usage. Through this initiative, the Company expects to achieve both reduced plastic consumption and lower manufacturing costs. Dong-A Otsuka also plans to gradually expand its R-PET production lines for major products, including Pocari Sweat, with the goal of applying R-PET across its entire product portfolio. In the short term, the Company plans to produce "The Masinda" products using 100% recycled PET in the first half of 2026. Dong-A Otsuka has also set a mid- to long-term carbon neutrality roadmap with the goal of increasing the proportion of sustainable PET materials used to 50% by 2030 and to 100% by 2050. In terms of energy transition, the Company is accelerating its shift toward eco-friendly energy through the expansion of solar power generation facilities. In 2025, solar power systems were introduced at the Gwangju and Chilseo plants, with further expansion planned for the Cheongju and Eumseong plants in 2026. Dong-A Otsuka plans to complete the installation of solar power facilities across a total of seven business sites and branches by 2028. Once fully implemented, the initiative is expected to generate an annual cost savings of approximately KRW 1 billion. Going forward, Dong-A Otsuka will continue to integrate eco-friendly production technologies, digital sales innovation, and energy transition strategies to establish a sustainable growth model that balances both environmental value and profitability.

Annual Sales of Flagship Brand Pocari Sweat (KRW 7.4 billion ↑ YoY)	KRW 221.6billion
Annual Sales of Narangd Cider (KRW 2.4 billion ↑ YoY)	Surpassed KRW 50billion
32nd Corporate Innovation Awards	Prime Minister's Award Recipient

Yongma Logis

Yongma Logis is a specialized Third-Party Logistics (3PL) company that provides high-quality logistics services to its clients based on its extensive experience and know-how.

Yongma Logis has established differentiated competitiveness in pharmaceutical and biopharmaceutical distribution through its global quality management capabilities and healthcare cold-chain infrastructure. Designated an Excellent Green Logistics Practice Company by the Ministry of Land, Infrastructure and Transport for 13 consecutive years, the company upholds eco-friendly operations and ESG management, while actively adopting smart logistics technologies in partnership with Twini, a logistics automation firm. These efforts have improved worker efficiency and accuracy at logistics centers, supporting a safe and sustainable operating environment. In 2025, revenue reached KRW 423.8 billion (up 5.8% year-on-year), and operating profit exceeded KRW 20 billion for the first time, demonstrating both growth and profitability.

The company also expanded metropolitan-area logistics capacity with the opening of a new logistics center in Namyangju. As part of its ESG initiatives, Yongma Logis operates a pilot collection program for waste pharmaceuticals and narcotics, partnering with 1,125 institutions across eight regions to support public health and environmental protection. The introduction of EVs, electric forklifts, low-impact packaging materials, and smart lighting has delivered simultaneous environmental and cost benefits. These achievements have been recognized through multiple awards, including 13 consecutive years as an Excellent Green Logistics Practice Company, the Grand Prize in the Mid-sized Enterprise Category at the Korea Logistics Awards, and an A+ parcel delivery service rating for five consecutive years. The company has also passed surveillance audits for ISO 9001, 14001, 45001, 27001, and 13485, and in 2025 obtained FSC CoC certification, affirming responsible management of forest-sourced materials across its supply chain.

Market Outlook and Future Strategy

Demand for fast and accurate delivery services is expected to continue to grow with the expansion of global supply chains and the development of the e-commerce market. As the importance of distributing temperature-sensitive products such as biopharmaceuticals increases, the role of logistics companies equipped with advanced cold chain capabilities is expected to become even more significant. In response to these market trends, the Company is strengthening its healthcare cold chain capabilities and providing differentiated pharmaceutical logistics services based on KGSP (Korea Good Supply Practice) certification. In addition, Yongma Logis is diversifying its business portfolio by expanding its logistics services into new industries, including paper manufacturing. Additionally, Yongma Logis is currently developing the New Hub Logistics Center in Anseong, Gyeonggi-do, and is preparing for full-scale operations following its acquisition of Preliminary Smart Logistics Center Certification on December 17, 2025. The New Hub Logistics Center will serve as a key base for efforts to accelerate the digital transformation of logistics operations over the mid- to long-term through applying AI-based automated logistics systems to significantly improve logistics processing efficiency and accuracy. Going forward, Yongma Logis will continue to strengthen its role and position as a trusted integrated logistics company for customers and society through the advancement of smart and automated logistics technologies, enhancement of cold chain and healthcare logistics competitiveness, expansion of eco-friendly and low-carbon logistics systems, and implementation of ESG-based sustainable growth strategies.

Sales (5.8% ↑ YoY)	KRW 423.8 billion
Operating Profit (10.6% ↑ YoY)	KRW 21.0 billion

For 13 Consecutive Years

Recognized as an Excellent Green Logistics Practice Company

Obtained FSC CoC

(Forest Stewardship Council Chain of Custody)

Supply Chain Certification

by the Forest Stewardship Council (FSC)

Dong-A Ecopack

Launched through the merger of Soo Seok and DONGCHEONSU, Dong-A Ecopack has established a ONE-STOP total solution system capable of providing one-stop production from packaging materials to bottled water and beverage products.

The "Eco" in Dong-A Ecopack represents Excellence, Economy, and Ecology. Established in May 2025 through the merger of Soo Seok and DONGCHEONSU, Dong-A Ecopack has strengthened its expertise by inheriting Soo Seok's packaging business covering a wide range of packaging materials, including glass bottles, preforms, caps, and boxes, while operating food and beverage manufacturing businesses at its Songnisan and Gayasan plants centered around its Sangju plant.
In 2025, the Company recorded revenue of KRW 160.0 billion and an operating loss of KRW 2.2 billion. Although temporary losses were incurred due to initial merger-related costs, Dong-A Ecopack has established a foundation for a unique competitive edge by building a total solution system that can provide one-stop production services ranging from packaging materials to bottled water and beverage products. With these capabilities, the Company is pursuing a stable growth strategy with the goal of returning to profitability in 2026.

Market Outlook and Future Strategy

To respond proactively to strengthening domestic and global environmental regulations and the growing corporate demand for sustainability, Dong-A Ecopack is focusing on the development of sustainable packaging solutions, including the expansion of R-PET (recycled PET) and label-free products, as well as PET lightweighting initiatives. Through these efforts, the Company plans to further strengthen its competitiveness in the eco-friendly packaging market. In addition, Dong-A Ecopack is enhancing customer trust by applying eco-friendly packaging processes to high-quality water sourced from verified springs, while establishing a foundation to lead the future of the beverage and packaging industries through its introduction of new facilities and automation technologies.
Significantly, the merger of DONGCHEONSU and Soo Seok has enabled the Company to maximize synergies between the beverage and packaging businesses. Building on these synergies, Dong-A Ecopack plans to further advance its operational capabilities, strengthen its market competitiveness, and establish a virtuous cycle of sustainable growth.

Sales KRW 160.0billion

Strengthening a Resource-Circulating Production System

Completed R-PET Application Testing

Voluntary Disclosure through the Environmental Information Disclosure System

ABEN Engineering & Construction

ABEN Engineering & Construction is evolving into a specialized healthcare construction company that contributes to the success of its clients, backed by its expertise in industrial facility construction and its role as a sustainable growth partner.

ABEN Engineering & Construction is a healthcare construction company that is specialized in advanced industrial facilities that require stringent quality and safety standards as well as highly developed design and construction capabilities, including pharmaceutical and biotechnology facilities (cGMP/GMP), food facilities (HACCP), innovative logistics centers (GSP), R&D centers, and office facilities. Utilizing its deep understanding of highly regulated industrial environments with rigorous quality requirements, the Company provides customized solutions ranging from design and construction to operational support. In 2025, ABEN Engineering & Construction successfully executed a number of major projects, including the construction of the GST-Donggonjiam Logistics Center (GSP), the Quality Innovation Center (QC/QA) at Dong-A Pharmaceutical's Cheonan Campus, and the 2nd Oligo Plant (cGMP) at ST Pharm's Banwol Campus. Through these projects, the Company further strengthened its construction capabilities in integrated management of process, quality, and safety. Notably, ABEN Engineering & Construction effectively supports customers' operational continuity and production stability through a one-stop service system encompassing cleanroom and research facility construction, industrial facility maintenance, and Space Identity-based interior solutions. Leveraging its specialized expertise and execution capabilities, the Company recorded approximately KRW 137 billion in sales and KRW 8.3 billion in operating profit, achieving stable business performance.

Market Outlook and Future Strategy

Uncertainty in the construction market is expected to persist in the near term due to prolonged high interest rates and volatility in raw materials prices. Despite this, investment demand for essential industrial facilities in sectors such as biotechnology, food, and logistics is expected to remain solid over the mid- to long-term. As demand for enhanced pharmaceutical quality standards, strengthened food safety, and improved logistics efficiency continues to increase, the importance of certified industrial facilities is coming to the fore. To address this market need, ABEN Engineering & Construction plans to further strengthen its expertise in industrial facilities centered on certified processes, including cGMP, GSP, and HACCP. The Company also intends to continuously enhance its technological capabilities by bolstering its advanced design and construction experience in specialized areas such as explosion-proof design and high-cleanliness cleanrooms. In addition, ABEN Engineering & Construction plans to improve predictability and operational stability in project execution, cost management, and quality control through BIM-based pre-construction review and risk management systems. The Company also aims to provide environmentally sustainable construction solutions by expanding the application of eco-friendly design elements to minimize environmental impact. Through diversification of its customer portfolio, the Company seeks to reduce its dependence on specific industries while gradually establishing a foundation for sustainable growth. Going forward, ABEN Engineering & Construction will continue to grow alongside its customers in the healthcare industry as a trusted partner, leveraging its technological expertise and quality competitiveness.

Sales	KRW 137 billion
Operating Profit	KRW 8.3 billion

GST-Donggonjiam Logistics Center
Completion of Construction

Dong-A Pharmaceutical's Cheonan Campus
Completion of the Quality Innovation Center (QC/QA)

ST Pharm's Banwol Campus
Completion of the 2nd Oligo Plant Construction

Korea Sinto

For more than 50 years, Korea Sinto has been a leading company in the fields of casting, surface treatment, pollution control, and industrial plant equipment. The company provides customized equipment development and solutions across a range of industrial sectors.

Korea Sinto recorded total revenue of KRW 25.5 billion in 2025, consisting of KRW 13.2 billion from machinery and KRW 12.3 billion from Shotball, and achieved operating profit of KRW 0.8 billion, successfully returning to profitability. Notably, the Company focused on proposing automation equipment solutions aimed at improving customer quality and reducing costs. Through proactive sales activities, including expansion of orders from companies operating overseas and improvement projects for third-party facilities, Korea Sinto exceeded its business targets. The Company also strengthened trust-based relationships with its key customers by conducting regular equipment inspections and customer satisfaction activities. It also improved profitability through efforts that included securing new customers and managing sales prices. On the strength of these achievements, Korea Sinto received the "USD 3 Million Export Tower"[1] award at the 62nd Trade Day in December 2025, recognition for its global competitiveness. Korea Sinto continues to systematically practice environmental management, maintaining its ISO 14001 Environmental Management System certification. The Company has also introduced an Enterprise Risk Management (ERM) framework to strengthen its foundation for sustainable management by proactively identifying, preventing, and managing potential company-wide risks.

Market Outlook and Future Strategy

To achieve its 2026 business targets, Korea Sinto is further advancing its strategies across each business segment. In the casting business, the Company plans to strengthen the promotion and sales of no-bake casting equipment and molding sand composition analyzers while expanding orders by leveraging anticipated government support in the areas of safety, environmental management, and smart automation. In the surface treatment business, Korea Sinto intends to strengthen its competitiveness by focusing on securing orders for steel plate blasting systems for electrical steel sheets and wire rod blasting systems to replace aging facilities in order to target high value-added markets. In the Maintenance business, the Company plans to secure a stable revenue base by intensively managing 40 key customers, expanding proposals for remote-control systems for third-party surface treatment equipment, securing construction projects from overseas customers, and shortening lead times for parts quotations and deliveries. In the abrasive materials business, Korea Sinto operates a dedicated account management system for major clients to strengthen its relationships with key customers. The Company also aims to secure stable revenue streams and expand its market share through strategic responses to large-scale bidding customers and AIR ROOM clients.

Sales	KRW 25.5 billion
Operating Profit	KRW 0.8 billion
62nd Trade Day	Recipient of the "USD 3 Million Export Tower" Award

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[1] A national award hosted by the Korea International Trade Association and sponsored by the Ministry of Trade, Industry and Energy, presented in the name of the President of Korea to companies that achieve exports in excess of a specified amount within a designated period.

DA Information

DA Information is a specialized IT service company that provides a wide range of services, including Service Management (SM), System Integration (SI), and IT asset management, as well as consulting on Good Manufacturing Practice (GMP) and Data Integrity (DI). The Company delivers tailored IT solutions to clients across various industries.

DA Information continues to expand its business based on the digital capabilities developed across the Group, and maintained stable growth in 2025, achieving revenue of KRW 27.62 billion and operating profit of KRW 490 million. In 2025, the Company newly appointed purchasing personnel within the accounting and procurement division to strengthen its supply chain management capabilities, enabling more effective management of project quality and delivery risks. In addition, to respond to the growing need for an enterprise-wide approach to risk management, DA Information has expanded and advanced its existing Anti-Bribery Management System (ABMS) to establish an Enterprise Risk Management (ERM) framework. At the organizational culture level, the Company has established quarterly town hall meetings to strengthen transparent communication between management and employees while sharing the Company's vision and strategic direction.

Market Outlook and Future Strategy

DA Information is further advancing the Group's IT capabilities amid the rapidly evolving digital environment while strengthening its competitiveness in external markets by applying these capabilities across various industries. In 2025, the Company established a number of key strategic priorities, which include AI-driven innovation in work processes, creation of creative business opportunities, operational excellence and efficiency, and the establishment of a standardized operational framework. Based on these strategies, DA Information is pursuing expansion into new business areas, including digital healthcare. Notably, the Group Integrated Procurement Portal System that was introduced in 2025 has significantly enhanced cost efficiency and supply chain management across the Group by integrating the procurement systems of affiliates into a single platform. Initially applied within the IT division, it is planned to gradually expand the system to major materials categories, including reagents and pharmaceutical-related supplies, and it is becoming a core infrastructure for improving operational efficiency and procurement transparency across the Group. Going forward, DA Information will continue to lead the Group's digital transformation while strengthening its competitiveness in IT consulting and solution services in external markets, pursuing sustainable growth together with all business partners.

Sales (7.3% ↑ YoY)	KRW 27.6 billion
Operating Profit	KRW 490 million

Establishment of an Enterprise Risk Management (ERM) Framework

Our Foundation

2025 HIGHLIGHTS

GAMASOT

The founding spirit of the Dong-A Socio Group, known as the "GAMASOT Spirit," is rooted in the values of integrity, sincerity, and consideration. Since the Group's establishment in 1932, this philosophy has guided the Group for over 90 years, serving as a driving force behind Dong-A Socio Group's sustainable growth toward becoming a centennial company.

GUIDING PRINCIPLE

Dong-A Socio Group practices sustainable Jeong-Do Management(Social Responsibility Management) based on its unique management philosophy, "Jeong-Do Management," which originates from the Group's founding spirit. Unlike the commonly used meaning of "Jeong (正)," which is "rightness," the term "Jeong-Do Management" derives from "Jeong (鼎)," meaning "cauldron," a symbol of the Group's founding philosophy. It embodies the Dong-A Socio Group's fundamental management principle of going beyond mere compliance with ethical standards to pursue sustainable growth and social responsibility.
Based on this philosophy, Dong-A Socio Group promotes sincere and consistent Jeong-Do Management(Social Responsibility Management) that is rooted in building trust with stakeholders by referencing ISO 26000, the international standard on social responsibility, while continuously strengthening its role as a responsible corporate citizen. Notably, in 2025 the Group introduced the "GAMASOT" system, an integrated Group-wide data management platform, to further advance its Jeong-Do Management(Social Responsibility Management) framework. With this system, Dong-A Socio Holdings plans to strengthen the reliability of non-financial ESG data and manage the Group's sustainability performance based on consistent standards. Dong-A Socio Group also plans to further enhance the transparency of its Jeong-Do Management(Social Responsibility Management) activities while reinforcing a data foundation that can support mid- to long-term strategic planning and decision-making.

ALWAYS RESPECT HUMAN RIGHTS

Dong-A Socio Group uses a human rights management framework that is based on its “Human Rights Charter,” and continues to strive to foster a business environment that respects human rights by promptly identifying, preventing, and mitigating risks related to human rights and labor practices that may arise throughout its business activities.

Through the Social Responsibility Council, which consists of top management, the Group regularly reports on major human rights issues and reviews implementation progress and performance. In addition, the Group conducts regular human rights impact assessments to identify potential risks and apply follow-up improvement measures, embedding the value of respect for human rights in its management activities.

If a human rights violation occurs, the Group applies a “zero tolerance” policy and responds promptly and fairly based on objective facts. To support this approach, Dong-A Socio Group operates internal reporting channels and grievance resolution systems, while also conducting regular human rights training for employees to foster a culture of respect for human rights across the organization.

In 2025, the Group established Human Rights Remedy Guidelines that specify response standards and handling timelines for each type of incident while clearly defining the principles of fairness, independence, and confidentiality that are expected throughout the investigation and deliberation processes. In addition, the Group strengthened its overall human rights management framework by reviewing and improving the entire human rights management process, including through developing measures to enhance remedial procedures across Group companies, thereby ensuring an effective remedy and prevention of recurrence in the event of a human rights violation.

MORE & BETTER LABOUR PRACTICES

Dong-A Socio Group makes the safety and health of its employees the highest priority, and strives to expand diversity and inclusion while fostering a workplace free from discrimination.

In 2025, Dong-A Socio Holdings, Dong-A ST, and Dong-A Pharmaceutical signed Memorandums of Understanding (MOUs) with the Korea Employment Agency for Persons with Disabilities to promote employment opportunities for persons with disabilities, a move that led to the hiring of eight new employees with disabilities. In addition, the Group further strengthened its inclusive employment foundation by identifying and assessing human rights risks throughout the hiring process and workplace environment while implementing improvement measures.

The Group also held the inaugural meeting of “D-SHIELD,” a Group Safety and Health Council, to share accident cases and best practices and establish a collaborative response system that aims to prevent serious industrial accidents.

With these efforts, Dong-A Socio Group enhanced its overall safety and health management capabilities, establishing a channel for communication that will foster a stronger safety culture across the Group.

ACT GREEN

Dong-A Socio Group systematically responds to key environmental issues such as climate change and air pollution based on its Environmental Management System (ISO 14001), while continuously promoting initiatives to enhance environmental awareness among employees. Led by its ESG Committee, Dong-A Socio Holdings reviews and deliberates on policies and targets related to key environmental issues, including greenhouse gases, energy, water, chemicals, waste, and biodiversity. The Company also strengthens its execution capabilities by regularly monitoring the implementation of its environmental management strategies.

In addition, in 2025, the Group expanded its Scope 3 management categories from four to six and is progressively advancing greenhouse gas inventory management across all Group companies. Through these efforts, Dong-A Socio Group has laid a foundation that will enable a more comprehensive management of greenhouse gas emissions throughout the value chain.

As well, the Group established and distributed Greenwashing Guidelines to enhance the transparency and reliability of environmental information while bolstering its responsible environmental communication, further strengthening its climate change response capabilities.

SUSTAINABILITY FAIR

Dong-A Socio Group continues to advance its fair business and anti-corruption management framework to foster a corporate culture that is grounded in fairness and transparency. The Group conducts Group-wide fair trade and anti-corruption training annually and strengthens employees' compliance awareness by systematically improving related policies and internal standards. In 2025, Dong-A Socio Holdings expanded the legal basis of its Compliance Management System (ISO 37301) from six to seven laws by adding the Occupational Safety and Health Act, further strengthening the scope and effectiveness of its compliance management framework.

In addition, Dong-A Pharmaceutical has established a comprehensive compliance management framework by obtaining ISO 37301 certification following the expansion of its existing anti-bribery management practices. Based on the Group's supply chain ESG process, Dong-A Socio Group expanded the scope and coverage of major supplier management and conducted on-site audits and supply chain ESG training for key Tier-1 suppliers, strengthening ESG capabilities across the supply chain.

OPEN COMMUNICATION

Dong-A Socio Group strives to think from the customer's perspective in all business activities, from product planning and development to production and sales, continuously working to improve customer satisfaction. To enable consumers to easily access information related to product functions, performance, and safety, the Group ensures all such information is available through its websites, and strictly complies with applicable laws and regulations across all marketing activities and product labeling.

In addition, all advertising content undergoes a prior internal review to prevent false or exaggerated claims. The Group also collects VOC (Voice of Customer) feedback through multiple channels, including telephone, online, and on-site communication, to respond promptly to the diverse needs and opinions of customers and business partners. Through these efforts, Dong-A Socio Group continues to improve product quality and enhance service capabilities. Notably, Dong-A Pharmaceutical obtained CCM (Consumer-Centered Management) recertification for the eighth consecutive time by 2024, demonstrating a commitment to customer-centric management that prioritizes consumer rights and interests.

In 2025, a Group priority was the systematic management of EOS (End of Support) status of its IT infrastructure to proactively identify and manage potential security risks associated with aging systems and unsupported equipment. The Group also analyzed the results of phishing email response training and provided additional education to employees identified as vulnerable, strengthening company-wide security awareness.

TOGETHER WITH COMMUNITY

Dong-A Socio Group engages in social contribution activities that encompass health, the environment, people, and society based on its social contribution philosophy of "Growing Together." Each affiliate fulfills its core mission of promoting human health and happiness through initiatives that are aligned with the characteristics of their respective businesses, while continuing to make diverse efforts to foster future generations and promote harmonious coexistence with the environment. Notably, the Group actively participates in social contribution activities centered on the healthcare sector, including pharmaceutical donations, support for medication expenses, and waste pharmaceutical collection campaigns, while supporting medically underserved regions and vulnerable communities. In 2025, Dong-A Socio Group donated digital healthcare devices and prescription pharmaceuticals to Myungsung Christian Medical Center (MCM) in Ethiopia and launched a new donation initiative for Hebron Medical Center in Cambodia, expanding its support for improving healthcare environments beyond its domestic operations.

Dong-A Socio Group considers mutual growth with the local communities in which it operates an important social responsibility, and continues to strengthen its cooperation with those communities through diverse volunteer and support activities. A representative example is the annual "Charity Bazaar of Love" held at the Dong-A Socio Group headquarters in Dongdaemun-gu, which fosters a culture of giving while engaging the participation of local residents. All proceeds from the event are used to support low-income and underprivileged communities in the local area.

Jeong-Do Management(Social Responsibility Management)

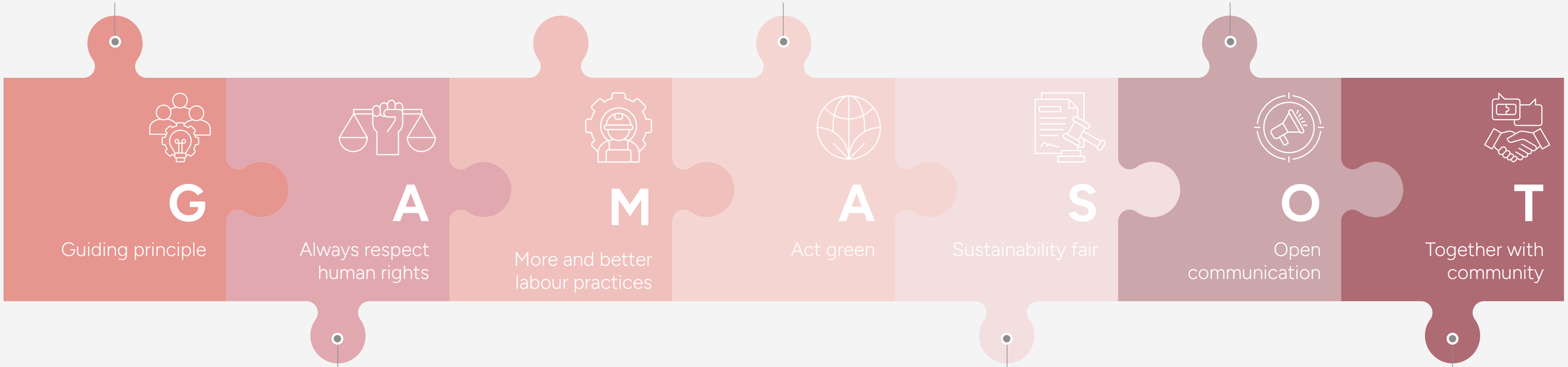
Jeong-Do Management System

Jeong-Do Management Vision

Dong-A Socio Group integrates Jeong-Do Management(Social Responsibility Management) across its management activities by integrating ISO 26000 throughout all Group companies. Based on this foundation, the Group continues to promote and advance its key Jeong-Do Management(Social Responsibility Management) initiatives.

Jeong-Do Management Strategy

Dong-A Socio Group pursues social responsibility and sustainable growth based on its principle of "Jeong-Do Management (鼎道經營)," embodied by the Group's "GAMASOT." To this end, the Group has established a Jeong-Do Management(Social Responsibility Management) vision and defined Jeong-Do Management(Social Responsibility Management) goals linked to the seven core subjects of ISO 26000 and each letter of "GAMASOT," while continuously striving to achieve these goals.



Key Initiatives

Organizational Governance
Guiding principle

- Application of IFRS S1 Disclosure Requirements
- Enhancement of Governance Transparency

Environment
Act green

- Climate Change Response
- Advancement of Environmental Management System

Consumer Issues
Open communication

- Strengthening the Credibility of Consumer Information
- Expansion of Personal Information Protection Systems Across Group Companies

Human Rights and Labor Practices
Always respect human rights & More and better labour practices

- Proactively Identifying Workplace Human Rights Risks and Promoting a Culture of Respect
- Identifying and Assessing Human Rights Risks and Implementing Improvement Measures
- Raising Employee Awareness through DEI (Diversity, Equity, and Inclusion) Initiatives
- Managing Labor Practice Risks and Improving Working Conditions
- Operating Industrial Safety Systems

Fair Operating Practices
Sustainability fair

- Advancing Supply Chain Management
- Operating and Advancing Compliance Management Systems

Community Involvement and Development
Together with the community

- Enhancing Corporate Trust through the Creation of Social Value
- Strengthening Social Trust and Authenticity through Foundation Operations

Jeong-Do Management(Social Responsibility Management)

Jeong-Do Management(Social Responsibility Management) Governance

Social Responsibility Council

Dong-A Socio Group holds its Social Responsibility Council once a year to systematically promote Jeong-Do Management(Social Responsibility Management). The Council reviews and makes decisions on matters related to responsible management, including strategies, goals, and achievements of social responsibility initiatives, as well as ESG status and responses. At the 11th Social Responsibility Council meeting held in August 2025, the Social Responsibility Planning Division (consisting of the Jeong-Do Management Team(Sustainability) and HR Strategy Team of Dong-A Socio Holdings, as well as the CSR Team of Dong-A Pharmaceutical) reported on the Group's Jeong-Do Management(Social Responsibility Management) performance in the first half of the year and its implementation plans for the second half. The Council also reviewed the progress of key Jeong-Do Management(Social Responsibility Management) initiatives and discussed future directions, including efforts to enhance transparency of governance through the establishment and implementation of shareholder return policies, the expansion of employment opportunities for persons with disabilities from a DEI (Diversity, Equity, and Inclusion) perspective, the advancement of compliance management systems through revisions to the Group Code of Ethics and Code of Conduct, and the extension of personal information protection systems across all Group companies.

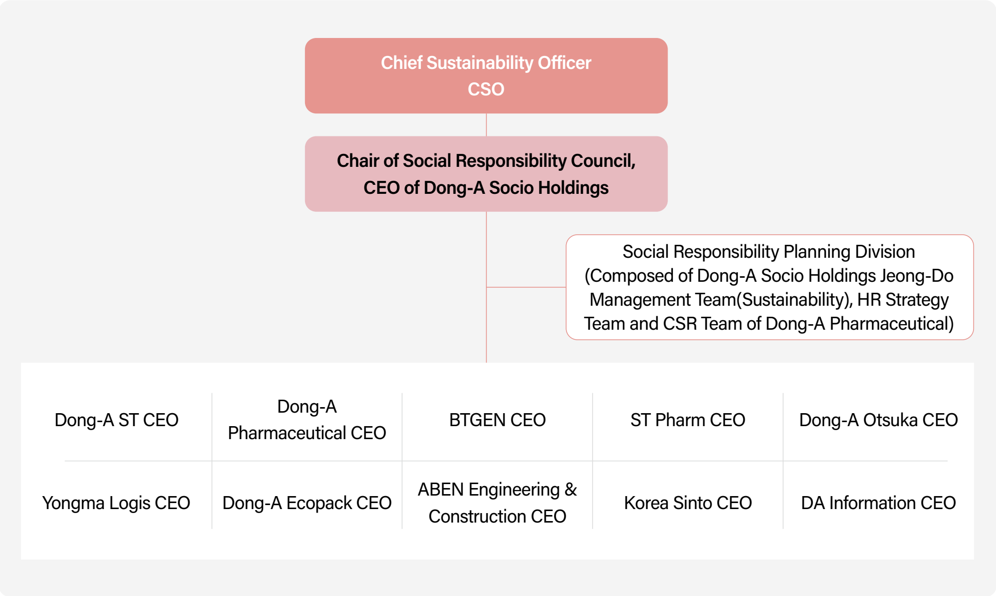
Social Responsibility Planning Division

The Social Responsibility Planning Division establishes and implements a range of strategies to realize Group-wide social value creation and sustainable management, in line with the Dong-A Socio Group's Jeong-Do Management(Social Responsibility Management) framework. In 2025, the Group held the inaugural meeting of the Group Safety and Health Council(D-SHIELD), establishing a Group-wide response system that enables the immediate sharing relevant information in the event of an industrial accident. In addition, the Group enhanced its supply chain management framework by expanding the scope of key suppliers subject to ESG management and newly introducing biodiversity indicators. Through these efforts, Dong-A Socio Group expanded the scope of Jeong-Do Management(Social Responsibility Management) across the Group, and further strengthened the foundation for Group-wide implementation.

Implementing Organizations and Activities

As the department responsible for overseeing Jeong-Do Management(Social Responsibility Management), the Jeong-Do Management Team(Sustainability) of Dong-A Socio Holdings manages the Group's social responsibility and ESG management activities at both the holding company and Group-wide levels. To systematically evaluate non-financial performance in addition to financial performance across the Group, Dong-A Socio Holdings divided Group companies into three evaluation categories in 2025 — the IPO Group, Emerging Group, and Challenge Group — and then established Jeong-Do Management(Social Responsibility Management) performance indicators reflecting the characteristics of each category. As a result, the IPO Group operates under nine indicators, while the Emerging Group and Challenge Group each operate under eight indicators. These indicators are also incorporated into company evaluation KPIs to promote practical improvements and continuous advancement. In addition, the Group introduced new performance indicators related to the establishment and operation of Enterprise Risk Management (ERM) systems across all Group companies, responses to the Environmental Information Disclosure System, and the expansion of Scope 3 management. Existing performance indicators were also designed not merely for short-term evaluation but to enable continuous operation and improvement over time. To enhance the effectiveness of the Group's performance indicators, the Jeong-Do Management Team(Sustainability) conducts reviews of implementation status with performance indicator managers from each affiliate three times a year and provides feedback on improvement measures.

Organizational Structure of the Social Responsibility Council



Chief Sustainability Officer
CSO

Chair of Social Responsibility Council,
CEO of Dong-A Socio Holdings

Social Responsibility Planning Division
(Composed of Dong-A Socio Holdings Jeong-Do Management Team(Sustainability), HR Strategy Team and CSR Team of Dong-A Pharmaceutical)

Dong-A ST CEO	Dong-A Pharmaceutical CEO	BTGEN CEO	ST Pharm CEO	Dong-A Otsuka CEO
Yongma Logis CEO	Dong-A Ecopack CEO	ABEN Engineering & Construction CEO	Korea Sinto CEO	DA Information CEO

Key Agenda Items of the Social Responsibility Council in 2025

11th Social Responsibility Council	August 20, 2025	· Report on the first-half performance and second-half plans for "GAMASOT," the Group's social responsibility management framework · Report on social responsibility management activities across group companies

▶ Introduction to Dong-A Socio Group's Jeong-Do Management

Corporate Governance

Composition and Operation of the Board of Directors

Board Composition

Dong-A Socio Holdings' Board of Directors aims to ensure the company's sustainable growth by making decisions on matters stipulated by laws and the Articles of Incorporation, addressing items delegated by the General Meeting of Shareholders, and overseeing key decisions related to business operations. The board also supervises the performance of directors and management. As of the end of March 2026, the board consists of seven members: three internal directors (42.9%) including the CEO, and four outside directors (57.1%).

Board Operations

Dong-A Socio Holdings holds regular Board of Directors meetings on a quarterly basis in principle, with the composition, meetings, and related matters governed by the Board regulations. In 2025, the Board convened a total of 15 times, meetings which included a quarterly review of the company's business performance and key management issues to supervise executive management. The Board also deliberated on and resolved numerous agenda items aimed at enhancing corporate value from a sustainability perspective, including the approval of quarterly dividends in line with the company's mid- to long-term shareholder return policy. To ensure a transparent and sound governance structure, Dong-A Socio Holdings evaluates the overall activities of the Board as well as the performance of individual outside directors, and discloses the results through its annual business report or corporate governance report.

Board Composition

※ As of the end of March 2026

Category	Name	Gender	Position	Area of expertise	Date appointed	Key profiles
Internal Directors	Min-Young Kim	Male	CEO & President	Management	Aug. 2024	-
	Seung-Hyun Ko	Male	Executive Director of Management Support	Finance / Accounting	Mar. 2021	-
	Dae-Woo Lee	Male	Executive Director of Management Planning	Management Strategy / Planning	Mar. 2026	-
Outside Directors	Kyoung-Bae Kwon	Male	Chairman of the BOD Audit Committee ESG Committee Committee for Recommending Candidates for Outside Directors	Accounting / Auditing (Accountant)	Mar. 2021	(Current) Executive Director, Audit Division, Sejin Accounting Corp.
	Se-Won Kwon	Male	Audit Committee (Chairperson) ESG Committee (Chairperson) Evaluation & Compensation Committee	Accounting / ESG (Accountant, professor)	Mar. 2022	(Current) Professor of Ewha School of Business (Current) Outside Director of Miwon Commercial
	Young-Jin Chung	Male	Evaluation & Compensation Committee (Chairperson) Audit Committee ESG Committee	Law (Lawyer)	Mar. 2024	(Current) Partner, Hyun Law Firm
	Young-Won Chin	Male	ESG Committee Evaluation & Compensation Committee Committee for Recommending Candidates for Outside Directors	Pharmaceuticals (Professor)	Mar. 2026	(Current) Professor, College of Pharmacy, Seoul National University

Corporate Governance

Composition and Operation of the Board of Directors

Overview of Board Evaluation

To assess the effectiveness and adequacy of Board operations, the Board of Directors conducts an annual evaluation of Board activities through an anonymous survey of all Board members, and publicly discloses the results. The evaluation is conducted using a quantitative 5-point scale, with key assessment criteria including the Board's fulfillment of its roles and responsibilities, the efficiency of Board operations, and the adequacy of the composition and operation of Board committees.

Category	Description
Evaluators	All Members of the Board of Directors
Evaluation Subject	Board Activities
Evaluation Frequency	Annually
Evaluation Criteria	Roles and Responsibilities of the Board of Directors Efficiency of Board Operations Appropriateness of Board Committee Composition and Operations
Evaluation Method	Anonymous Survey (5-Point Scale)
Evaluation Period	January 5–9, 2026
Disclosure of Evaluation Results	Disclosed in the Annual Report

Board Evaluation Results

In the 2025 Board evaluation, the Board recorded a score of 4.87, an increase of 0.03 points from the previous year. During the evaluation process, positive feedback was provided regarding the independent and systematic operation of the Board. At the same time, it was recommended that a more structured training program be established to further enhance the effectiveness of Board functions.

Based on the evaluation results, the Company plans to strengthen its decision-making framework to better reflect the interests of all shareholders and establish a systematic management succession policy. In addition, the Company will progressively implement practical follow-up measures, including through fostering a more active culture of discussion within the Board and expanding training opportunities for directors.

Category	NO	Evaluation Item	2025 Score	2024 Score	Change
Roles and Responsibilities of the Board	1	Development of Mid- to Long-Term Business Strategies	4.83	4.67	▲
	2	Oversight of Management	5	4.83	▲
	3	Review of Financial Performance	5	5	-
	4	Decision-Making Reflecting the Long-Term Interests of Shareholders	4.83	5	▼
	5	CEO Identification, Development, and Succession	4.67	4.83	▼
Efficiency of Board Operations	6	Appropriateness of Board Composition	5	5	-
	7	Appropriateness of Board Meeting Frequency and Agenda Items	4.83	4.67	▲
	8	Adequacy of Materials and Sufficiency of Explanations	4.83	4.83	-
	9	Provision of Sufficient Time for Review of Materials	4.83	4.83	-
	10	Culture of Active Discussion	4.67	4.83	▼
	11	Monitoring of Follow-up Actions	5	4.83	▲
Appropriateness of Board Committees	12	Expertise of Board Committee Members	5	5	-
	13	Appropriateness of Committee Composition	5	5	-
	14	Delegation of Authority to Committees	4.67	4.67	-
	15	Efficient Operation of Committees	4.83	4.67	▲
Total Score			4.87	4.84	0.03

Positive Feedback	Operated Independently and Systematically	**Areas for Improvement**	Need for Training Programs to Enhance Board Effectiveness

Corporate Governance

Composition and Operation of the Board of Directors

Board Independence, Expertise, and Diversity

Dong-A Socio Holdings separates the roles of Chair of the Board and the Chief Executive Officer to ensure the Board's independence from management and controlling shareholders. In addition, the Company strengthens the Board's independent decision-making structure by maintaining a majority of outside directors on the Board.

To further enhance the Board's expertise and diversity, the Company specifies management-related areas of expertise in the regulations of the Committee for Recommending Candidates for Outside Directors, and appoints outside directors with professional experience across a range of fields, including law, accounting, auditing, pharmaceuticals, and ESG. Through these efforts, Dong-A Socio Holdings ensures balanced reviews and in-depth decision-making across overall management activities.

Board Skills Matrix

※ As of the end of March 2026

Name	Age	Gender	*Tenure	Position	Title	Committee	Corporate Management	Industry Expertise	Finance & Accounting	Legal & Regulatory	Risk Management	ESG
Min-Young Kim	53	Male	1 year 7 months	Internal Director	CEO & President	Committee for Recommending Candidates for Outside Directors	●	●			●	
Seung-Hyun Ko	50	Male	5 years 0 months	Internal Director	-	-	●		●		●	
Dae-Woo Lee	53	Male	0 years 0 months	Internal Director	-	-	●		●		●	
Kyoung-Bae Kwon	55	Male	5 years 0 months	Outside Director	Chairman of the Board	Audit Committee Committee for Recommending Candidates for Outside Directors ESG Committee			●		●	●
Se-Won Kwon	46	Male	4 years 0 months	Outside Director	Audit Committee (Chairperson) ESG Committee (Chairperson)	Audit Committee Evaluation & Compensation Committee ESG Committee			●		●	●
Young-Jin Chung	52	Male	2 years 0 months	Outside Director	Evaluation & Compensation Committee (Chairperson)	Evaluation & Compensation Committee Audit Committee ESG Committee				●	●	●
Young-Won Chin	54	Male	0 years 0 months	Outside Director	-	Committee for Recommending Candidates for Outside Directors Evaluation & Compensation Committee ESG Committee		●			●	

Corporate Governance

Composition and Operation of the Board of Directors

Board Training to Enhance Expertise

In accordance with its Board regulations, Dong-A Socio Holdings provides support to outside directors to enable them to perform their duties effectively by allowing them to seek assistance from external experts at the company's expense. To ensure adequate time to review the agenda, Board meeting notices are issued at least seven days in advance. In addition, the company provides Board members with access to external seminars and forums, including the ACF Audit Committee Forum and the PwC Governance Center, on topics that include corporate governance, internal control systems, and the Board's role in financial reporting. These opportunities help directors to stay informed and up to date on key governance and compliance matters.

Outside Director Training Status

Training Date	Training Provider	Outside Directors in Attendance	Reason for Absence	Training Topics
April 24, 2025	Internal Training	Yeon-Seok Jung	-	Orientation training for newly appointed outside directors on the status of Group companies
September 5, 2025	EY Han Young	Se-Won Kwon	-	6th Accounting Transparency Seminar hosted by EY Han Young
November 27, 2025	Hunet Co., Ltd.	Kyung-Bae Kwon, Young-Jin Jung, Yeon-Seok Jung, Se-Won Kwon	-	[ESG Archive] Overview of the Serious Accidents Punishment Act, and Response Strategies

CEO Succession Policy

Dong-A Socio Holdings has established a systematic CEO succession plan to minimize management vacancies arising from changes in leadership and to ensure stable business continuity. To this end, the Group continuously fosters a pipeline of CEO candidates by providing management personnel across Group companies with opportunities for inter-company transfers, internal job rotations, and training programs. For a new CEO appointment, Dong-A Socio Holdings forms a CEO Nomination Committee within three days, either three months prior to the expiration of the incumbent CEO's term or upon the occurrence of circumstances that prevent the incumbent CEO from performing his or her duties. The Committee consists of one representative designated by the largest shareholder or the largest shareholder itself, along with the two outside directors with the longest tenure. The Committee is required to complete the selection of CEO candidates within one month from the commencement of the succession process. Following its evaluation process, the Committee recommends a candidate to the Board of Directors and nominates the individual as a candidate for internal director. If elected as an internal director at the General Meeting of Shareholders, the candidate is then appointed as CEO following a final deliberation and approval by the Board of Directors.

The same principles apply to the reappointment of the CEO. The incumbent CEO is evaluated by the CEO Nomination Committee based on pre-established evaluation criteria and may be selected as a CEO candidate. If re-elected as an internal director at the General Meeting of Shareholders, the individual is appointed as CEO following a final deliberation and approval by the Board of Directors. Through this process, Dong-A Socio Holdings applies a rational and transparent succession framework that is grounded in management performance and accountability.

Committees of the Board of Directors

To enhance the expertise and operational efficiency of the Board, Dong-A Socio Holdings uses four Board-level committees: the Audit Committee, the Committee for Recommending Candidates for Outside Directors, the Evaluation and Compensation Committee, and the ESG Committee. Each committee supports the Board's rational and independent decision-making by reviewing and deliberating on key matters within its area of responsibility. The ESG Committee systematically manages Group-wide sustainability issues by reviewing and approving matters such as reports on materiality assessment results, materiality assessment plans, and integrated report disclosures, as well as by reviewing ESG management performance and approving related management plans. As Dong-A Socio Holdings had total assets of less than KRW 2 trillion as of the end of 2024, the Korean Commercial Act does not require the Company to establish an Audit Committee or Committee for Recommending Candidates for Outside Directors. Nevertheless, the Company has proactively established and operated these committees to strengthen management and accounting transparency and enhance oversight of management. Through these efforts, Dong-A Socio Holdings seeks to establish a governance framework that goes beyond legal requirements. As the same time, Dong-A Socio Holdings uses a systematic process for identifying and managing a pool of outside director candidates to continuously strengthen the independence, expertise, and diversity of the Board of Directors. Taking into account changes in the business environment and the Company's mid- to long-term strategies, the Committee for Recommending Candidates for Outside Directors continuously reviews external candidates with expertise in a range of fields, including pharmaceuticals and biotechnology, law, accounting, auditing, and ESG. Candidates are selected through a comprehensive evaluation process that considers professional expertise, independence, integrity, and the overall balance of the Board composition. Through these processes, Dong-A Socio Holdings aims to continuously enhance the capabilities and diversity of the Board of Directors, while maintaining a governance structure that contributes to long-term corporate value enhancement.

Composition of Committees Within the Board of Directors

● Chair ○ Member

Committee	Roles & Functions	Internal Director	Outside Directors			
		Min-Young Kim	Kyoung-Bae Kwon	Se-Won Kwon	Young-Jin Chung	Young-Won Chin
Audit Committee	• Supervise directors' work • Audit the company and subsidiaries • Approve the selection and dismissal of external auditors • Other matters stipulated in the Articles of Association or bylaws in relation to audit work	-	○	●	○	-
Committee for Recommending Candidates for Outside Directors	• Examine qualifications of outside director candidates • Recommend candidates for outside director positions to be submitted to the AGM	○	○	-	-	○
Evaluation & Compensation Committee	• Establish performance evaluation and compensation criteria • Evaluate company and CEO performance • Other matters related to the compensation system	-	-	○	●	○
ESG Committee	• Establish ESG-related strategies and policies • Review ESG and non-financial risks • Approve internal transactions with related parties • Manage and oversee the execution details of internal transactions • Other matters delegated by the Board of Directors or deemed necessary by the Committee	-	○	●	○	○

Corporate Governance

Board Evaluation and Compensation

The remuneration system for the Board of Directors of Dong-A Socio Holdings is operated in accordance with internal regulations. Salaries and bonuses are determined based on market compensation levels and the standards approved at the General Meeting of Shareholders.

To support their independence and transparency, compensation for outside directors is provided in the form of fixed remuneration. Monthly compensation is determined in accordance with the annual compensation policy, considering workload and legal responsibilities, including Board activities, committee participation, and agenda review. Additional allowances are provided for participation in Board committees.

Compensation for internal directors consists of base salary and performance-based incentives. The Evaluation and Compensation Committee determines differentiated increases in base salary based on Company performance and individual achievements, while performance-based incentives are provided at a target level of 15% of base salary. Notably, 10% of the Company performance evaluation criteria consists of sustainability management indicators, including individual ESG metrics.

The total compensation limit for the Board of Directors approved at the 2025 General Meeting of Shareholders was KRW 2 billion, and the total amount paid to the six directors as of the end of December 2025 was approximately KRW 1.304 billion.

Board Remuneration

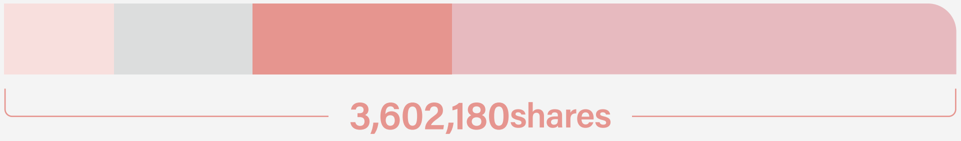
(Unit: KRW million)

Category	No. of Persons	Total remuneration	Per capita average remuneration
Internal Director	2	1,069	534
Audit Committee Member	3	180	60
Outside Directors (Non-Audit Committee Members)	1	56	56

Shareholder Composition

As stipulated in the Articles of Incorporation, Dong-A Socio Holdings is authorized to issue a total of 30,000,000 shares (par value: KRW 5,000 per share). As of the end of December 2025, a total of 6,536,434 shares have been issued, all of which are common shares. Each share carries equal voting rights.

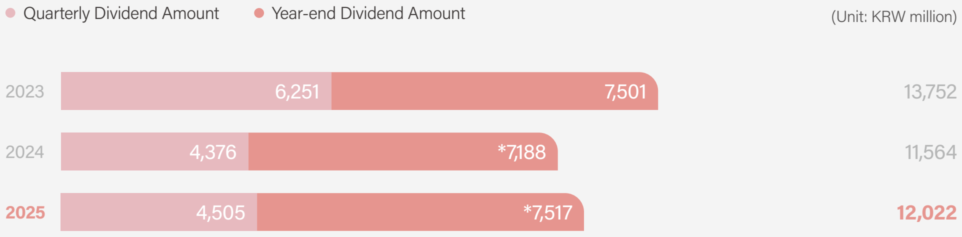
Shareholder Composition



As of December 31, 2025

Category	Type of share	No. of shares
● Jung-Seok Kang	Common stock	1,912,529
● National Pension Service	Common stock	734,980
● Employee Stock Ownership Association	Common stock	532,688
● Glaxo Group Limited	Common stock	421,983

Dividend Status



* Include both cash and stock dividends for the 2024 and 2025 fiscal years (stock dividend: 0.03 shares per share).

Corporate Governance

Shareholder Rights Protection Activities

Protection of Shareholder Rights

Dong-A Socio Holdings operates electronic voting and e-proxy systems to protect shareholder rights and support the exercise of voting rights. In addition, the Company discloses reference materials for proxy solicitation through the Data Analysis, Retrieval and Transfer System (DART), enabling shareholders to have the information they need to make informed decisions on agenda items at the General Meeting of Shareholders. To enhance the accessibility of the General Meeting of Shareholders, the Company participates in the voluntary compliance program for dispersing shareholder meetings. In addition, methods for making shareholder proposals and related procedures are clearly disclosed on the Company's website to ensure shareholders are able to exercise their proposal rights effectively. Through these efforts, Dong-A Socio Holdings seeks to establish a foundation to reasonably reflect shareholder opinions in management decision-making and strengthen a responsible governance structure built on trust with shareholders.

Shareholder Return Policy

Dong-A Socio Holdings recognizes the enhancement of shareholder value as a key management priority, establishing and disclosing a three-year shareholder return policy (2024–2026) in March 2024. Under this policy, the Company aims to return more than 50% of free cash flow based on separate financial statements to its shareholders, and also plans to distribute cumulative dividends exceeding KRW 30 billion over the three-year period. In addition, the Company has implemented an annual stock dividend of 3%. The Company also maintains a quarterly dividend policy to provide shareholders with stable and predictable cash flows. Funds remaining after dividend payments will be utilized for treasury share repurchases and retirement in order to maximize shareholder value. Dong-A Socio Holdings will continue to strengthen trust with shareholders through a consistent shareholder return policy.

Shareholder Communication

Dong-A Socio Holdings continues to expand and strengthen its various Investor Relations (IR) activities to enhance information transparency and reinforce investor confidence. Following the announcement of business results, the Company conducts regular corporate briefings for institutional investors and actively communicates with domestic and overseas investors and the market through corporate site visits, Non-Deal Roadshows (NDRs), and Corporate Day events. Through the "PR Center" section of its Korean and English websites, the Company provides key management updates and the latest information, including Group news, media content (videos), and CSR activities. In addition, IR-related information and contact details for the responsible department are disclosed to improve accessibility and convenience for various stakeholders, including minority shareholders and overseas investors. Dong-A Socio Holdings also discloses its Korean and English integrated reports containing both financial and non-financial information on its website, transparently providing comprehensive information on corporate performance and sustainability management activities. Going forward, the Company will continue to strengthen responsible management based on trust through effective shareholder communication.

Improvement of Dividend Procedures

Dong-A Socio Holdings has implemented a dividend procedure improvement policy under which dividend amounts are disclosed prior to the dividend record date in order to enhance the predictability of dividend payments to shareholders and support reasonable investment decision-making. The record date for year-end dividends was changed in March 2024, and the record date for quarterly dividends was revised through the Annual General Meeting of Shareholders in March 2025, establishing an institutional framework that enables shareholders to access dividend-related information in advance. In addition, the Company amended its Articles of Incorporation at the 2025 Annual General Meeting of Shareholders to allow changes to dividend record dates, enhancing its flexibility in the application of its dividend policy and further improving the predictability of cash dividends. Through these improvements to dividend procedures, Dong-A Socio Holdings will continue to establish a shareholder-friendly dividend policy and strengthen its transparent and responsible governance structure.

Integrated Risk Management

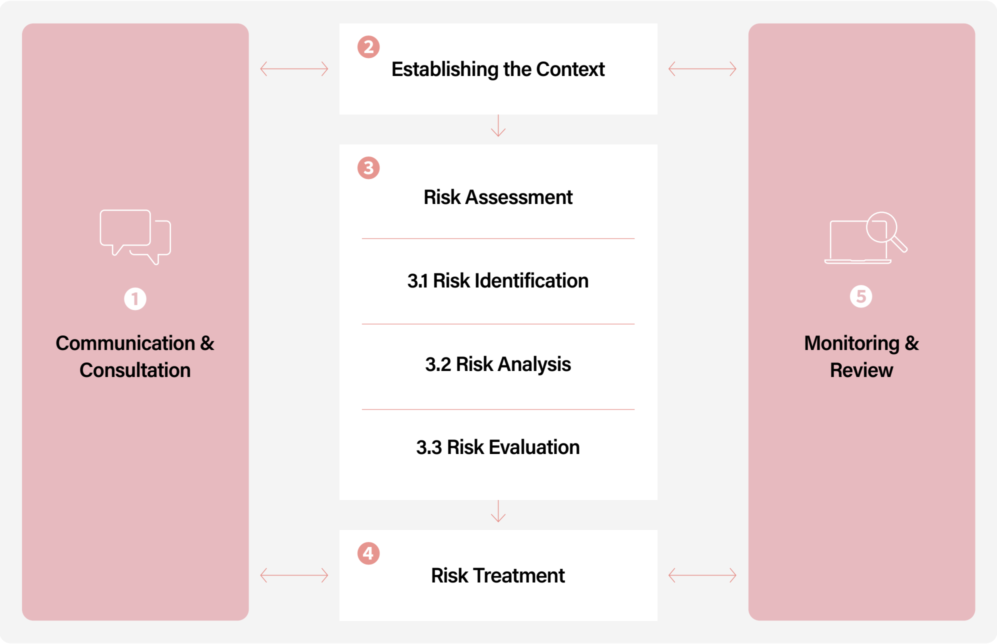
Enterprise Risk Management System

Dong-A Socio Holdings has established an Enterprise Risk Management (ERM) framework to systematically manage internal and external risks. Using analyses of the internal and external environments, the Company proactively identifies key risks and strengthens the response capabilities of diverse business divisions by establishing and integrating response measures which are tailored to the characteristics and potential impact of each risk across overall management activities. In addition, Dong-A Socio Holdings continuously advances its management framework through regular monitoring and reviews to enhance its responsiveness to evolving business environments. Based on this ERM framework, the Company will continue to establish a stable management environment while strengthening its foundation for long-term corporate value enhancement and sustainable growth.

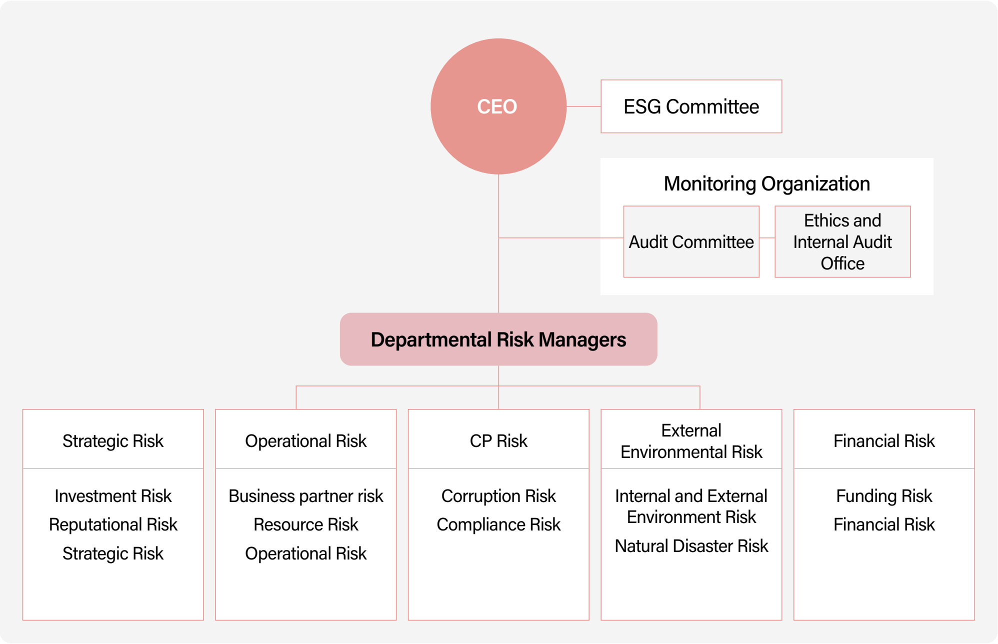
Operation of Risk Management Organization

To enable an effective risk response, Dong-A Socio Holdings operates a risk management organization composed of risk managers from each department. Leveraging established risk management procedures, each department has implemented an ongoing management system to systematically identify and respond to risks that may arise during business operations. These activities are carried out with the support and monitoring of the Ethics and Internal Audit Office. The results of enterprise-wide risk management activities are regularly reported to management and the ESG Committee to review the status of key risks and the effectiveness of response measures, while establishing necessary improvement measures and response strategies. By closely integrating department-level risk management with integrated enterprise-wide risk management, Dong-A Socio Holdings continues to strengthen its responsiveness to changes in the business environment.

Enterprise Risk Management Process



Risk Management Organizational Structure



Strategic Risk	Operational Risk	CP Risk	External Environmental Risk	Financial Risk
Investment Risk Reputational Risk Strategic Risk	Business partner risk Resource Risk Operational Risk	Corruption Risk Compliance Risk	Internal and External Environment Risk Natural Disaster Risk	Funding Risk Financial Risk

Integrated Risk Management

Risk Management Areas

To systematically manage the risks that may arise across overall business operations, Dong-A Socio Holdings has defined five key risk management areas: Strategy, Operations, CP (Compliance Program), External Environment, and Finance. In 2025, the Company partially reorganized key management categories by risk type and restructured its framework to focus on core risks.

In the Strategy Risk area, the Company identifies major risks that may arise in the course of establishing and implementing mid- to long-term management strategies while reviewing the potential impact of changes in the business environment. In the Operations Risk area, risks are managed with a focus on internal control levels and operational response systems throughout business operations. Within the CP Risk area, the Company recently added the potential for financial losses arising from corruption risks as a management item, strengthening its management of the potential impacts of corruption on corporate value and financial performance. The External Environment Risk area has been redefined to move beyond the previous management approach that was centered on individual items, and instead comprehensively address changes in the internal and external business environments that are difficult for the Company to control, including global economic uncertainty, policy and regulatory changes, and market volatility. Accordingly, Dong-A Socio Holdings continuously monitors environmental changes and develops response scenarios to assess its preparedness for uncertainty. In the Financial Risk area, the Company applies a management framework that is focused on key risks related to financial structure and capital management.

To eliminate overlap and inefficiencies in risk management, management-level risks, technology risks, regulatory risks, ethical risks, and pandemic risks were removed from management items, and the framework was reorganized around core risks. Through this reorganization of the risk management areas, Dong-A Socio Holdings aims to further advance its enterprise-wide risk management framework, maintain a stable business foundation amid changing business environments, and promote sustainable growth.

Key Risk Types and Response Measures

Risk Type	Key Risk Description	Response Measures
Strategic Risk	• Inappropriate Decision-Making and Execution • Selection of Strategic Initiatives Misaligned with Business Characteristics • Discrimination in Hiring Processes and Group-wide HR Issues* • Inefficient Allocation of CSR Activity Budgets*	• Monitoring of Trends and Developments (Domestic and International Regulatory Trends, Evaluation Standards, Changes in Stakeholder Expectations, etc.) • Risk Oversight and Control through Regular Reporting Meetings • Human Rights Management Monitoring and Establishment of a Group-wide Integrated Monitoring System Utilizing ISO 30414 • Strategic Selection of CSR Collaboration Organizations, Local Community Partners, and Public Institutions and Promotion of Public Interest through Various Communication Channels
Operational Risk	• Inadequate Internal Processes and Workforce Management • Revenue Declines Due to Raw Materials Supply Disruptions and Delivery Delays* • Losses Arising from Insufficient Systems and Infrastructure	• Establishment of a Risk Monitoring Framework by Risk Impact and Likelihood Level and Standardized Risk Management • Securing Supply Stability through Diversification of Key Raw Materials Supply Chains • Supplier Audits and Pre-inspection Activities
Compliance Risk	• Reputational damage resulting from violations of fair trade regulations, breaches of internal transaction rules, and unethical conduct by executives and employees • Legal Sanctions and Reputational Damage Resulting from Personal Information Leakage* • Financial Losses Arising from Non-compliance with the Laws and Regulations Related to Corruption, Occupational Safety and Health, the Environment, Climate, and Human Rights*	• Risk Management and Reporting by Dedicated Risk Management Departments • Establishment of Security Policies through ISO 27701 and Monitoring of Compliance with Relevant Regulations
External environment risk	• Uncontrollable Changes Resulting from Internal and External Environmental Shifts	• Establishment of Real-time Response Measures and Scenario Planning for Changes in Internal and External Environments
Financial Risk	• Oil Price Volatility • Foreign Exchange Rate Fluctuations • Interest Rate Fluctuations and Liquidity Constraints • Changes in Tax Rates by Regulatory Authorities	• Reviewing Short- and Long-term Financial Plans to Enhance Financial Stability and Respond to Interest Rate Risks

* Risk Management Items via ERM

Integrated Risk Management

Risk Mitigation Activities

Proactive Risk Prevention Activities

Dong-A Socio Holdings operates a management framework that is designed to proactively prevent various risks across the Group and minimize their impact in the event they occur. Based on the enterprise-wide risk management framework, the Risk Management Audit Team reviews potential risks and establishes standardized response processes and management standards. When there are changes in external factors such as laws, regulations, government policies, or institutional frameworks, Dong-A Socio Holdings promptly shares the relevant information with Group Affiliates to support proactive responses across business operations. The Company also shares best practices and lessons learned identified through the risk management process across the Group, enabling the experiences of individual organizations to contribute to broader organizational learning and continuous improvement. Through these preventive risk management activities, Dong-A Socio Holdings continues to embed risk response capabilities across the organization.

(1) Reorganization of Key Risk Management Areas

In 2025, Dong-A Socio Holdings reorganized its existing 15 risk categories into 12 core risk categories to improve the efficiency of risk management and clarify response priorities. Through its enterprise-wide risk management framework, the Company identified a total of 93 risks spanning both financial and non-financial areas. Among these, response measures were established for 12 key risks requiring priority management, and the Company continues to conduct preventive activities by regularly monitoring their likelihood and potential impact.

(2) Establishment of a Group-wide Enterprise Risk Management Framework

In 2025, Dong-A Socio Holdings expanded the scope of its risk management framework to establish consistent risk management standards across the entire Group. In addition, the Company reviews the risk management level at Group companies and provides additional assessments and internal consulting when necessary to support the stable implementation of related systems and processes within business operations.

Going forward, Dong-A Socio Holdings will continue to proactively manage potential risk factors through a preventive approach to risk management while strengthening the foundation for a stable business environment and sustainable growth at the Group level.

Post-Incident Response Activities

To effectively manage and control risks, Dong-A Socio Holdings systematically conducts various regular and special audit activities, including comprehensive audits, ad hoc audits, special audits, and follow-up reviews of corrective actions. These activities go beyond simple inspections and focus on diagnosing identified risks, proposing practical response measures, and continuously monitoring the implementation of improvement measures. In 2025, the Company strengthened its operational approach by closely linking risk identification and monitoring results with audit activities so that key risks could lead to actual improvements in business processes and internal systems. Through these efforts, Dong-A Socio Holdings carries out practical post-incident management activities, including root cause analysis, identification of improvement tasks, and follow-up reviews of corrective actions. In addition, through the operation of the cyber audit office “CLEAN:D” and the helpline “K-Whistle,” we maintain a continuous audit system based on reports from employees and external stakeholders, and we conduct thorough investigations and take appropriate measures regarding all reports received in accordance with internal regulations. Through these post-incident response activities, Dong-A Socio Holdings continues to enhance the effectiveness of its risk management framework and prevent the recurrence of similar risks.

Tax Risk Management

Tax Management Principles

Dong-A Socio Holdings recognizes the faithful fulfillment of its tax-related obligations as a significant corporate responsibility. The Company complies with its tax payment and reporting obligations in accordance with the applicable laws and regulations and proactively prevents risks through lawful and transparent tax management.

Tax affairs are overseen by the Finance & Accounting Team within the Business Support Office. Major tax issues undergo an initial review by the Finance & Accounting Team followed by a final review and approval by the CFO and CEO. Through these procedures, Dong-A Socio Holdings continues to strengthen accountability and transparency in its tax risk management while maintaining a stable foundation for sustainable management.

Tax Risk Mitigation

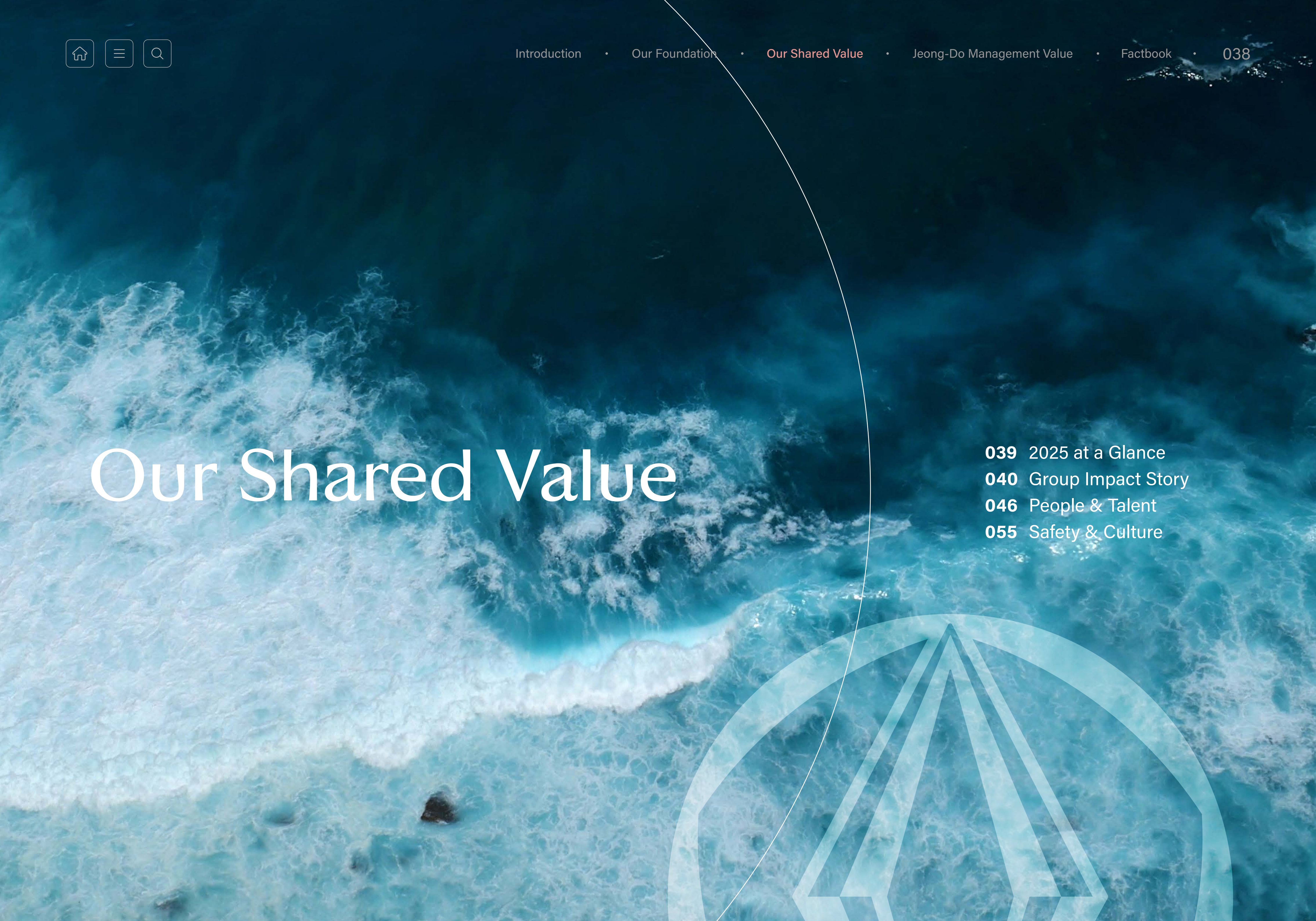
Dong-A Socio Holdings minimizes tax risks by proactively reviewing and analyzing the potential tax implications that may arise during key decision-making processes, including new business initiatives, investments, and changes in transaction structures. When business structures or transaction details change, the Company reviews the potential tax impacts in advance to identify possible risks and establish response measures when necessary. In addition, Dong-A Socio Holdings maintains smooth communication with the tax authorities through collaboration with tax specialists, and receives guidance on the lawful and effective handling of major tax issues through annual advisory agreements with external professional institutions. When significant tax issues arise, the Company establishes response measures through in-depth analysis and review by both internal and external experts, minimizing the impact of tax risks on financial performance and overall management activities.

Stakeholder Participation

Dong-A Socio Holdings communicates actively with a wide range of stakeholders–including shareholders, customers, partners, and the local communities in which it operates–to build trust and fulfill its Jeong-Do Management(Social Responsibility Management). To this end, the company utilizes diverse channels to analyze the impact of its business activities on stakeholders, identify their key concerns and expectations, and reflect them in its management practices.

Stakeholder	Communication Channel	Frequency	Major Issues & Expectations
Employees	· Intranet D-Portal · Hyundai Ezwel (Ezwelfare) · Webzine (With Dong-A) · Dong-A Pharmaceutical Magazine · Online Training Institute (Soo Seok Universität) · Labor-Management Council · Employee meetings · Grievance Counseling Center · Audit Hotline Reporting "CLEAN :D" & "K-Whistle" Helpline	· Year-round · Year-round · Year-round · Monthly · Year-round · Quarterly · As needed · As needed · Year-round	Pursue Work-Life Balance by improving the labor environment. Share human rights management policies and prevent human rights violations.
Group Affiliates	· DSC(Dong-A Socio Group Social responsibility Council) · Employee training for the Group affiliates · Dong-A Socio Holdings Website · Jeong-Do Management Website	· Annually · As needed · Year-round · Year-round	Establish Group-wide policies and share information on the status
Shareholders & Investors	· AGM(Annual General Meetings) · E-mail, meetings, phone calls, Fax · DART(Electronic Disclosure System)	· Yearly · As needed · Year-round	Minimize management risks, enhance shareholder and investor value

Stakeholder	Communication Channel	Frequency	Major Issues & Expectations
Business Partners	· Jeong-Do management website · E-mail, meetings, phone-calls, Fax · ESG training for key business partners · Audit Hotline Reporting "CLEAN :D" & "K-Whistle" Helpline	· Year-round · As needed · Annually · Year-round	Establishing Fair Operating Practices through the Promotion of Anti-corruption and Transparent Management
Government	· Presentations of and meetings with the Ministry of Employment and Labor · Allbaro System (Waste management system of the Ministry of Environment) · Safety Inspection by the Korea Industrial Safety Association · E-mail, meetings, phone-calls, Fax · Environmental Information Disclosure System	· When an issue arises · Upon Waste Disposal · Twice a month · As needed · Yearly	Respond to Government Policies and Regulations
Local Communities	· CSR activities · Provide training facilities of the Sangju Human Resources Development Center	· As needed · As needed	Support the underprivileged, contribute to the development of local communities



Our Shared Value

* Based on the Consolidated Financial Statements of Dong-A Socio Group

2025 at a Glance

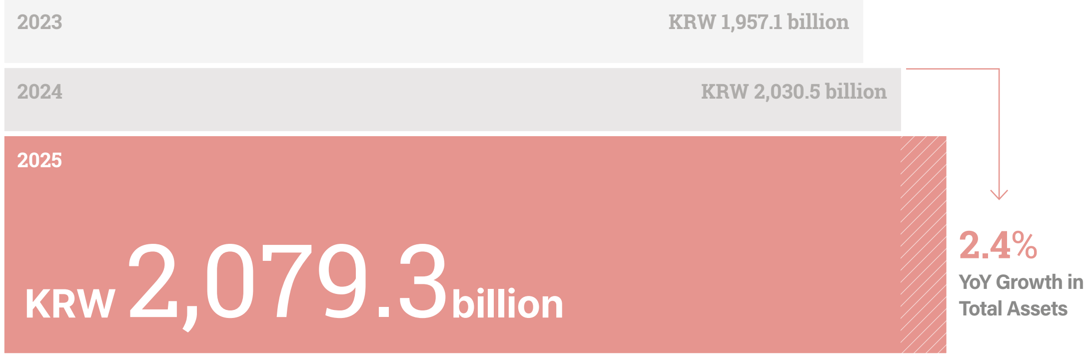
Our 2025 Highlights at a Glance

R&D Investment as a Percentage of Revenue(%)	
2024	0.7
2025	**0.7**

YoY Growth in Operating Profit(%)	
2024	6.8
2025	**19.1**

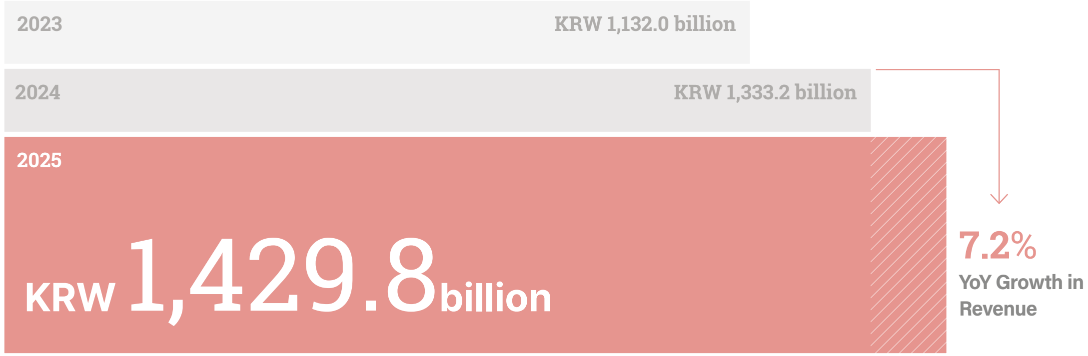
Financial Performance Highlights

Total Assets

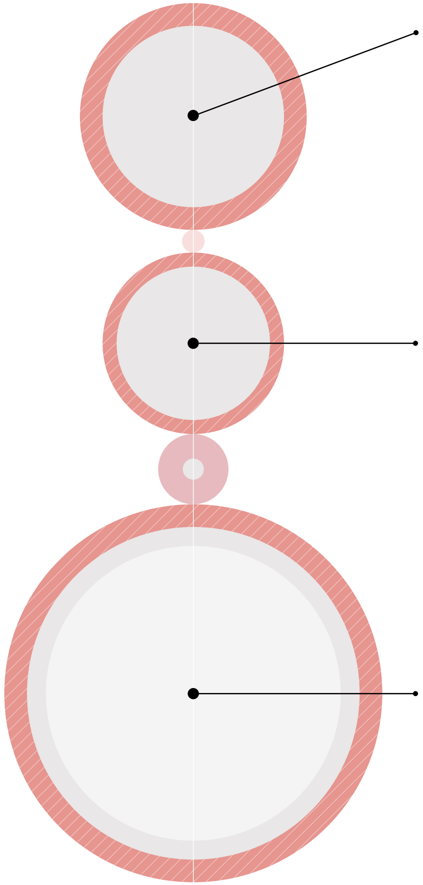


2.4%
YoY Growth in Total Assets

Revenue



7.2%
YoY Growth in Revenue



R&D Expenses (Ordinary R&D Expenses)

2024	KRW 0.89 billion
2025	KRW 10.6 billion

Operating Profit

2024	KRW 82.1 billion
2025	KRW 97.8 billion

Total Equity

2023	KRW 1,027.3 billion
2024	KRW 1,063.9 billion
2025	KRW 1,151.5 billion

* Based on the Consolidated Financial Statements of Dong-A Socio Group

Group Impact Story

Changes Created by the Dong-A Socio Group

Financial Performance Highlights

4.2%
Social Contribution Spending (% of Operating Profit)

KRW 4.12 billion
Social Contribution Expenses (Donations)

Implementation of the Group GAMASOT System

Dong-A ST New Drug R&D

Innovative R&D Pipeline[1]

Therapeutic Area	Pipeline	Modality	Partners	Available Partnership Regions	Discovery	Preclinical	Phase 1	Phase 2	Phase 3	Commercialization
Oncology	DA-4505	Small Molecule		Global	🟥	🟥	Phase 1 (Korea)			
	DA-3101	Small Molecule	KANAPH Therapeutics Inc.	Global	🟥	🟥				
	DA-4531	Small Molecule		Global	🟥					
	DA-4701 (IN-207039)*	Targeted Protein Degrader (TPD)	inno.N	Global	🟥					
Inflammatory & Neuro-degeneration	DA-7503	Small Molecule	KIST 한국과학기술연구원 Korea Institute of Science and Technology	Global	🟥	🟥	Phase 1 (Korea)			
	DA-7505	Small Molecule		Global	🟥					
	OA-AAV	AAV		Global	🟥					
	Inflammation project	Molecular glue degrader	Cyrus Therapeutics	Global	🟥					
Endocrine & Others	DA-1241	Small Molecule	MetaVia	Global	🟥	🟥	Phase 2a	Completed (U.S.)		
	DA-1726	Peptide-based Therapeutic	MetaVia	Global	🟥	🟥	Phase 1 (U.S.)			
	DA-7801	Small Molecule		Global	🟥	🟥				

[1] Status as of Q1 2026

* Transitioned to joint research with Inno.N

Impact Stories of Group Affiliates

Dong-A Socio Holdings

Implementation of the Group GAMASOT System

In 2025, Dong-A Socio Holdings implemented the “GAMASOT” system, an integrated ESG data management platform for the Group, to advance its quantitative ESG data management framework and enhance the reliability of data. By integrating the quantitative ESG data that had previously been managed separately by each affiliate into a single system, the company was able to establish consistency across the entire process of data collection, management, and verification, creating a foundation for more accurate and transparent management of ESG performance at the Group level. Notably, the system improves data objectivity and verifiability by clearly defining input standards for each indicator and operating an integrated framework for supporting documentation and history management. Going forward, the “GAMASOT” system is expected to serve as a key foundation for improving the accuracy and credibility of the Group’s integrated reports and ESG-related disclosures. Dong-A Socio Group will continue to advance its ESG management framework and provide stakeholders with transparent and reliable information.

Dong-A ST

Digital Innovation Breaking Down Healthcare Barriers

Dong-A ST is leveraging digital healthcare technologies to improve access to medical services in regions with limited healthcare infrastructure. Through its real-time remote ECG monitoring solution, “HiCardi,” the company supports the establishment of remote monitoring systems in medically underserved regions, including Ethiopia and Cambodia, contributing to reducing regional disparities in healthcare access.

In April 2025, Dong-A ST donated approximately KRW 30 million worth of specialty pharmaceuticals to the Eunpa Primary Care Center under Myungsung Christian Medical Center (MCM Hospital) in Addis Ababa, Ethiopia. The donated products, selected in consultation with local medical staff based on actual demand, included treatments for hepatitis B, diabetes, and hyperlipidemia, as well as antipyretic, analgesic, and anti-inflammatory medications. The donation contributes to improving the access of local residents to essential medicines.

In addition, Dong-A ST provided MCM Hospital with remote patient monitoring platforms, including “HiCardi Plus” and Live Studio, to strengthen the clinical efficiency and patient monitoring capabilities of local healthcare professionals. The company also provides annual on-site training for local medical staff.

Dong-A Pharmaceutical

Prime Minister's Commendation at the 5th Korea Good Donation Awards

Based on its corporate philosophy of "fulfilling social responsibility in a spirit of social justice," Dong-A Pharmaceutical was recognized for its inclusive and sustainable social contribution activities when it received the Prime Minister's Commendation at the 5th Korea Good Donation Awards in December 2025, in a ceremony hosted by the Ministry of the Interior and Safety and organized by the Korea Charity Association. This recognition reflects the company's long-standing commitment to fulfilling its social responsibilities for a wide range of stakeholders, including low-income groups, local communities, and socially vulnerable populations.

As part of its key initiatives, Dong-A Pharmaceutical operates the "One Tempo Warmer" campaign, which supports access to menstrual hygiene products for girls from low-income households, helping to promote basic hygiene and health rights. Through the "Creating a Barrier-Free World" campaign, the company has also contributed to improving accessibility for the mobility-impaired by installing ramps at pharmacies and convenience stores. In addition, the "Love Sharing Bazaar," which celebrated its 14th anniversary in 2025, has become one of Dong-A Pharmaceutical's flagship participatory social contribution programs, with all proceeds donated to low-income and marginalized groups in the local communities in which it operates. The event has established itself as a meaningful platform for sharing and community engagement among employees and local residents alike. Dong-A Pharmaceutical will continue to address the root causes of social issues and sustainably expand the positive impacts it creates for neighbors and communities in need.

BTGEN

BTGEN Family Green Day

On April 28, 2025, BTGEN held "Family Green Day," an eco-friendly experiential event for employees and their families. Organized to raise awareness of environmental conservation through environmental education and hands-on activities, the event was attended by a total of 50 participants, including 22 employees and 28 of their children.

The event featured a variety of experiential programs focused on the ways we can engage in environmental protection in daily life. Participants experienced the value of resource circulation through environmental poster drawing sessions using recycled vinyl banners, and learned ways to reduce their plastic use by making solid toothpaste with eco-friendly and sustainable materials. In addition, participants shared the value of consumption aimed at reducing our environmental impact by creating aromatic perfumes using natural essential oils.

ST Pharm

Community Partnership Agreement and Kimjang Volunteer Activities

On December 3, 2025, ST Pharm signed a memorandum of understanding (MOU) with Hope 365, a non-profit organization based in Ansan. Hope 365 supports foreign residents and multicultural families in the Ansan region through a variety of welfare programs, including shelter and free meal services, free medical treatment, and cultural experiences. The agreement was established to strengthen collaboration with stakeholders in the local community and systematically promote social contribution activities that address regional needs. Going forward, both organizations plan to gradually expand their meaningful contribution activities based on partnership.

As the first joint initiative following the agreement, ST Pharm conducted a "Managers' Kimjang Volunteer Program." Approximately 60 managers at the team leader level and higher prepared kimchi for their local communities using approximately 400 heads of cabbage. The program not only supported vulnerable groups but also helped foster a culture of community engagement among employees. In the future, ST Pharm plans to further strengthen its cooperation with the local communities in which it operates by expanding participation and diversifying the volunteer activities.

Dong-A Otsuka

East Sea Blue CPR Project

In 2025, Dong-A Otsuka launched the "East Sea Blue CPR (Clean·Protect·Revive) Project" in collaboration with the East Regional Headquarters of the Korea Coast Guard. In this project, the company facilitated public marine waste collection activities in the Cheongcho Lake area of Sokcho. Held in September 2025 in celebration of International Coastal Cleanup Day, the Blue CPR initiative combined underwater cleanup activities with coastal plogging, resulting in the collection of a total of 4.5 tons of marine waste, including 3 tons underwater and 1.5 tons along the coast. Approximately 20 employees, including members of Dong-A Otsuka's ESSG Team, participated in the activity. In addition, approximately 170 participants from 16 organizations and institutions—including the SSAT (Sea Special Attack Team) of the East Regional Headquarters, local governments, and private organizations—joined in the initiative, making it a representative example of public-private collaboration. Through the project, Dong-A Otsuka also signed an MOU with the East Regional Headquarters of the Korea Coast Guard to promote marine environmental conservation and public awareness. The company plans to continue to expand its public-private partnership-based social contribution activities in the future. In 2026, Dong-A Otsuka will conduct public awareness campaigns in connection with Ocean Day and International Coastal Cleanup Day through underwater and coastal cleanup activities, as well as social media outreach initiatives.

Yongma Logis

Achieving Sustainable Supply Chain Certification

Yongma Logis obtained FSC CoC (Forest Stewardship Council Chain of Custody) certification, official recognition at the international level of its capabilities in sustainable supply chain management and responsible raw materials distribution. FSC CoC certification is a globally recognized system that ensures wood and non-wood forest products are managed legally and sustainably throughout the entire supply chain, from forests to end consumers. Yongma Logis established a distribution management system that covers the entire process of receiving, storing, and shipping FSC-certified products, including paper packaging materials and printed materials. By transparently tracking and managing the flow of raw materials throughout the supply chain, the company has established a responsible logistics operation system that is aligned with global ESG standards. With this certification, Yongma Logis plans to further strengthen its role as a logistics partner that goes beyond transportation to manage supply chain transparency as well as environmental and social responsibility across the entire supply chain.

Certificate

Korean Foundation for Quality
78, Samjeon-ro, Songpa-gu, Seoul, 05606, Republic of Korea
confirms that the Chain of Custody of

YONGMALOGIS CO., LTD.
2, 78 Arayuk-ro, Gochon-eup, Gimpo-si, Gyeonggi-do, 10136,
Republic of Korea

has been audited and certified as complying with the requirements of
FSC-STD-40-004 V3-1
FSC-STD-50-001 V2-1

The certificate is valid from 20.01.2026. to 19.01.2031.

Scope of Certification
This single CoC certificate covers the trade of paper products
using the transfer system.

Certificate Code
KFQ-COC-250010

FSC License Code
FSC-C224271

Ji Young Song
Ji Young Song, CEO

Dong-A Ecopack

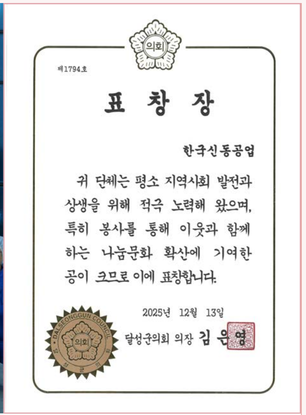
Campaign Promoting Local Agricultural and Fisheries Products

Throughout 2025, Dong-A Ecopack engaged in a local agricultural and fishery products promotion campaign to promote mutual growth with its local communities. The campaign was designed to support stable sales channels for local farmers and revitalize the regional economy. As part of the initiative, the company replaced all of the rice it uses in food and beverage manufacturing with locally sourced rice, contributing to strengthening the local agricultural ecosystem. In addition, by reducing transportation distances for raw materials, Dong-A Ecopack lowered the carbon emissions generated during logistics operations, achieving a reduction of approximately 0.07 tCO_2eq compared to 2024. This initiative was more than an effort to improve raw material procurement efficiency, and demonstrates how sustainable supply chain development with local communities can create both environmental and social value. Dong-A Ecopack plans to continue to expand its community-based mutual growth strategies in the future.

ABEN Engineering & Construction

ESG Risk Management System for Construction Supply Chains

To address ESG risks inherent to the construction industry — such as occupational accidents, delayed wage payments, and financial instability among subcontractors – in 2025, ABEN Engineering & Construction established an ESG management system based on its on-site supply chain due diligence. Going beyond simple document reviews, the company proactively identifies potential risks through in-person assessments of subcontractors' safety management practices, wage payment status, construction safety evaluation results, and credit ratings. Beginning in the second half of 2025, the Company has restricted subcontractors rated below SA6 in the Construction Safety Management Assessment from participating in construction projects. These measures not only strengthen worker safety and help prevent workplace accidents but also reduce the risk of project delays caused by labor and financial issues. At the same time, they encourage subcontractors to voluntarily enhance their safety and labor management capabilities, driving structural improvements across the supply chain.



제1794호

표 창 장

한국신동공업

귀 단체는 평소 지역사회 발전과 상생을 위해 적극 노력해 왔으며, 특히 봉사를 통해 이웃과 함께 하는 나눔문화 확산에 기여한 공이 크므로 이에 표창합니다.

2025년 12월 13일

달성군의회 의장 김 은 영

Korea Sinto

Kimjang Volunteer Activities and Recognition Award

Korea Sinto has continued its annual Kimjang volunteer activities to promote a culture of sharing within the local communities in which it operates. Joined by 15 employees in 2024, the program grew in 2025, with 24 employees participating. In December 2025, the company received a volunteer recognition award from the Chairperson of the Dalseong-Gun Council in recognition of its continued contributions to the local community. Korea Sinto will continue to expand its support for vulnerable groups and strengthen community solidarity activities as a company that grows together with the local communities to which it belongs.

DA Information

Practicing Resource Recycling Through Laptop Donations

In April 2025, DA Information donated 10 laptops to the Korea Information Technology Welfare Agency to support underprivileged communities with limited access to technology and help reduce the digital divide. By refurbishing laptops that were originally scheduled for disposal, the company engaged in healthy resource circulation while supporting digitally underserved individuals in accessing various welfare and educational services. DA Information plans to continue to create sustainable social value through regular donation activities, promoting mutual growth with the local communities in which it operates, improving digital accessibility, and establishing a resource circulation framework.

* Scope: 12 affiliates of Dong-A Socio Group (Dong-A Socio Holdings, Dong-A ST, Dong-A Pharmaceutical, BTGEN, ST Pharm, Dong-A Otsuka, Yongma Logis, Dong-A ECOPACK, ABEN E&C, Korea Sinto, DA Information, Dong-A Chammed)

People & Talent

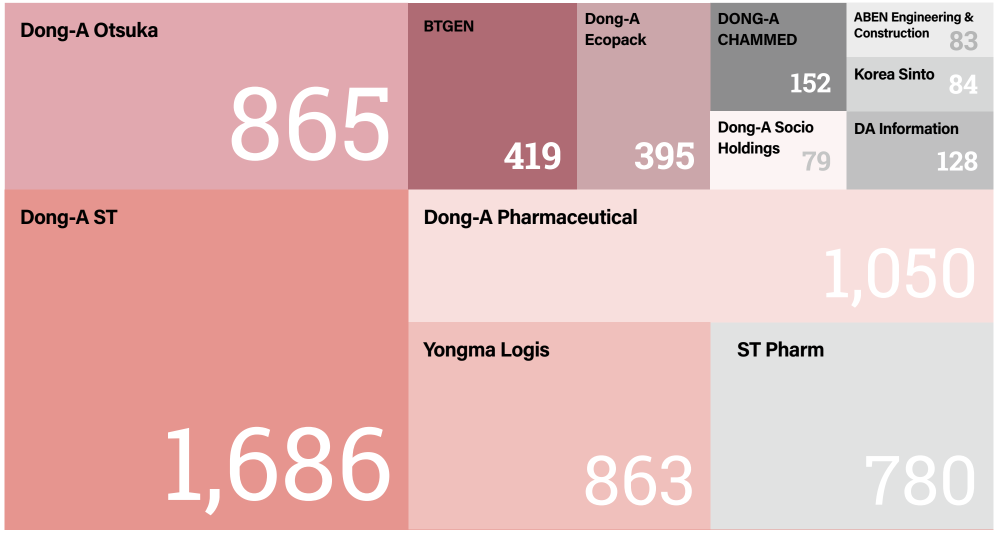
Human Capital Report

Key Human Capital Highlights in 2025

Total FTEs1) of Dong-A Socio Group

6,584 Employees

(Unit: persons)



1) Based on all Group affiliates, head count is calculated on an FTE (Full-Time Equivalent) basis, assuming 8 working hours per day and a 40-hour workweek.

Holding Company	Dong-A Socio Holdings
Pharmaceuticals & Biosimilars	Dong-A ST, Dong-A Pharmaceutical, BTGEN, ST Pharm
Medical Devices	DONG-A CHAMMED
Food & Beverage	Dong-A Otsuka
Packaging	Dong-A Ecopack
Logistics	Yongma Logis
Manufacturing	Korea Sinto
Construction	ABEN Engineering & Construction
IT	DA Information

Employee Recruitment and Retention

*As of 2025

New Hires: +960 Employees

Ratio of Permanent and Non-Permanent Employees

● Permanent Employees	94.7%
● Non-Permanent Employees	5.3%

Turnover Rate: 12.6%

Employees by Age Group

*As of 2025

Age Group Distribution

● Under 30	20.1%
● 30 to Under 50	65.2%
● 50 and Above	14.7%

Talent Development

*As of 2025

Training Hours per Employee: 44.4 Hours

Willingness to Apply Job Competency Programs to Work: 4.39 /5.00Points

Human Capital Return on Investment (HCROI)

*As of 2025

Dong-A Socio Holdings (Holding Company): 4.23%

Average of Operating Companies: 1.51%

Workplace Safety Management

*As of 2025

Lost Time Injury Severity Rate (LTISR): 0.001%

Safety Training Hours: 13.4 Hours per Employee

* Human capital data were sourced from the GAMASOT system, while data for Dong-A ST and ST Pharm were referenced from their respective sustainability report.

Diversity and Inclusion

Social expectations and institutional frameworks around creating inclusive work environments are strengthening, including the elimination of employment discrimination, advancement of gender equality, protection of the rights of persons with disabilities, and support for work-life balance. Amid accelerating demographic changes driven by low birth rates and the aging of the population, as well as growing social discussions surrounding the extension of working life, diversity management encompassing age, gender, and disability status has emerged not only as a social responsibility but also as a key management priority for companies. Dong-A Socio Group actively embraces these social changes by fostering an inclusive organizational culture in which all employees have equal opportunities to fully demonstrate their capabilities, without discrimination. Recognizing that a workplace in which individuals from diverse backgrounds can grow together regardless of age, gender, nationality, or disability status is the foundation for sustainable growth driven by creativity and innovation, the Group will continue its efforts to realize such an environment.

Age Diversity | Employee Distribution by Age Group

Category	Unit	2023	2024	2025
Under 30	%	23.0	21.0	20.1
30 to Under 50	%	63.1	64.3	65.2
50 and Above	%	13.9	14.7	14.7

* Scope: 12 affiliates of Dong-A Socio Group (Dong-A Socio Holdings, Dong-A ST, Dong-A Pharmaceutical, BTGEN, ST Pharm, Dong-A Otsuka, Yongma Logis, Dong-A ECOPACK, ABEN E&C, Korea Sinto, DA Information, Dong-A Chammed)

Looking at the age distribution at Dong-A Socio Group over the past three years, the percentage of employees aged 30 to 49 has steadily increased from 63.1% in 2023 to 65.2% in 2025, while the percentage of employees aged 50 and older has remained at 14.7%, the same level as the previous year. In contrast, the proportion of employees under 30 has shown a steady downward trend, falling from 23.0% in 2023 to 20.1% in 2025. These changes are believed to result from a combination of South Korea's aging population, the general trend toward later entry into the workforce, and the shift from recruitment centered on regular open hiring to continuous hiring.

In particular, as the proportion of mid-career hires increases, the share of employees in the core age group (ages 30–50) is expanding. Since mid-career hires offer the advantage of rapidly bolstering expertise, while new graduates contribute to organizational stability and long-term growth, we plan to continue refining our recruitment strategies to meet the specific business needs of each Group company. Broadly speaking, Dong-A Socio Group strives to be an organization where diverse generations grow together. To this end, we operate life-cycle welfare programs and life-planning initiatives that encompass everything from marriage and childbirth support, housing funds, and children's education expenses to retirement planning, thereby fostering an environment where all employees can feel a sense of belonging within the organization.

Ratio of Employees with Disabilities, Veterans, and Foreign Nationals | Workforce Distribution

Category	Unit	2023	2024	2025
Employees with Disabilities	%	1.2	1.2	1.3
Veteran Employees	%	1.3	1.0	1.2
Foreign Employees	%	0.6	1.3	0.9

* Scope: 12 Dong-A Socio Group Affiliates

Dong-A Socio Group transparently manages and discloses the employment status of employees with disabilities, veterans, and foreign employees to foster an inclusive work environment that respects social diversity and inclusion. As of 2025, employees with disabilities accounted for 1.3% of the workforce, and the Group continues its efforts to identify suitable positions for workers with disabilities and expand their employment opportunities.

As part of these efforts, Dong-A Socio Holdings and Dong-A ST jointly identified suitable positions for employees with disabilities and also launched the "Happy Car Wash" program. This initiative is an effort to expand a Group-level disability employment model across affiliates. The Group plans to continue developing similar positions to establish a long-term foundation for expanding employment opportunities for persons with disabilities.

In 2025, the proportion of veteran employees declined from 1.3% in 2023 to 1.2%. In response, the Group plans to further strengthen recruitment efforts to fulfill its social responsibility of honoring and supporting veterans. The proportion of foreign employees increased slightly from 0.6% in 2023 to 0.9% in 2025. This reflects the Group's efforts to diversify recruitment and secure global talent to strengthen its international business capabilities. Going forward, Dong-A Socio Group will continue to foster an inclusive work environment in which talented individuals can perform to the best of their abilities, regardless of nationality.

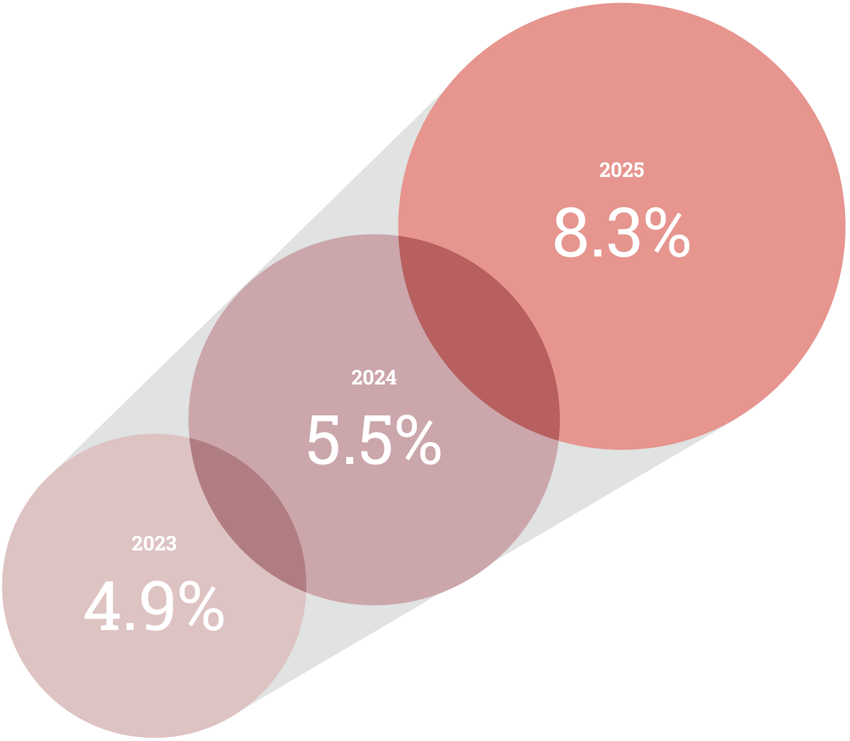
Gender Diversity | Employee Distribution by Gender

Category	Unit	2023	2024	2025
Male	%	79.3	78.7	78.4
Female	%	20.7	21.3	21.6

* Scope: 12 Dong-A Socio Group Affiliates

As of 2025, the gender distribution of employees was 78.4% male and 21.6% female, reflecting the industry characteristics of the Group's manufacturing- and sales-oriented business. The proportion of female employees was slightly increased from 21.3% in 2024 to 21.6% in 2025. Recognizing this as a key indicator, Dong-A Socio Group plans to expand recruitment and development opportunities for female talent and strengthen institutional support to create a work environment in which employees can continue to grow without career interruption.

Trend in the Ratio of Female Executives



Ratio of Female Executives and Managers

Category	Unit	2023	2024	2025
Female Executives Ratio	%	4.9	5.5	8.3
Female Managers Ratio	%	5.8	7.3	6.2

* Scope: 12 Dong-A Socio Group Affiliates,
Managers: employees holding team leader positions or higher

Female Executive and Manager Ratios by Major Affiliates

Female Executives Ratio

Category	Unit	2025
Dong-A ST	%	17.6
Dong-A Pharmaceutical	%	11.8
ABEN Engineering & Construction	%	20.0
DA Information	%	33.3

Female Managers Ratio

Category	Unit	2025
Dong-A Socio Holdings	%	10.0
Dong-A Pharmaceutical	%	10.9
ST Pharm	%	26.0
DONG-A CHAMMED	%	9.1

* Scope: 12 Dong-A Socio Group Affiliates

The Korean labor market is seeing rising levels of higher education among women, increased female labor force participation, structural changes in labor supply driven by low birth rates and the aging of the population, and growing social expectations around gender equality and inclusive organizational cultures. These changes highlight the need for companies to strengthen systematic human capital management, including attracting and retaining female talent, ensuring fair promotion opportunities, supporting work-life balance, and encouraging intergenerational collaboration.
Diversity management encompassing both age and gender has become not only a matter of social responsibility, but a key factor directly linked to securing top talent and achieving sustainable organizational growth. In response to these external changes, Dong-A Socio Group is actively promoting greater gender diversity in leadership and decision-making positions as an important management priority.
The proportion of women among the Group's executives has been steadily increasing for three consecutive years, rising from 4.9% in 2023 to 8.3% in 2025. This reflects Group-wide efforts to increase the career growth opportunities for female talent. By group companies, DA Information recorded the highest ratio of female executives at 33.3%, followed by ABEN Engineering & Construction (20.0%), Dong-A ST (17.6%), and Dong-A Pharmaceutical (11.8%). Meanwhile, the ratio of female managers declined slightly from 7.3% in 2024 to 6.2% in 2025, which Dong-A Socio Group recognizes as an indicator to be monitored. Of the affiliates, ST Pharm maintained the highest ratio of female managers at 26.0%. Dong-A Socio Group will continue to strengthen its institutional supports for identifying and developing high-potential female talent and preventing career interruption, with the goal of extending the positive trend in the ratio of female executives to managerial positions as well.

Talent Acquisition and Retention

Competition to secure talented employees is intensifying amid a declining working-age population and shrinking youth labor force driven by low birth rates and the aging of the population. At the same time, structural changes in the labor market are accelerating, including a reorganization of hiring practices toward experienced professionals and the expansion of proactive talent acquisition strategies. Notably, within the pharmaceutical and biotechnology industries, where advanced expertise is essential, the proactive recruitment and long-term retention of key employees have emerged as critical factors directly linked to sustainable organizational growth. Dong-A Socio Group is responding to these labor market changes proactively by securing top talent through diverse recruitment channels while fostering an environment in which employees can continuously grow and remain engaged within the organization. By establishing an integrated employee management system that encompasses both talent acquisition and retention, the Group will continue to strengthen its human capital foundation to support sustainable growth.

New Hires and Turnover | New Hires Status

Category	Unit	2023	2024	2025
Total New Hires	Persons	964	913	960

* Scope: 12 Dong-A Socio Group Affiliates

The number of new hires was 964 in 2023, 913 in 2024, and 960 in 2025. Following a slight decline in 2024, hiring recovered in 2025, enabling us to maintain a stable recruitment trend averaging around 940 employees annually. Dong-A Socio Group will continue to respond proactively to changes in the labor market by expanding diverse recruitment channels and fostering an environment in which talented employees can continuously grow within the organization.

Ratio of New Hires to Turnover

Category	Unit	2023	2024	2025
Employee Change Ratio	%	1.3	1.2	1.4
Major Affiliates	%	ABEN Engineering & Construction (2.4) BTGEN (2.4) DONGCHEONSU (2.0)[1] Yongma Logis (1.6) DA Information (1.6)	DONGCHEONSU(2.0)[1] DONG-A CHAMMED (1.5) Dong-A Pharmaceutical (1.5) BTGEN (1.4) Yongma Logis (1.4)	DA Information (4.1) ST Pharm (2.1) Yongma Logis (1.8) DONG-A CHAMMED (1.5) BTGEN (1.4)

* Scope: 12 Dong-A Socio Group Affiliates

The ratio of new hires to turnover is an indicator of net human capital inflow within an organization. A ratio that is higher than 1 indicates that the number of new hires exceeds the number of employees leaving the organization, reflecting a net workforce growth. The workforce change ratio was 1.3% in 2023, 1.2% in 2024, and 1.4% in 2025, remaining above 1% for three consecutive years and demonstrating a stable trend of net human capital inflow. Notably, 2025 saw the highest workforce change ratio over the three-year period, indicating an acceleration of organizational growth. By affiliate, DA Information had the highest workforce change ratio, at 4.1%. This reflects the increased demand for strengthened IT operations and project capabilities, including Group-wide digital transformation projects and task forces related to AI-based drug development platforms. ST Pharm had a ratio of 2.1% thanks to its continued hiring of research and manufacturing professionals, as the company secured the No. 1 position in Asia and the No. 3 position globally in the oligonucleotide CDMO sector and as revenue growth accelerated with clinical pipelines entering commercialization stages.

Yongma Logis had a ratio of 1.8%, reflecting the growing workforce demand driven by business expansion, including the construction of the Anseong New Hub Center with an investment of KRW 73.5 billion that is targeted for completion in 2027. BTGEN had a workforce change ratio of 1.4%. The company achieved 76.2% year-on-year revenue growth, supported by increasing commercial supply volumes and new orders for the biosimilar "Imuldosa." With the expansion of its biopharmaceutical production facilities backed by an investment of approximately KRW 110 billion, BTGEN is also strengthening its recruitment of talent.

Employee Turnover

Category	Unit	2023	2024	2025
Turnover Rate	%	12.2	13.8	12.6

* Scope: 12 Dong-A Socio Group Affiliates

The employee turnover rate increased slightly from 12.2% in 2023 to 13.8% in 2024, before dropping to 12.6% in 2025. This trend suggests that despite increased labor market mobility, the Group's organizational culture and institutional efforts to support employee engagement and growth are gradually delivering positive results. Dong-A Socio Group will continue to strengthen career development opportunities and foster an environment that supports work-life balance in order to sustain the positive trend of reduced employee turnover.

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1) In March 2025, Soo Seok and DONGCHEONSU were merged into Dong-A ECOPACK; however, in this indicator, DONGCHEONSU is used as the designation

Employment Type Distribution | Employee Distribution by Employment Type

Category	Unit	2023	2024	2025
Permanent Employees	%	95.2	94.9	94.7
Contract Employees	%	4.8	5.1	5.3
Total	%	100	100	100

* Scope: 12 Dong-A Socio Group Affiliates

Number of Employees by Employment Type

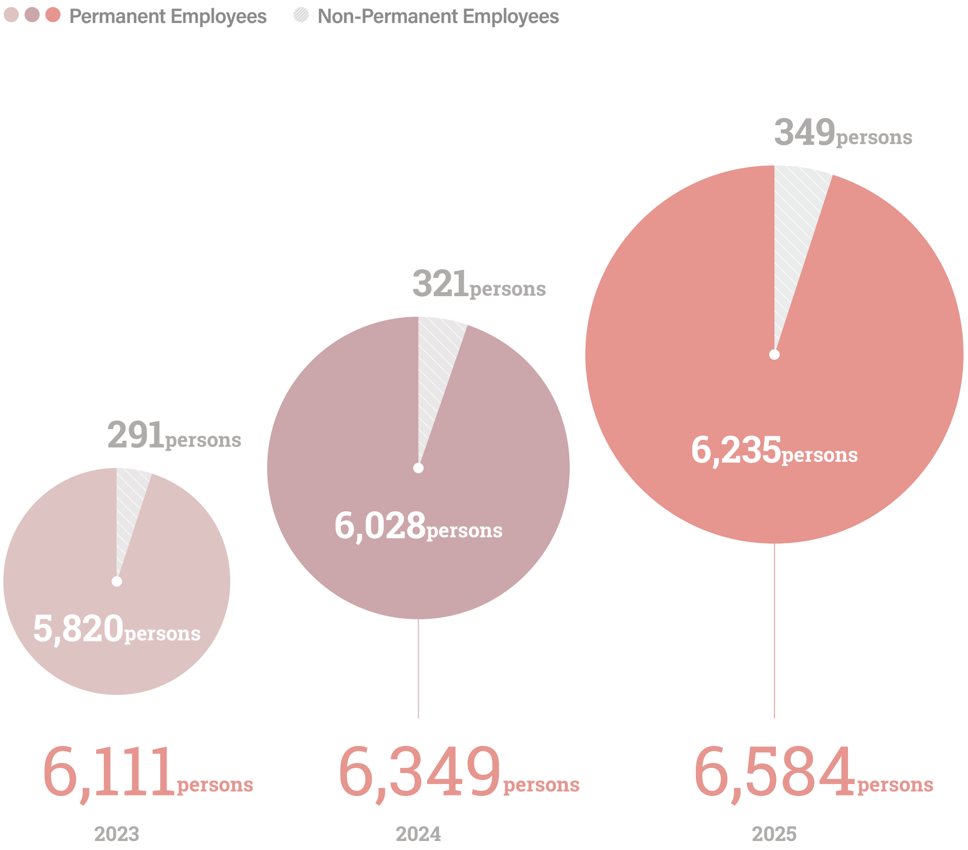
Category	Unit	2023	2024	2025
Permanent Employees	Persons	5,820	6,028	6,235
Contract Employees	Persons	291	321	349
Total	Persons	6,111	6,349	6,584

* Scope: 12 Dong-A Socio Group Affiliates

The total number of employees across Dong-A Socio Group increased from 6,111 in 2023 to 6,584 in 2025, reflecting continued workforce expansion, with an increase of 473 employees over the three-year period. By employment type, the number of permanent employees steadily increased from 5,820 in 2023 to 6,235 in 2025. Meanwhile, the proportion of permanent employees declined slightly over the same period, from 95.2% to 94.7%. This was mainly attributable to the introduction of hiring systems at certain affiliates in which employees are converted to permanent positions after probationary evaluations, resulting in some employees being temporarily classified as contract workers during the transition period.

At the same time, the employee turnover rate was reduced from 13.8% in 2024 to 12.6% in 2025, suggesting that the Group's stable employment structure centered on permanent positions is positively contributing to employee engagement and organizational commitment. Dong-A Socio Group will continue to strengthen a workforce management system that balances quantitative growth with qualitative stability while maintaining flexibility in response to changes in the business environment.

Growth in Total Number of Employees



Safety and Health

The safety and health of employees are critical sustainability management issues that have a broad impact on society. As part of its mission to contribute to human health and well-being, Dong-A Socio Group has established a safety management system based on the Occupational Safety and Health Act and the Serious Accidents Punishment Act. In addition, some affiliates have adopted and operate internationally recognized Safety and Health Management Systems. Major studies have shown that preventive investments in occupational safety and health can reduce productivity losses by more than 50%.[1)]

Lost Time Injury Severity Rate (LTISR) Management | Occupational Accidents and LTISR

Category	Unit	2023	2024	2025
Occupational Injuries	Cases	28	33	32
Occupational Fatalities	Cases	0	1	1
LTISR**	%	0.002	0.002	0.001

* Scope: 12 Dong-A Socio Group Affiliates

** Lost Time Injury Severity Rate (LTISR): The percentage of working hours lost due to occupational accidents (working hours lost due to occupational injury-related sick leave and medical leave / total working hours for the year).

Dong-A Socio Group systematically manages and discloses information on industrial accidents to ensure a safe and healthy work environment for its employees. The number of workplace accidents is tallied based on reports submitted via the Workplace Accident Investigation Form, and the LTISR improved from 0.002% in 2023 to 0.001% in 2025. The number Occupational Injuries decreased slightly from 33 in 2024 to 32 in 2025.

In addition to general accident management, Dong-A Socio Group operates workplace safety and health policies in accordance with the Occupational Safety and Health Act and the Serious Accidents Punishment Act. Depending on the size of each affiliate, dedicated safety teams or workplace safety officers are appointed, and certain affiliates have established and operate occupational health and safety management systems aligned with the ISO 45001 international standard. Related data is regularly reported to the Board of Directors, and when safety issues occur, the Group identifies the root causes of management gaps and implements improvement measures under clearly defined accountability.

Safety Training Completion Status

Category	Unit	2023	2024	2025
Total Safety Training Hours	Hours	80,665	87,427	88,549
Average Training Hours per Employee	Hours	13.2	13.8	13.4
Total Number of Employees	Employees	6,111	6,349	6,584

* Scope: 12 Dong-A Socio Group Affiliates

In addition, Dong-A Socio Group provides annual occupational safety and health training to all employees. The training is organized by topic—including CPR training—and is delivered through a blended learning approach that combines both online and offline formats. The Group's internal LMS systematically tracks training participants and completion status. The number of participants and completion rates are disclosed annually in the Group's Integrated Report and the respective sustainability reports of its affiliates, ensuring transparency for stakeholders. The average safety training hours per employee was 13.4 hours in 2025, a slight decrease compared to the previous year.

Employee Health Management | Health Checkup Participation Rate

Category	Unit	2023	2024	2025
Dong-A Socio Holdings	%	98	100	100
Dong-A ST	%	98	100	100
Dong-A Pharmaceutical	%	99	100	100

For Group workplaces with fewer than 1,000 employees, one on-site nurse is assigned, while workplaces with 1,000 or more employees deploy two on-site nurses per site.

The on-site nurses are responsible for employee health management, including health checkup participation and follow-up management, health education programs such as hand-washing campaigns, and the management of job stress and musculoskeletal disorders. They also respond to workplace health-related emergencies and support occupational health and safety committee operations.

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1) ISSA & DGUV. (2010). The return on prevention: Costs and benefits of investments in occupational safety and health in companies.

Talent Development System

Employees with expertise and initiative who can help realize the mission of advancing human health and well-being are valuable assets for the Group's sustainable growth. As AI and digital transformation continue to reshape industries, employee capability development has become increasingly important—not merely as a support function, but as a core foundation of organizational competitiveness. Dong-A Socio Group operates training and leadership development systems that are tailored by job function and position level, while strengthening its digital and AI competency programs to respond to the rapidly changing business environment. In addition, the Group operates a data-driven training effectiveness measurement system to continuously evaluate and enhance the impact of its education programs, while fostering a learning-oriented organizational culture in which all employees can grow together.

Training Programs | Total Training Hours

Category	Unit	2023	2024	2025
Total Training Hours	Hours	196,932	199,879	292,558
Training Hours per Employee	Hours	32.2	31.5	44.4
Total Training Expenses	KRW (thousand)	2,367,637	1,702,228	3,099,836

* Scope: 12 Dong-A Socio Group Affiliates

Job Competency Program Performance

Category	Unit	2024	2025
Course Satisfaction	Score	4.46	4.42
Willingness to Apply Learning to Work	Score	4.41	4.39

* Scope: 12 Dong-A Socio Group Affiliates

Dong-A Socio Group operates a total of 28 job competency development programs across five job categories and various levels, while focusing on the acquisition of new competencies and the advancement of existing capabilities in response to changes in the business environment accelerated by AI and digital transformation. Upon the completion of job competency programs, the Group measures and monitors course satisfaction and willingness to apply learning to work among participants. In 2025, these two indicators remained at high levels, 4.42 and 4.39, respectively. Across the Group, total training hours reached 292,558 hours in 2025, an increase of approximately 46% compared with the previous year. Training hours per employee also increased from 31.5 hours to 44.4 hours, while total training expenses rose by approximately 82% year on year. This increase was driven by a combination of enhanced accessibility to online and offline training through the cloud-based learning management system (LMS), "Soo Seok Universität," and growing demand for digital and AI competency training. The system features more than 10,000 online learning content items categorized by topic and competency, enabling employees to learn autonomously, at any time and from any location. Training status is systematically managed through a data-driven approach and regularly reported to management.

360-Degree Leadership Feedback Status

Category	Unit	2024	2025
Leaders Subject to Assessment (All managers and promotion candidates across 13 Group affiliates)	Persons	1,062	1,117
Assessment Participation Rate	%	85.0	83.8

* Scope: 13 Dong-A Socio Group Affiliates
* Target: All managers and promotion candidates across 13 Group affiliates

Dong-A Socio Group structures its leadership pipeline based on a four-level leadership framework. SL1) refers to working-level employees characterized by a learning mindset and the ability to carry out assigned tasks independently. EL2) refers to working-level leaders who serve as role models for junior employees while developing expertise in their fields. TL3) refers to performance leaders responsible for managing teams and personnel while maximizing organizational performance. BL4) refers to business and functional leaders responsible for driving the sustainable growth of the organization.

For leaders at each level, the Group applies leadership development tracks (AC5), BC6), and DC7)), new position-holder tracks (including introductory, classroom, and follow-up programs), and leadership enhancement tracks (360-degree feedback), enabling employees to assess and develop their competencies. To strengthen their leadership capabilities, the Group has designed and introduced the new "Leadership Play Program," which enables leaders to utilize training content in their day-to-day work based on the Group's leadership competency model. In addition, the annual 360-degree leadership feedback program has continued to increase both the number of leaders assessed and the participation rates, establishing itself as a representative and reliable leadership assessment tool.

1) SL: Self Leader
2) EL: Emerging Leader
3) TL: Team Leader
4) BL: Business Leader
5) AC: Assessment Center
6) DC: Development Center
7) BC: Basic Course

Human Capital Investment and Value Creation

Dong-A Socio Group views investment in human capital not as a simple expense, but as a capital investment that enhances the value of its human assets. Accordingly, the Group closely analyzes and manages total labor costs—including salaries, employee benefits, and outsourced services—with the aim of improving productivity and enhancing corporate value through a stable human capital foundation. According to OECD research, companies that strategically invest in human capital achieve productivity improvements averaging between 10% and 15%.[1]

Labor Costs | Total Labor Costs

Category	Unit	2023	2024	2025
Salaries**	KRW (thousand)	369,420,842	404,616,208	422,161,545
Employee Benefits	KRW (thousand)	68,363,477	77,585,283	86,269,684
Outsourcing Costs	KRW (thousand)	249,432,180	317,857,750	302,647,128
Total Costs	KRW (thousand)	687,216,499	800,059,241	811,078,357

* Scope: 12 Dong-A Socio Group Affiliates

** For the previous two years' data, Dong-A ST's personnel expenses were aggregated as the sum of expenses by category; from 2025 onward, the group's SG&A-based criteria have been applied

Dong-A Socio Group's total personnel costs increased for three consecutive years — from KRW 687,216,499 thousand in 2023 to KRW 800,059,241 thousand in 2024 and KRW 811,078,357 thousand in 2025 — reflecting the Group's continued expansion of investment in its workforce. By item, salaries rose for three consecutive years from KRW 369,420,842 thousand in 2023 to KRW 422,161,545 thousand in 2025, while employee benefits also grew steadily from KRW 68,363,477 thousand in 2023 to KRW 86,269,684 thousand in 2025. This reflects the Group's sustained commitment to investing in improved compensation and livelihood support for its employees. External service costs declined slightly from KRW 317,857,750 thousand in 2024 to KRW 302,647,128 thousand in 2025, signaling a shift in workforce management toward greater internalization of core competencies.

Ratio of Outsourcing Costs to Total Labor Costs

Category	Relevant Affiliates
50% and Above	Yongma Logis, ABEN Engineering & Construction, DA Information
30% to Below 50%	Dong-A Pharmaceutical
10% to Below 30%	Dong-A Socio Holdings, Dong-A ST, BTGEN, Dong-A Otsuka, Korea Sinto
Below 10%	ST Pharm, Dong-A Ecopack, DONG-A CHAMMED

* Scope: 12 Dong-A Socio Group Affiliates, Separate Basis

Dong-A Socio Group applies a principle of internalizing core capabilities while efficiently utilizing outsourced services in areas with relatively low strategic value. Through this approach, the Group creates an environment in which employees can focus on high value-added work while concentrating our organizational capabilities and resources on core business areas.

The ratio of outsourcing costs to total labor costs shows different patterns based on the business characteristics of each affiliate. ABEN Engineering & Construction, Yongma Logis, and DA Information, which operate in the construction, logistics, and IT sectors, respectively, recorded outsourcing ratios of 50% or higher due to industry-specific reliance on outsourcing in non-core areas. Dong-A Pharmaceutical and Korea Sinto recorded ratios between 30% and 50%. Meanwhile, Dong-A ST, BTGEN, Dong-A Socio Holdings, and Dong-A Otsuka maintained ratios between 10% and 30%, reflecting operating structures centered on internal capabilities, particularly in areas where R&D and manufacturing expertise are key competitive advantages. ST Pharm, Dong-A Ecopack, and DONG-A CHAMMED recorded outsourcing ratios below 10%, the lowest level of outsourcing dependence within the Group.

Dong-A Socio Group continuously monitors changes in outsourcing cost ratios as a key indicator of the level of internalization of core capabilities, and will continue its work to strengthen internal competencies in strategically important areas.

Human Capital Return on Investment (HCROI) | Revenue per Employee

Category	Unit	2023	2024	2025
Revenue per Employee	KRW (thousand)	437,871	455,636	483,083

* Scope: 12 Dong-A Socio Group Affiliates, Separate Basis

Human Capital Return on Investment (HCROI)

Category	Unit	2023	2024	2025
Dong-A Socio Holdings (Holding Business)	%	3.99	3.25	4.23
Average of Group Affiliates	%	1.28	1.38	1.51

* Scope: 12 Dong-A Socio Group Affiliates, Separate Basis

Human Capital Return on Investment (HCROI) is a key human capital metric that measures the efficiency of returns generated relative to labor costs, reflecting the tangible outcomes of human capital investment. Revenue per employee increased steadily for three consecutive years, rising from KRW 437,871 thousand in 2023 to KRW 483,083 thousand in 2025, indicating continuous growth in value creation per employee. The average HCROI across Group affiliates also showed a consistent upward trend, rising from 1.28 in 2023 to 1.51 in 2025. This demonstrates that the efficiency of human capital investment has improved across the Group overall. Dong-A Socio Group utilizes HCROI as a key indicator for evaluating the effectiveness of its talent development and compensation systems, and will continue to strengthen the virtuous cycle of employee capability development and organizational performance.

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1) McKinsey & Company. (2022). Organizing for the future: The value of people-centric strategies.

For Dong-A Socio Group, ethics and compliance are not merely regulatory requirements, but are core pillars of corporate trust and long-term competitiveness. Through internal audits, anti-corruption systems, internal accounting controls, and enterprise risk management, the Group identifies risks at an early stage and connects them to actionable measures through grievance counseling and anonymous reporting channels. Compliance management and risk management extend beyond corporate values and are also directly linked to cost management. According to recent global research, the cost of non-compliance is approximately 2.7 times higher than the cost of compliance, resulting in average direct losses of USD 14.8 million (approximately KRW 18.6 billion) from fines, litigation, reputational damage, and business interruptions.[1]

HR Issue Management | HR Issue Reports and Actions Taken

Category		2023	2024	2025
Corrupt Practices	Improper solicitation, acceptance of gifts, hospitality, or entertainment, improper budget execution, unfair trading practices, leakage of internal information, etc.	8(8)	17(17)	19(19)
Harassment and Workplace Bullying	Unfair leverage of one's superior position in the workplace, acts causing mental and physical pressure and anxiety, improper acts	17(17)	20(20)	28(28)
Corruption in recruitment and personnel appointments	Any acts violating fairness in recruitment, personnel appointments, and related processes	6(6)	6(6)	9(9)
Other Unethical Conduct	All unethical acts not classified under the above categories	58(58)	13(13)	115(115)
Total		89(89)	56(56)	171(171)

* Scope: 12 Dong-A Socio Group Affiliates / Reports received and actions taken through grievance counseling channels (all 13 Group affiliates Source: Audit Hotline CLEAN :D, Helpline K-Whistle)

Dong-A Socio Group has clearly defined roles and responsibilities for compliance through the audit, accounting and finance, and sustainable management organizations under its holding company, and regularly manages risks through its anti-bribery management system, internal accounting controls, enterprise-wide risk management, and compliance management system. The Anti-Bribery Management System was rolled out across all Group companies starting in 2023, and four of these companies have obtained ISO 37001 certification from global certification bodies. In the accounting and finance division, the reliability of financial information is continuously verified and managed through the Internal Accounting Control System, and as of 2024, 11 Group companies have completed the implementation of the Enterprise-wide Risk Management System. Several Group companies have also obtained and maintained ISO 37301 certification for their compliance management systems. Various issues that could impact corporate sustainability are reported through multiple channels, including the Grievance Counseling Office, the cyber audit office "CLEAN:D," and the anonymous reporting system "K-Whistle." Each Group company appoints grievance counseling committee members to ensure employees can report concerns with confidence. In particular, the "K-Whistle" helpline is a separate, group-wide system operated by a third party, designed to detect and resolve hidden organizational risks at an early stage. Cases of human rights violations against employees are handled thoroughly under a "zero-tolerance policy," and each Group company has established a system where a separately established Human Rights Violation Redress Committee determines whether to provide relief to victims and can directly recommend corrective actions to top management. In 2025, the total number of HR issues reported was 171, an increase from the previous year. This is interpreted as evidence that the culture of reporting among employees has matured through ongoing Group-wide efforts to improve compliance awareness, and that the system for proactively identifying latent risks is functioning effectively. Dong-A Socio Group manages this data by focusing on resolving issues rather than the number of reports itself, and takes thorough action on every reported matter. In fact, the rate of action taken relative to the number of reports has been 100% for three consecutive years from 2023 to 2025, maintaining a policy of proactively managing even minor risks. Along with this thorough follow-up management of issues that arise, Dong-A Socio Group places a strong emphasis on the proactive prevention of risks. The Group continuously operates ethics training programs to enhance employees' compliance awareness and ethical judgment capabilities, achieving a training completion rate of 90.2% in 2025. This reflects the Group's strategic direction to go beyond merely reacting to compliance issues after the fact and to fundamentally embed compliance by strengthening the ethical capabilities of each individual employee.

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1) Ponemon Institute, & GlobalScape. (2017) The true cost of non-compliance with data protection regulations.

* Scope: 8 affiliates of Dong-A Socio Group (Dong-A Socio Holdings, Dong-A Pharmaceutical, BTGEN, Yongma Logis, Dong-A ECOPACK, ABEN E&C, Korea Sinto, DA Information)

Safety & Culture

Economic Impact of Occupational Accident Prevention

Results of the Economic Value Measurement Project

2.5 Cases

Reduction in Occupational Accidents

* Compared with the industry average

0.3 %

Ratio of Investment in Safety Equipment and Operations

* As a Percentage of Revenue

KRW 358.37 Million

Economic Impact of Occupational Accident Prevention

* 8 Dong-A Socio Group Affiliates

Impact of Occupational Accident Prevention

Dong-A Socio Group is gradually advancing the quantification of its non-financial performance outcomes in order to more objectively manage the value of its socially responsible management activities. Through this approach, the Group aims to translate non-financial performance into financial terms and establish a sustainability management framework that is based on economic value.

The Group's economic value measurement indicators are proprietary financially linked metrics designed based on costs actually incurred or prevented in non-financial areas. As these indicators are structured to be directly connected to financial performance, they are intended to quantitatively assess the impact of non-financial activities on corporate financial soundness and long-term value creation.

In 2025, Dong-A Socio Group developed economic value measurement indicators related to occupational accident prevention and quantified the results as follows.

Centered on the Group's safety and health council, D-SHIELD, the Group established safety and health strategies at the Group level (Mission, Vision, and Core values), while operating regular consultative bodies to strengthen occupational safety and health capabilities across affiliates. In addition, affiliates continued to pursue efforts to enhance their safety management enhancement based on their business characteristics, including the introduction of digital risk assessment systems, enhancement of facilities for working at heights, and mock drills to practice their response to serious accidents. Thanks to these systematic safety management activities, the number of occupational accidents across Dong-A Socio Group in 2025 was below the industry average by a total of 2.5 cases. Based on this reduction, the economic impact of occupational accident prevention was estimated at approximately KRW 358.37 million. This represents a Group-level financial value created by preventing the direct and indirect losses associated with occupational accidents. In addition, the ratio of investment in safety facilities and operations relative to revenue was 0.3%, and the Group plans to continue to increase its investment in safety management to further reduce occupational accidents.

Jeong-Do Management Value

Materiality Assessment

Materiality Assessment Process

The Dong-A Socio Group conducted a double materiality assessment to identify issues that may affect its sustainability and business operations. Double materiality is an approach that considers both the impact of the Group's business activities on environmental and social factors (Impact Materiality) and the financial implications of sustainability-related issues on the Group (Financial Materiality). Working from the material issues identified, the Group assessed the impacts on the environment, society, and stakeholders, as well as the financial risks and opportunities arising from external factors. Through impact analyses involving both internal and external stakeholders, the Group determined its key material issues. The finalized key material issues are incorporated into the Group's risk management processes, and the Group transparently discloses its performance and progress to stakeholders through its Sustainability Report.

STEP 1 Issue Pool Development

Develop a long list of issues based on domestic and international standards and assessment criteria

Stages of Issue Pool Development

- Review of initiatives, including GRI Standards, SASB Standards, and the K-ESG Guidelines
- Analysis of the previous year's material issues and current business status

22 Issue pools

STEP 2 Identification of Material Issues

Research media and analyze benchmarking data

External Materiality Testing

- Media analysis: Analysis of environmental and social issues covered in news articles over the past year
- Benchmarking against seven domestic and global industry peers

6 Material Issues

STEP 3 Materiality Assessment

Assess the environmental and social significance as well as the financial significance of each issue

Stakeholder Survey

- Participants: 97 individuals, including ESG departments of eight Group affiliates and outside directors of Dong-A Socio Holdings
- Survey: Assessment of the environmental and social significance and financial significance of the six material issues

Materiality Analysis

- Analysis of survey results, followed by assignment of scores based on rankings
- Identification of issue rankings based on the combined scores for environmental, social, and financial impacts

STEP 4 Selection of Key Material Issues

Determine key material issues by reflecting issue priorities and impacts across sustainability topics

Ranking of Environmental and Social Impact Scores

① Product (Pharmaceutical) Safety
② Occupational Safety and Health Management
③ Ethical and Compliance Management
④ Research and Development (R&D) and Technological Innovation
⑤ Economic Value Creation
⑥ Carbon Neutrality

Ranking of Financial Impact Scores

① Economic Value Creation
② Research and Development (R&D) and Technological Innovation
③ Product (Pharmaceutical) Safety
④ Ethical and Compliance Management
⑤ Occupational Safety and Health Management
⑥ Carbon Neutrality

3 Key Material Issues

Materiality Assessment

Results of Materiality Assessment

The Dong-A Socio Group comprehensively assessed its environmental and social impacts as well as its financial impacts, and short-listed six material issues. Among them, Economic Value Creation, Research and Development (R&D) and Technological Innovation, and Product (Pharmaceutical) Safety, which align with the Group's strategy and direction, were identified as the key material issues. These issues are covered in greater detail throughout this report via expanded disclosures. Based on the assessment results, the Dong-A Socio Group systematically manages the risks and opportunities associated with its material issues and transparently discloses its performance and progress through its Integrated Report. Going forward, the Group will continue to identify factors that affect its sustainability through regular materiality assessments, and maintain a systematic approach to addressing and managing these factors.

Material Issues of Dong-A Socio Group

NO.	Category	Material Issue	GRI Index	Reference Page	Management Approach and Responses
①	Economic	**Economic Value Creation**	Organization-specific Indicators: Revenue, Operating Profit	p.138, 163, 167, 171, 175, 179, 183, 187	▪ Business expansion based on thorough market analysis and risk assessment ▪ Securing global competitiveness through sustainable management strategies ▪ Creating mutual benefits and expanding employment by working in collaboration with local communities
②	Economic	**Research and Development (R&D) and Technological Innovation**	Organization-specific Indicator: R&D Expenditure	p.106, 141, 166, 170, 174, 178, 182, 186, 190	▪ Creating new products and services and securing a competitive advantage through continuous R&D investment and technological innovation ▪ Minimizing development risks through the establishment of investment priorities and resource allocation plans, as well as phased reviews and monitoring
③	Social	**Product (Pharmaceutical) Safety**	416-1~2	p.106~113	▪ Operating quality management systems in compliance with GMP, cGMP, and international standards ▪ Strengthening pharmaceutical safety through continuous monitoring and R&D-based preventive approaches ▪ Enhancing consumer trust and brand value
④	Social	**Occupational Safety and Health Management**	403-1~10	p.73~81, 139, 164, 168, 172, 176, 180, 184, 188	▪ Obtained ISO 45001 certification and continuously improved occupational safety and health management systems at Dong-A ST, Dong-A Pharmaceutical, BTGEN, and Yongma Logis ▪ Operated dedicated safety organizations and conducted regular safety inspections at each workplace ▪ Identified potential risk factors and implemented improvement activities
⑤	Governance	**Ethical and Compliance Management**	205-1~3, 206-1	p.97~105	▪ Dong-A Socio Holdings obtained ISO 37301 (Compliance Management System) certification to ensure systematic management of legal risks ▪ Dong-A ST and BTGEN obtained ISO 37001 (Anti-Bribery Management System) certification ▪ All Group affiliates strengthened their anti-corruption activities and promoted transparent management
⑥	Environmental	**Carbon Neutrality**	102, 103	p.91~96, 139, 164, 168, 172, 176, 180, 184, 188	▪ Promoted carbon neutrality through strategic investments and the adoption of energy-efficient technologies ▪ Introduced solar power generation facilities at Dong-A Socio Holdings, Dong-A Pharmaceutical, Dong-A Otsuka, and Dong-A Ecopack ▪ Publicized carbon neutrality achievements and ran campaigns to encourage sustainable consumption

Human Rights Management

1. Governance

The Dong-A Socio Group operates a governance system that relies on the ESG Committee under the Board of Directors and the Social Responsibility Council under the Chief Sustainability Officer (CSO) to systematically manage ESG-related issues and risks, including human rights management. The ESG Committee carries out responsible decision-making by appointing directors with human rights expertise and clearly defining their responsibilities and authority in its governing regulations. The HR Strategy Team of Dong-A Socio Holdings, which is responsible for human rights management, reports to the ESG Committee annually on human rights-related activities and performance. It also supports management-level oversight by sharing human rights risks and management status with the Social Responsibility Council.

2. Strategy

Based on the principles of non-discrimination and human rights management, the Dong-A Socio Group implements a human rights management strategy that includes human rights education, monitoring for workplace harassment and discrimination, and the establishment of response and remediation procedures for human rights violations. Through these efforts, the Group strives to prevent human rights risks and enhance its management system.

During the reporting period, there were no significant financial costs or material adverse impacts on the financial statements arising from human rights-related issues. However, the Group recognizes that human rights issues may present potential risks that could result in legal, investigation, and remediation costs in the short term; reputational damage and reduced sales in the medium term; and impacts on corporate value and financing costs in the long term. Accordingly, the Group continuously monitors related risks.

At the same time, the Group recognizes that advancing its human rights management system can create opportunities by improving ESG ratings and strengthening stakeholder trust, which may lead to expanded business opportunities and enhanced financial stability over the medium to long term. Through regular human rights impact assessments and the application of standardized response and remediation procedures, the Group seeks to reduce the likelihood of unplanned costs and cash outflows while securing sustainable financial performance and stable cash flows.

3. Risk Management

The Dong-A Socio Group systematically identifies and manages human rights risks that may arise in the course of its business activities through regular human rights impact assessments. Based on the Human Rights Management Guidelines and Checklist of the National Human Rights Commission of Korea, international human rights standards, and the Group's Human Rights Charter, the Group conducts annual self-assessments covering all Group affiliates. These assessments not only confirm that the relevant policies have been established, but also assess their actual implementation and operational effectiveness. Through this process, the Group seeks to proactively prevent serious human rights risks, including child labor, forced labor, and human trafficking, while identifying potential risk factors.

Based on the assessment results, the Group comprehensively analyzes the likelihood of occurrence, severity of violations, and potential business impacts of human rights issues to identify risks requiring priority management. For issues classified as high risk, the Group establishes and implements improvement initiatives and risk mitigation action plans which are tailored to the characteristics of each workplace, thereby continuously managing human rights risks.

4. Metrics & Targets

The Dong-A Socio Group recognizes human rights and labor risks as key factors that can affect corporate value. Accordingly, it manages the human rights impact assessment coverage rate across Group affiliates and the number of violations of human rights and labor-related laws and regulations as key indicators.

By 2026, the Group plans to refine its common human rights impact assessment indicators and maintain the implementation of human rights impact assessments across all Group affiliates. In addition, it will manage improvement tasks identified through the assessment results and conduct pilot human rights due diligence on-site at major business sites. By 2028, the Group plans to develop assessment indicators that reflect industry characteristics and labor practices and further strengthen its human rights and labor risk management system through an analysis of assessment results. Furthermore, by 2030 the Group will expand its human rights on-site due diligence to cover all Group affiliates and operate an improvement management system based on assessment and due diligence results. Through these efforts, the Group aims to embed human rights management into its Group-wide risk management framework and strengthen the foundation for sustainable value creation.

Human Rights Management

Governance

Board of Directors and Committee

The ESG Committee under the Board of Directors of Dong-A Socio Holdings deliberates on and oversees ESG-related issues and risk management matters, including human rights management. Referring to the BSM[1], the ESG Committee appoints directors with human rights expertise and specifies the responsibilities and authority of the Board and the Committee regarding human rights management in the ESG Committee Charter, ensuring responsible decision-making. The HR Strategy Team, which is responsible for human rights management, supports decision-making by reporting human rights-related activities and performance to the ESG Committee on an annual basis.

In 2025, the Dong-A Socio Group (Dong-A Socio Holdings, Dong-A ST, and Dong-A Pharmaceutical) signed a Memorandum of Understanding (MOU) with the Korea Employment Agency for Persons with Disabilities to promote the employment of persons with disabilities, which resulted in the hiring of eight individuals with disabilities. The Group also identified and assessed human rights risks and implemented improvement activities. In addition, it monitored the implementation of departmental objectives by reviewing and enhancing the overall human rights management process, including the establishment of Human Rights Remedy Guidelines and the development of proposed improvements to the remediation process across Group affiliates.

[1] Board Skills Matrix (BSM)

Management

The Dong-A Socio Group delegates responsibility for managing sustainability-related risks and opportunities at the management level to the Social Responsibility Council, which operates under the CSO and consists of the CEOs of each Group affiliate. Through this structure, the Group is able to directly discuss key sustainability issues, including human rights, and make prompt and accountable decisions.

The Social Responsibility Council proposes action plans to strengthen human rights management, regularly reviews the adequacy of internal management systems, and supports the Board's decision-making by directly reviewing human rights-related risk factors and participating in the policy development process.

The HR Strategy Team, which serves as the Social Responsibility Planning Division, reports factors related to human rights management risks to the Social Responsibility Council on an annual basis to ensure that sustainability-related risks are systematically reflected in the organization's decision-making structure.

In coordination with these control mechanisms and procedures, the HR Strategy Team and the human rights management departments of each Group affiliate systematically manage potential and actual human rights risks. Through these efforts, the Group ensures that its management oversight system is effectively integrated with other internal functions.

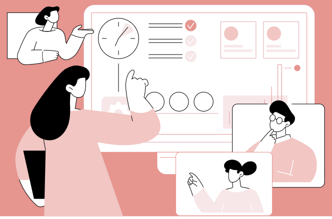
Strategy

Risks and Opportunities Associated with the Issue

Material Issue

Human Rights Management

SDGs



Major Impacts

	Impact Profile			
	Attributes	Time	Type	Expected Timing of Occurrence*
❶ Inadequate prevention and remediation procedures may result in negative impacts, including operational and reputational risks and potential human rights violations.	Negative	Substantive	Risk	Medium-term
	Scope of Impacts	Employees, group affiliates, shareholders and investors, business partners, and government		
❷ Contributes to securing operational stability and opportunities for long-term value creation through the establishment of a systematic human rights impact assessment process and human rights management system.	Positive	Potential	Opportunity	Medium-term
	Scope of Impacts	Employees, group affiliates, shareholders and investors, business partners, and government		

Response Activities and Strategies

- Minimize the likelihood of human rights violations by strengthening prevention and remediation systems through the establishment of Human Rights Remedy Guidelines and the improvement of remediation procedures.
- Prevent operational and reputational risks through the establishment and certification of a human rights management system, while strengthening the foundation for medium- to long-term corporate value creation.

* Short-term (within 1 year), Medium-term (1–5 years), Long-term (more than 5 years)

Human Rights Management

Response to Risks and Opportunities Associated with the Issue

Non-Discrimination Principle of Dong-A Socio Group

The Dong-A Socio Group does not discriminate in recruitment, promotion, evaluation and compensation, benefits, retirement, or dismissal on the basis of gender, educational background, race, religion, or other inherent characteristics, and respects the diversity of its employees.

Dong-A Socio Group Human Rights Charter

Recruitment

Through pre-interview training for interviewers, the Group seeks to protect the rights of job applicants and enhance the transparency and fairness of its recruitment procedures.

Promotion

The Group provides opportunities for promotion to eligible employees based on their objective performance and competencies in accordance with clearly defined promotion criteria, and follows fair promotion processes.

Training

The Group provides equal training opportunities to all employees and implements competency development and training programs based on established Individual Development Plans (IDPs).

Performance Evaluation and Compensation

The Group evaluates all employees fairly through a balanced and transparent performance evaluation process, and holds mutual feedback and evaluation sessions to enhance the appropriateness of objectives and the reliability of evaluations. Based on these processes, the Group provides compensation according to performance and competencies under a fair compensation policy.

Retirement and Dismissal

The Group does not discriminate against employees in retirement or dismissal and complies with its Rules of Employment. It does not discriminate against female employees on the grounds of marriage, pregnancy, or childbirth.

Detailed Components of the Human Rights Management Principles

1. Non-Discrimination
2. Compliance with Working Conditions
3. Humane Treatment
4. Freedom of Association and Collective Bargaining
5. Prohibition of Forced Labor and Child Labor
6. Occupational Safety Assurance
7. Protection of the Human Rights of Local Communities
8. Protection of Customer Human Rights

Human Rights Education

The Dong-A Socio Group provides human rights education to enhance the sensitivity of its employees to human rights and diversity issues and to foster a culture of respect for human rights throughout the organization. Legally required training, including workplace sexual harassment prevention, workplace bullying prevention, and disability awareness education, is provided to all employees of Group affiliates at least once a year for a minimum of one hour.

Monitoring of Workplace Bullying and Discrimination

Dong-A Socio Holdings conducts an annual survey of all employees to monitor for human rights violations arising from workplace bullying, sexual harassment, and discriminatory behavior and to establish preventive measures for affected employees.

The survey is conducted anonymously to protect the identities of respondents. Upon completion of the survey, the results are reviewed, and follow-up reports are prepared, including plans for corrective actions and improvement based on the findings.

- Survey Period: December 12–19, 2025
- Survey Topics: Experiences of workplace bullying and discrimination, responses to and perceptions of bullying and discrimination, human rights violation reporting channels, and other opinions and suggestions.

Human Rights Management

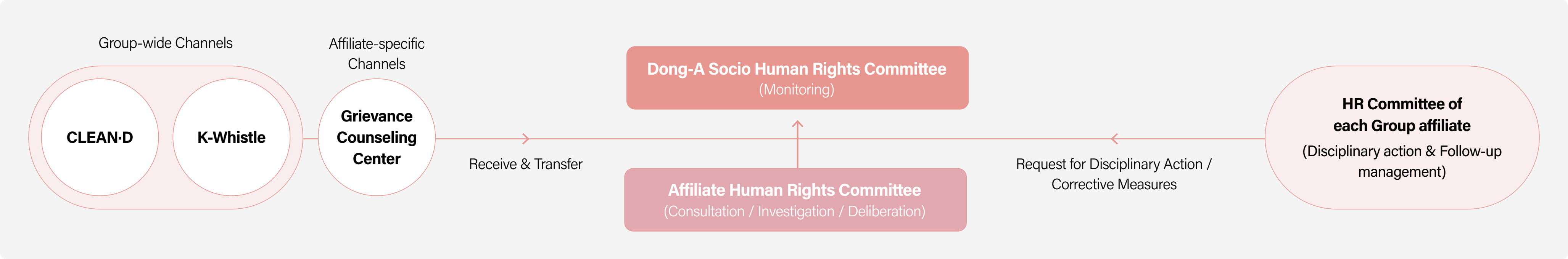
Response to Risks and Opportunities Associated with the Issue

Advancement of the Human Rights Violation Response System and Improvement of Remediation Procedures

Since obtaining certification for its Human Rights Management System in 2024, Dong-A Socio Holdings has continuously strengthened the structure of its Group-wide human rights management framework by incorporating the recommendations raised during the certification audit process. In 2025, the Company designated enhancing response systems for human rights violations and advancing remediation procedures across Group affiliates as key improvement initiatives, and focused on improving the related policies, processes, and reporting systems. In February 2025, Dong-A Socio Holdings comprehensively revised its human rights violation remediation procedures and established and distributed a Group-wide common guideline. By clearly outlining the response procedures each affiliate must follow in the event of a human rights violation and communicating them through official notices, the Company strengthened the effectiveness of the system and established a foundation for all Group affiliates to manage human rights issues under consistent standards and procedures.

In September 2025, the Company established the Human Rights Violation Remedy Guidelines, which include detailed procedures and standardized forms. The guidelines formally define a standardized process covering the entire remedy procedure, from case reporting and investigation to review, corrective action, and recurrence prevention. They also specify response criteria and process timelines according to the type of incident. In addition, the guidelines clearly stipulate the principles of fairness, independence, and confidentiality throughout the investigation and review process, strengthening the protection of victims and the legitimacy of proceedings. The newly established guidelines were promptly distributed and implemented across all Group affiliates to minimize differences in response levels among affiliates and enhance the capability of all Group members to respond to human rights violations. Dong-A Socio Holdings will continue to strengthen its prevention of human rights risks and systematic response measures to build a sustainable management environment in which the rights of stakeholders are respected.

Channels for Receiving Human Rights Violation Reports and Remedy Process



Group-wide Channels

CLEAN·D

K-Whistle

Affiliate-specific Channels

Grievance Counseling Center

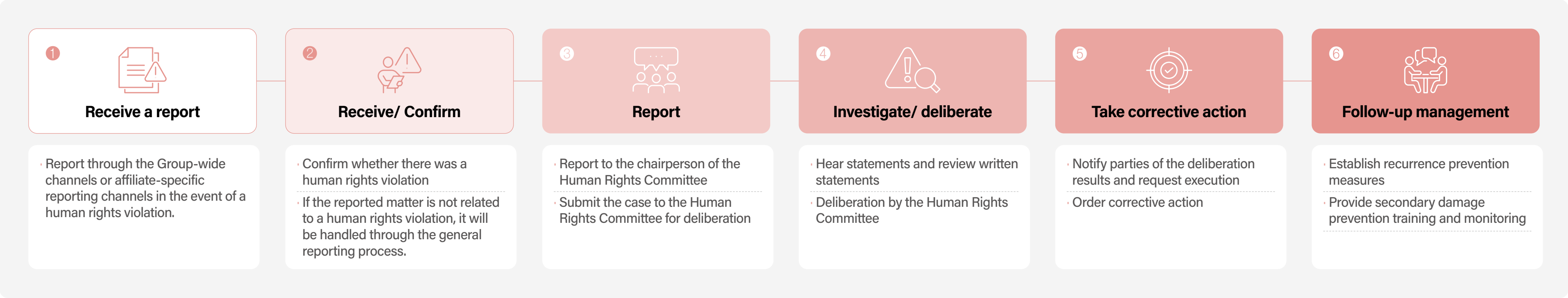
Receive & Transfer

Dong-A Socio Human Rights Committee
(Monitoring)

Affiliate Human Rights Committee
(Consultation / Investigation / Deliberation)

Request for Disciplinary Action / Corrective Measures

HR Committee of each Group affiliate
(Disciplinary action & Follow-up management)



① **Receive a report**	② **Receive/ Confirm**	③ **Report**	④ **Investigate/ deliberate**	⑤ **Take corrective action**	⑥ **Follow-up management**
· Report through the Group-wide channels or affiliate-specific reporting channels in the event of a human rights violation.	· Confirm whether there was a human rights violation · If the reported matter is not related to a human rights violation, it will be handled through the general reporting process.	· Report to the chairperson of the Human Rights Committee · Submit the case to the Human Rights Committee for deliberation	· Hear statements and review written statements · Deliberation by the Human Rights Committee	· Notify parties of the deliberation results and request execution · Order corrective action	· Establish recurrence prevention measures · Provide secondary damage prevention training and monitoring

Human Rights Management

Financial Impacts During the Reporting Period

During the reporting period, there were no cases in which material direct costs related to human rights issues (including fines, penalties, compensation payments, or significant litigation expenses) were recognized in the Company's financial statements. Accordingly, there were no significant adverse impacts of human rights issues on the Group's financial position, financial performance, or cash flows identified during the reporting period.
However, should human rights issues arise, legal expenses, investigation and remediation costs, and training and system improvement costs may be incurred depending on the nature and scale of the issue, potentially affecting the Group's cost structure and cash outflows. For this reason, the Group continuously monitors related risks.

Expected Short-, Medium-, and Long-term Impacts

The following financial impacts may arise if human rights issues are not adequately managed:

Short-term	Potential occurrence of fines, penalties, compensation payments, litigation response costs, and costs associated with urgent corrective and preventive measures
Medium-term	Potential decline in revenue and increase in selling, general, and administrative expenses due to customer attrition, restrictions on contract awards, and reduced customer trust resulting from reputational damage
Long-term	Potential increase in financing costs and decline in corporate value due to damage to brand value, weakened competitiveness in attracting talent, and reduced investor confidence

Conversely, the advancement of the human rights management system may serve as a medium- to long-term opportunity by increasing business opportunities and strengthening relationships with customers and investors through improved ESG ratings and enhanced stakeholder trust.

Risks and Opportunities That May Affect the Next Fiscal Year

At present, the Company has not identified any significant human rights-related risks that could reasonably be expected to result in material adjustments to the carrying amounts of assets and liabilities in the financial statements for the next fiscal year. However, if a significant human rights issue arises in the future and leads to legal disputes or regulatory sanctions, it may affect the financial statements through the recognition of provisions, disclosure of contingent liabilities, or assessments of the recoverability of related assets. For this reason, the Group continuously monitors relevant events and indicators.

Financial Impact Outlook from a Sustainability Strategy Perspective

To minimize the adverse financial impacts arising from human rights issues, the Dong-A Socio Group continues to enhance its management system through regular human rights impact assessments, standardized human rights remedy procedures, Group-wide common standards and strengthened implementation of response processes. While these strategies may entail management costs in the short term, including expenses related to training, inspections, and the operation of processes, they are expected to mitigate legal and reputational risks over the medium to long term. By reducing the likelihood of unplanned costs and cash outflows and decreasing volatility in revenue and cash flows through enhanced stakeholder trust, these efforts are expected to contribute to the stability of the Group's financial position, financial performance, and cash flows.

Risk Management

Risk Identification

Human Rights Impact Assessment

The Dong-A Socio Group identifies and manages potential human rights risks arising from its business activities through regular human rights impact assessments. Based on the Human Rights Management Guidelines and the Checklist of the National Human Rights Commission of Korea, the assessments are conducted annually across all Group affiliates through self-assessments by relevant departments for each issue, taking the Company's business environment into consideration.
With these assessments, the Group systematically reviews its policies and systems related to human rights issues, identifies risks requiring improvement, and develops effective corrective measures. By continuously engaging in improvement activities, the Dong-A Socio Group manages human rights risks and contributes to protecting the human rights of all stakeholders, including employees, while maintaining business stability.

Human Rights Impact Assessment Process

① Identification of the External Environment and Checklist Design	· Monitor domestic and international standards and guidelines · Track changes in the laws and regulations related to human rights · Make a checklist covering various human rights issues
② Human Rights Impact Assessment	· Group-wide evaluation conducted · Conduct interviews based on evaluation results (including review of response and supporting documents) · Final assessment
③ Result analysis and risk identification	· Analyze human rights impact assessment results · Identify potential human rights risks
④ Establishment of Improvement tasks	· Establish improvement tasks for gaps identified
⑤ Implementation and Monitoring Results Reporting	· Implement and monitor improvement tasks · Compile and report results · External disclosure of performance

Human Rights Management

Risk Identification

Human Rights Risk Assessment Items

Category	Key Stakeholders			Detailed Assessment Items
	Employees	Customers	Local Communities	
Human Rights Management System	●			Measures necessary for institutionalizing human rights management, implementation of human rights impact assessments, human rights management performance, establishment of remediation procedures
Non-Discrimination	●			Non-discrimination in employment, non-discrimination against non-regular workers, non-discrimination based on gender in employment
Freedom of Association	●			Freedom of association and collective bargaining, guarantee and faithful implementation of collective bargaining, prohibition of unfavorable treatment related to labor union activities
Prohibition of Forced Labor	●			Prohibition of Forced Labor
Prohibition of Child Labor	●			Prohibition of employment of minors, protective measures for young workers
Safety and Health	●			Occupational safety and health, support for workers affected by industrial accidents, protection of pregnant employees and persons with disabilities
Responsible Supply Chain Management	●			Responsible Supply Chain Management Prevention of human rights violations by business partners and suppliers
Protection of Community Human Rights	●		●	Respect for and protection of the human rights of local residents related to business activities, protection of community property rights
Guarantee of Environmental Rights	●	●	●	Establishment and maintenance of an environmental management system, disclosure of environmental information, establishment of emergency response plans
Protection of Consumer Human Rights	●	●		Compliance with consumer protection laws and regulations, actions taken in the event of product defects, protection of consumer privacy
Protection of Human Rights in the Workplace	●			Prevention of workplace bullying and sexual harassment, protection of employees with disabilities

Prevention of Serious Human Rights Risks

The Dong-A Socio Group conducts regular human rights impact assessments each year to prevent risks related to serious human rights violations, such as child labor, forced labor, and human trafficking, and to identify potential risk factors in advance. These assessments not only examine whether relevant policies have been established but also check the actual level of implementation and operation.

Applying Human Rights Impact Assessment Indicators to Identify Potential Child Labor Risks

With respect to child labor, the Group has established "Prohibition of Child Labor" and "Management of Young Workers" as assessment indicators, and places a particular emphasis on evaluating the following areas. Notably, the Group cross-checks both the existence of relevant systems and their actual implementation based on objective supporting documents, including job postings, Rules of Employment, employee registers, the Human Rights Charter, and employment contracts. Our assessment identified no cases involving the employment of workers under the age of 15, and the Group confirmed that the relevant prohibition policies and management procedures are being systematically applied.

Assessment of Protection Measures and Follow-up Systems for Young Workers

The human rights impact assessment goes beyond simply verifying compliance with restrictions on the employment of young workers to also review the remediation and protection systems that would be applied if the employment of young workers were identified.
The assessment found no violations related to this area, and the Group confirmed that the relevant policies and preventive management systems remain in place.

Assessment of Forced Labor and Human Trafficking Prevention

In addition to child labor, the Group carried out assessments of forced labor and human trafficking risks based on its Human Rights Charter and Rules of Employment.
To date, no risks related to forced labor or human trafficking have been identified.

Human Rights Management

Risk Assessment and Monitoring

Human Rights Risk Assessment

The Dong-A Socio Group identifies and manages potential human rights issues based on the results of its human rights impact assessments. The Group identifies human rights risks that require priority management by comprehensively analyzing the likelihood of occurrence, the nature of the violations, and the potential impact on the Company, including reputational damage. After identifying impacts, the Group establishes improvement tasks for human rights issues classified as high risk, and develops and implements risk mitigation action plans tailored to the circumstances of each business site.

Risk Assessment Indicators

- Conduct risk assessments for indicators identified as requiring improvement through the human rights impact assessment.
- Assign a score ranging from 1 (Low) to 5 (High) for each indicator based on Likelihood of Occurrence and Severity of Impact, and calculate the overall score by combining the results.

Likelihood of Occurrence

Category 1	Category 2	Score
Frequency of Occurrence	Frequent	5
	Once a Month	4
	Once a Quarter	3
	Once Every Six Months	2
	Once a Year	1

Category 1	Category 2	Score
Control Management Frequency	Very Frequent	5
	Frequent	4
	Moderate	3
	Infrequent	2
	Very Infrequent	1

Converted Score

Category 1	Category 2	Score
Likelihood of Occurrence	10 points	5
	8~9 points	4
	6~7 points	3
	4~5 points	2
	2~3 points	1

Severity of Impacts

Category 1	Category 2	Score
Scope of Risk Impacts	All Group Affiliates	5
	Some Group Affiliates	4
	Company-wide	3
	Department (Office)	2
	Team	1

Category 1	Category 2	Score
Level of Risk Severity	Very Severe	5
	Severe	4
	Moderate	3
	Low	2
	Very Low	1

Converted Score

Category1	Category2	Score
Severity of Impacts	10 points	5
	8~9 points	4
	6~7 points	3
	4~5 points	2
	2~3 points	1

Risk Management Framework

- Establish and manage response measures for each risk type based on the results of risk assessment and measurement.

Human Rights Management

Risk Assessment and Monitoring

Key Results of the Human Rights Impact Assessment

The Dong-A Socio Group[1] conducted a human rights impact assessment in 2025 across its Group affiliates to review the implementation status of its human rights management system and identify potential human rights risks. The assessment focused on key human rights areas, including the establishment of a human rights management system, non-discrimination in employment, freedom of association and collective bargaining, prohibition of forced labor and child labor, occupational safety assurance, responsible supply chain management, protection of consumer human rights, and protection of human rights in the workplace. The results of the 2025 assessment confirmed that the Dong-A Socio Group generally maintains a strong foundation in the area of human rights management. In key human rights areas—including freedom of association and collective bargaining, protection of consumer human rights, prohibition of child labor, and non-discrimination in employment—the Group continued to demonstrate a high level of performance, consistent with the previous year. The Dong-A Socio Group will continue to work proactively to prevent human rights risks through regular human rights impact assessments and reviews of improvement task implementation. The Group will also continue to advance its human rights management system to ensure that the human rights of all stakeholders—including employees, business partners, consumers, and local communities—are respected.

Key Results of the 2025 Human Rights Impact Assessment

① **Maintained Strong Performance**
- Freedom of Association and Collective Bargaining
- Protection of Consumer Human Rights
- Prohibition of Child Labor
- Non-Discrimination in Employment

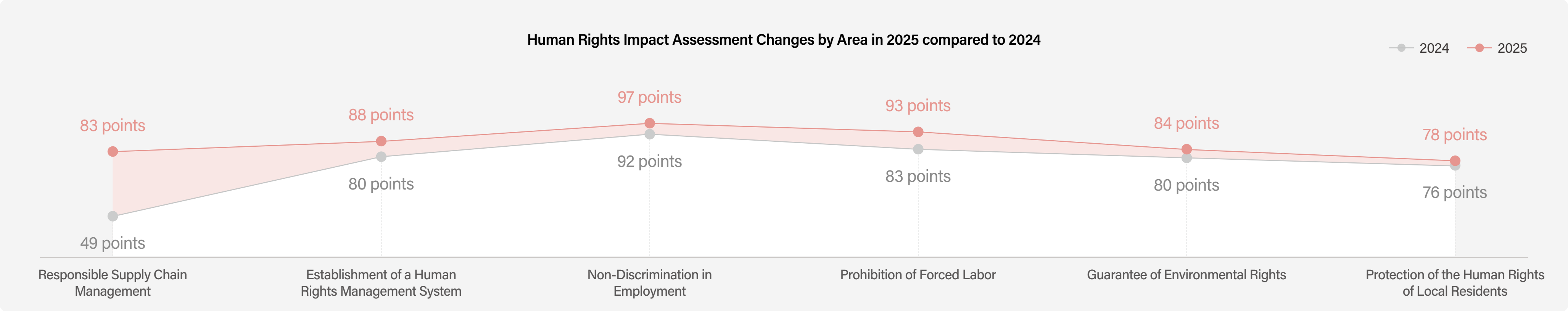
② **Stable Operation**
- Assurance of Occupational Safety
- Prohibition of Forced Labor
- Protection of Human Rights in the Workplace

③ **Advancement**
- Establishment of a Human Rights Management System
- Protection of Environmental Rights

④ **Priority Improvement**
- Responsible Supply Chain Management

⑤ **Future Management**
- Protection of Human Rights of the Community

Year-on-Year Changes by Area


Human Rights Impact Assessment Changes by Area in 2025 compared to 2024

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[1] Scope: Dong-A Socio Holdings, Dong-A ST, Dong-A Pharmaceutical, BTGEN, ST Pharm, Dong-A CHAMMED, Dong-A Otsuka, Yongma Logis, Dong-A Ecopack, ABEN Engineering & Construction, Korea Sinto, and DA Information.

Human Rights Management

Integration with the Overall Risk Management Process

Dong-A Socio Group has established an enterprise risk management process that integrates and manages both financial and non-financial risks. Human rights management risks are classified as non-financial risks under the Group's risk management regulations. Through the Enterprise Risk Management (ERM) system, the Group identifies and assesses risks annually and reports the results to the ESG Committee.

Metrics and Targets

Management Metrics

Category	Unit	2023	2024	2025
Rate of Group Affiliates Conducting Human Rights Impact Assessments	%	100	100	100
Number of violations of human rights and labor-related laws and regulations	Cases	0	0	1

* Scope: Dong-A Socio Holdings, Dong-A Pharmaceutical, BTGEN, Yongma Logis, Dong-A Ecopack, ABEN Engineering & Construction, Korea Sinto, and DA Information (applicable from 2025 data onward)

** One administrative fine was imposed for a violation of the Occupational Safety and Health Act (not included in administrative dispositions).

Targets

The Dong-A Socio Group recognizes that inadequate management of human rights and labor-related risks may lead to reduced operational stability, legal disputes, and reputational damage, which could negatively affect corporate value over the medium to long term. Accordingly, the Group has set the advancement of its human rights impact assessment framework and the minimization of human rights risks as key objectives. In the short term, the Group aims to enhance its common human rights impact assessment indicators and maintain a stable framework for conducting human rights impact assessments across all Group affiliates. In addition, it is systematically managing improvement tasks based on the results of regular assessments, and gradually introducing human rights due diligence at major business sites on a pilot basis.

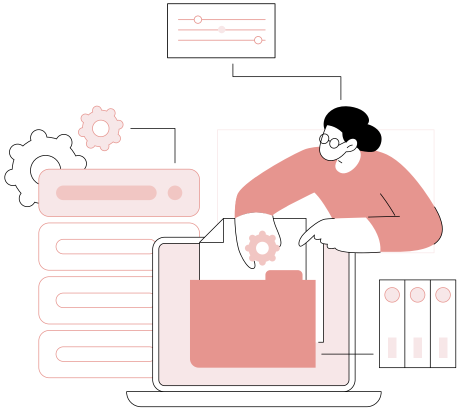
In the medium term, the Group plans to advance its human rights impact assessment indicators by reflecting industry characteristics and labor practices. Through an analysis of assessment results, it will strengthen its human rights and labor risk management system and enhance the effectiveness of human rights management.

In the long term, the Group plans to expand the human rights due diligence across all Group affiliates and operate an improvement management system based on assessment and due diligence results. Through these efforts, the Group aims to embed human rights management into its Group-wide risk management framework while strengthening stakeholder trust and the foundation for sustainable value creation.

Advancement of the Human Rights Impact Assessment Framework and Minimization of Human Rights Risks

Short-term (2026)	Medium-term (2028)	Long-term (2030)
• Enhancement of common human rights impact assessment indicators across the Group • Continued implementation of human rights impact assessments across all Group affiliates and management of improvement tasks based on assessment results • Pilot human rights due diligence at major business sites based on human rights impact assessment results	• Development of assessment indicators based on industry characteristics and labor practices • Strengthening of the human rights and labor risk management system through an analysis of human rights impact assessment results	• Expansion of human rights due diligence across all Group affiliates and operation of an improvement management system based on assessment results

* Progress is measured on a fiscal year basis.



Talent Development System

Talent Development Strategy

Leveraging nearly 90 years of successful leadership, the Dong-A Socio Group operates a Leadership Center to support the systematic assessment, development, and selection of leaders in alignment with its leadership pipeline. Through the Leadership Center, the Group supports the participation and growth of all employees in learning and development programs. In addition, it continuously runs problem-solving-oriented learning organizations to realize its corporate value of "Mutual Growth" and to strengthen both organizational and individual competitiveness. The Group also advances its education system centered on in-house instructors and job experts, supporting the development of practical job competencies through work- and field-oriented training programs.

	Leadership Academy			Job Academy			Career Academy	Value Academy
Position	**Competency Awareness Basic Course (Foundational Program for Understanding Advanced Roles)**	**Development Center Competency Development Center (Capability Enhancement Program)**	**Assessment Center Competency Assessment Center (Advanced Role Capability Evaluation)**	**Job Competency Development Program**	**Core Job Competencies**	**Self-Development**	**Career Development Program**	**Organizational development program**
Executive		Online CEO New Executive		Business Management Sales Marketing Quality Production R & D Professional Certification	Executive language Program DT Mindset AI Plus	External training Learning Organization :D SSEM	Life Planning Support Program	
Senior Manager	BC 3	Learning-based DC Leadership Playbook Evaluation-based DC 3 Leadership Playbook New team leader	AC 3	Advanced	Internal Language DT Expert Course	External Training System Doran Doran & Tutoring In-house Professor	Health Family Leisure Finance Retirement	Organizational Teamwork Research Institute Dong-A Mentoring Training Program for Assistant-Level New Employees
Manager	BC 2	Learning-based DC Evaluation-based DC 2	AC 2	Basic	Job Innovation AI Training	Profession D SSEM		
Assistant Manager	BC 1	Evaluation-based DC 3	AC 1	Common				
Assistant						D SSEM		New Entrants Training

Talent Development System

Key Talent Development Activities and Achievements

IDP (Individual Development Plan): A Self-Directed Competency Development Program

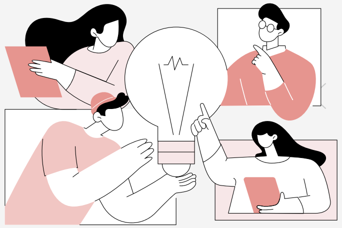
The Dong-A Socio Group operates the IDP (Individual Development Plan) program to enable employees to proactively set the direction of their career development and develop and implement competency development plans that are aligned with each stage of the leadership pipeline.

The IDP program serves as a key system that connects individual growth goals with the Group's talent development strategy, supporting employees' voluntary learning and continuous competency enhancement. In 2025, the Group further advanced the IDP program and expanded it across all Group affiliates (11 affiliates in total). The annual planning approach was improved by moving the IDP planning period to the beginning of the year and supporting the establishment of quarterly learning plans. This enabled employees to flexibly adjust and supplement their learning activities to reflect changes in their work environment and individual learning needs.

In 2026, the Group plans to move beyond a planning-focused approach and operate the IDP program with a greater emphasis on actual training completion and learning outcomes, further enhancing employees' expertise and practical competencies.

Current Status of the IDP System at Dong-A Socio Group

Expanded to Cover All Group Affiliates in 2025



11
Group Affiliates in Total

Dong-A Socio Holdings, Dong-A ST, Dong-A Pharmaceutical, BTGEN, ST Pharm, Dong-A Otsuka, Yongma Logis, Dong-A Ecopack, ABEN Engineering & Construction, Korea Sinto, and DA Information.

Dong-A Leadership Development Program

Leadership Competency Model

To select and develop future leaders, the Dong-A Socio Group provides leadership development programs based on the Group's standard leadership competency model. The model defines leadership competencies for each role in alignment with the Group's business direction and strategy, and serves as the foundation for continuously advancing the leadership development framework. In 2026, the Group plans to strengthen the execution and effectiveness of competency-based leadership development by incorporating competencies that are becoming increasingly important due to changes in the business environment, including AI, into the leadership competency model. Through these efforts, the Group aims to enhance organizational competitiveness.

360-degree Leadership Assessment

Based on the Group's standard leadership competencies, the Group conducts a 360-degree leadership assessment for managers and promotion candidates. Currently, 84% of all employees participate in the assessment program. The accumulated assessment data is statistically analyzed in conjunction with various organizational data sources, and the resulting insights are used to further refine individual competency assessments. Going forward, the Group plans to continue enhancing the effectiveness of leadership competency development by linking customized learning and coaching programs to actual work and field operations.

Leadership Development Track for Newly Appointed Managers

The Leadership Development Track for Newly Appointed Leaders is designed to help newly appointed team leaders and executives clearly understand their roles and lead their organizations and teams more effectively. The program for newly appointed team leaders utilizes the Leadership Playbook, a guidebook for fulfilling team leader responsibilities, and is structured to provide systematic learning on key leadership roles, including team management, performance management, employee communication, and coaching. The program for newly appointed executives is designed to strengthen the leadership perspectives required in a changing business environment and enable participants to establish and execute future strategies from a medium- to long-term perspective.

Talent Development System

Fostering Leaders in the "Dong-A Style"

Leadership Pipeline-Based "Dong-A Leadership Center"

The Dong-A Socio Group operates a leadership pipeline consisting of the BC (Basic Course), DC (Development Center), and AC (Assessment Center), establishing a systematic leadership development framework that is aligned with each stage of a leader's growth. Each program is designed to organically integrate development, assessment, and validation based on the Group's standard leadership competencies.

In 2026, the Group plans to develop role-specific leadership courses to strengthen the overall flow and connectivity of its leadership development programs and to operate the leadership development framework in a way that is more systematic and consistent. Through these efforts, the Group will continue to cultivate future leaders in a structured way and strengthen its leadership capabilities to respond effectively to a changing business environment.

New Employee On-Boarding Track

The Dong-A Socio Group has established and operates a systematic On-Boarding Track to respond to changes in the recruitment environment and increasing workforce diversity, while helping new employees to adapt to the organization quickly and acquire the competencies they require for their roles at an early stage.

Moving beyond the short-term group training format that is primarily designed for new university graduate hires, the Group now supports the stable integration and practical capability development of new employees through a structured onboarding track that lasts approximately six months, consisting of online learning, group training, mentoring, and skill onboarding.

In 2025, reflecting the growing preference for experienced hires, the Group operated quarterly group training for experienced employees and newly hired Assistant-level employees. In addition, it integrated the onboarding track for all new hires, including university graduate recruits, experienced hires, and Assistant-level employees. The group training includes education on the Group's vision and core values, as well as various programs, social contribution activities, and team projects, helping new employees to develop the mindset of team members who can grow together with the organization.

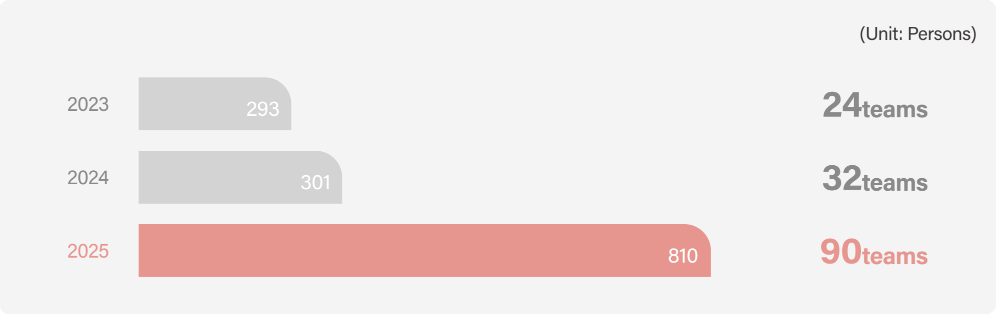
The Skill Onboarding Program, which supports adaptation to day-to-day work, focuses on information processing and data utilization, as well as on planning and reporting capabilities. In 2025, a total of 122 employees completed the program through four sessions each conducted in both the first and second half of the year. In addition, the Group strengthened the program by introducing new AI-based learning content, including AI-powered branding video production training. The Dong-A Socio Group will continue to advance its onboarding track to respond flexibly to the evolving talent landscape.

Organizational Development Workshop–TEAM:LAB (Teamwork Laboratory)

TEAM:LAB (Teamwork Laboratory) is a communication-based workshop program designed to help teams identify practical solutions and agreed-upon courses of action through dialogue among team members, based on organizational challenges related to collaboration, communication, and performance.

In 2025, a total of 90 teams and approximately 810 employees participated in the program, effectively achieving its primary objective of enhancing communication within teams. In 2026, the Group plans to further develop TEAM:LAB into a flagship organizational development program by introducing pre-assessment-based module recommendations, increasing affiliate-specific sessions, and expanding the proportion of in-house facilitation. Through these efforts, the program will move beyond a one-time workshop experience and foster organizational change by enabling teams to define and solve their own challenges.

Performance of the 'TEAM:LAB' Organizational Development Workshop



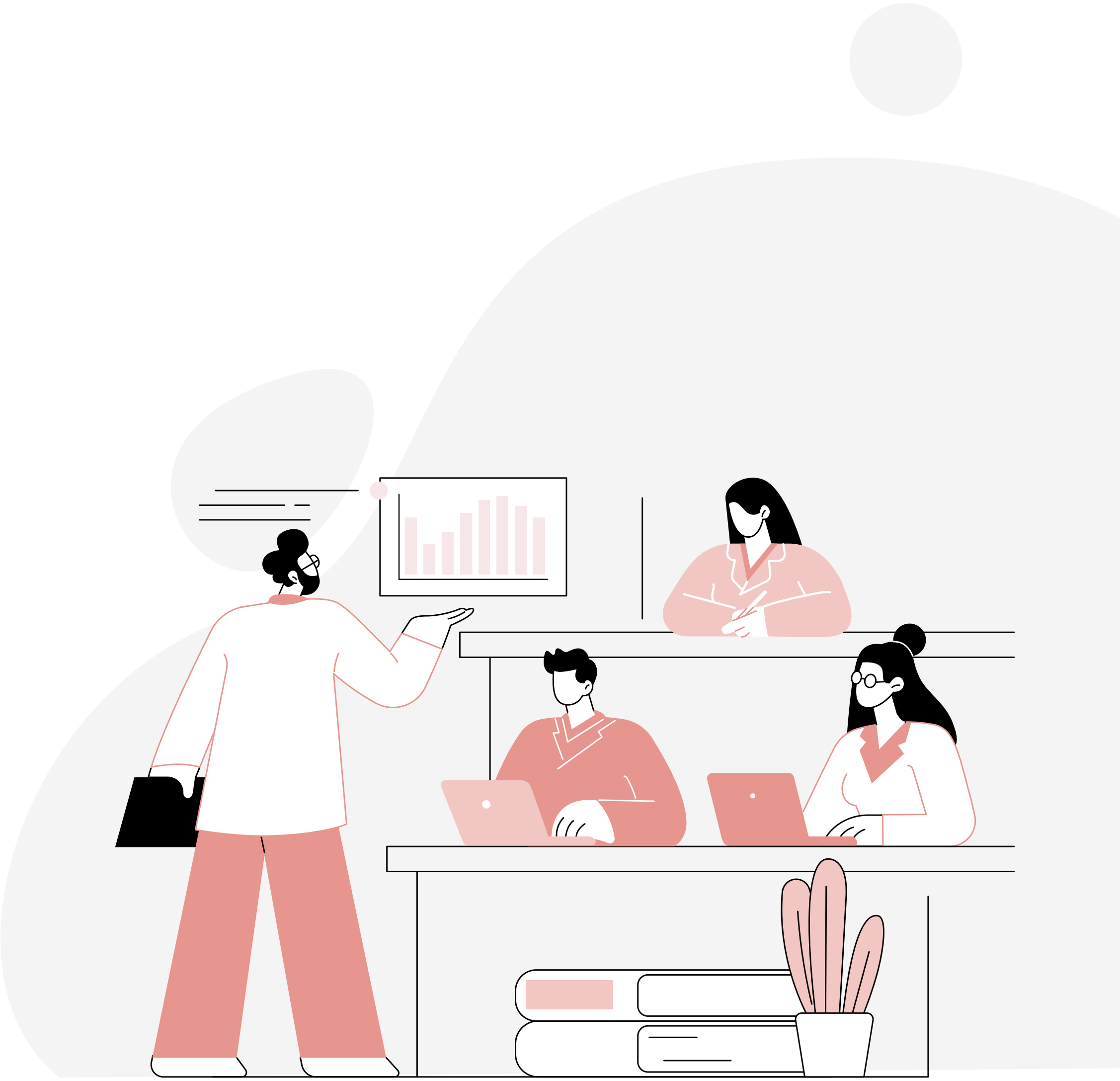
Talent Development System

Job Competency Enhancement Program

The Dong-A Socio Group has established a job training system, and uses a job competency enhancement program centered on in-house training courses to achieve differentiated competitiveness across its business areas. Moving beyond a training model that relies primarily on outsourced training programs, the Group has developed internal training courses that reflect its business characteristics and working environment. In 2025, with a focus on strengthening common job competencies, the Group operated a total of 63 job training courses. The curriculum consisted of 10 courses in Management, 10 in Production and Quality, 14 in R&D, 10 in Sales and Marketing, 8 in Global Business, and 6 specialized AI courses, providing systematic learning opportunities that are tailored to the characteristics and proficiency levels of each job function.
In addition, the Group introduced AI-based job training programs in 2025 to strengthen employees' practical AI capabilities that can be applied directly to their work.
In 2026, the Group plans to standardize its training programs for key functions, particularly in R&D, Production and Quality, and promote measures that enable employees to participate in training regardless of their work environment. Through these efforts, the Group aims to enhance the accessibility and effectiveness of its job training programs

Soo Seok Universität: a Personalized Learning Platform

The Dong-A Socio Group operates "Soo Seok Universität," an integrated learning platform designed to enhance employees' learning convenience and access to education. The platform provides a learning environment that is accessible at any time and from any location and serves as a key Group-wide learning infrastructure that supports the creation and implementation of IDPs (Individual Development Plans) through its learning history tracking system. In addition, it enables the stable operation of legally required and mandatory internal training programs and provides video content for Standard Operating Procedures (SOPs) from the Production Division to improve the practical application of training at worksites.
In 2025, the Group completed a comprehensive renewal of Soo Seok Universität, further strengthening the platform's competitiveness and usability. Through the renewal, the platform expanded its offering to more than 30,000 e-learning contents items and introduced training content that reflects the latest trends, as well as personalized learning recommendation functions tailored to individual job functions and competency levels, creating a more effective learning environment. The Dong-A Socio Group will continue to advance its digital learning infrastructure to foster a culture of self-directed learning and ensure that educational outcomes contribute to enhanced job competencies and organizational competitiveness.



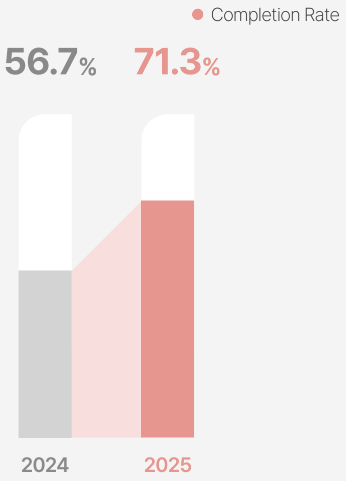
Talent Development System

Global Language Program

To respond to the demands of the global business environment, the Dong-A Socio Group operates an in-house language program across all Group affiliates and supports the enhancement of employees' global communication capabilities. Participants can choose between an AI Speaking Track and a Phone/Video Foreign Language Track, providing a flexible learning environment that is tailored to individual learning objectives and proficiency levels. In 2025, through various learning engagement initiatives and systematic program management, the program's completion rate was increased significantly, from 56.7% in 2024 to 71.3%. In addition, language proficiency scores were improved by 79.5% compared to pre-course assessment results, demonstrating positive learning outcomes.

The Dong-A Socio Group will continue to advance its global language program based on learning outcomes and participation data, systematically strengthening the global competitiveness of its employees.

Status of the In-House Language Program



Test Scores Compared to the Pre-Course Assessment

79.5% up

AI/DT Education Program Framework

The Dong-A Socio Group launched a new AI/DT (Digital Transformation) education framework in 2025 to accelerate digital transformation and drive innovation in the ways in which we work. The program was designed with a focus on addressing inefficiencies in the routine tasks that are frequently performed in the workplace. Through hands-on training based on actual business challenges, it achieved immediate improvements in work processes and productivity. In addition to high levels of participant satisfaction, the program contributed to the voluntary dissemination of acquired DT-related capabilities throughout the organization. As a result, awareness of the importance and effectiveness of AI and digital transformation expanded across the Group. Building on these achievements, the Dong-A Socio Group plans to standardize AI/DT training that is tailored to each position level and role in 2026. The Group also intends to promote an AI and DT-driven culture by directly supporting departments facing operational challenges and helping them develop AI-based solutions.

A Culture of Mutual Growth

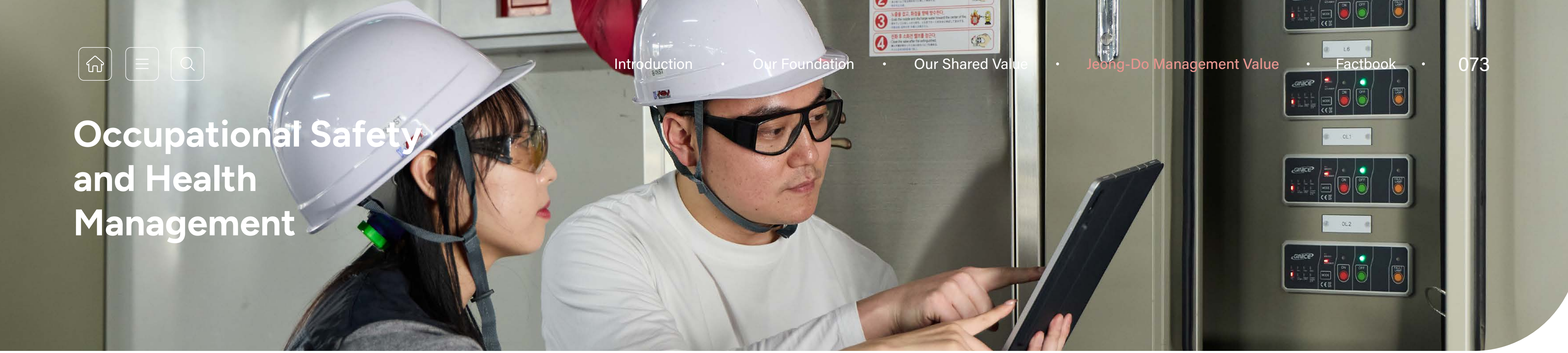
The Dong-A Socio Group operates labor unions at each Group affiliate. For Group affiliates where labor unions have not been established, including Dong-A Socio Holdings, the Group holds quarterly labor-management councils and transparently discloses its framework for social dialogue with employee representatives, as well as its communication structure between labor and management.

Status of Social Dialogue Across Group Affiliates

Category	Employees Eligible for Union Membership (Persons)	Union Members (Persons)	Union Membership Rate (%)
Dong-A Socio Holdings	Not Established		
Dong-A Pharmaceutical	246	232	94.3
BTGEN	Not Established		
Yongma Logis	Not Established		

Category	Employees Eligible for Union Membership (Persons)	Union Members (Persons)	Union Membership Rate (%)
Dong-A Ecopack	196	109	55.6
ABEN Engineering & Construction	Not Established		
Korea Sinto	80	39	48.8
DA Information	Not Established		

* The status of social dialogue at Dong-A ST, ST Pharm, and Dong-A Otsuka is included in each company's respective sustainability report.



Occupational Safety and Health Management

1. Governance

The Dong-A Socio Group, through the ESG Committee under the Board of Directors, deliberates on and oversees occupational safety and health-related policies and strategies, including employee health management, the establishment of a workplace safety culture, and the prevention of industrial accidents. The Group ensures a responsible decision-making framework by appointing directors with expertise in occupational safety and health issues.

In 2025, the Group held the first D-SHIELD, a Group Safety and Health Council, to share accident cases and best practices and establish a Group-level management foundation for the prevention of serious accidents. In addition, the Group monitors and reviews the implementation status across affiliates through its serious accident inspection roadmap. The Jeong-Do Management Team(Sustainability), which is responsible for occupational safety and health management, regularly compiles and reports the occupational safety and health plans and performance of Group affiliates to the ESG Committee and the Social Responsibility Council. Through this process, occupational safety and health risks and opportunities are systematically reflected in management strategies and internal decision-making processes. These efforts strengthen the collaboration between management and operational organizations and continuously enhance the level of occupational safety and health management across the Group.

2. Strategy

The Dong-A Socio Group systematically identifies and addresses hazardous and risk factors through a preventive Safety and Health Management strategy that is focused on regular inspections and risk assessments. The Group identifies hazards and risk factors and carries out improvement activities through regular workplace inspections, safety and health councils, and joint inspections. At the same time, it strengthens safety capabilities across the Group by establishing a Group-wide safety and health strategy—including its mission, vision, and core values—through the Group Safety and Health Council(D-SHIELD). In addition, the Group enhances safety management capabilities not only within the Group but also among its business partners by integrating supplier evaluation criteria and advancing the qualified supplier evaluation system. Through serious accident response drills involving Group affiliates and suppliers, VR-based experiential safety training, and emergency response exercises, the Group strengthens employees' safety awareness and response capabilities. The Group also promotes the prevention of serious accidents and the establishment of a strong occupational safety and health culture by continuously conducting risk assessments and preventive activities across all business sites.

3. Risk Management

Dong-A Socio Group conducts annual risk assessments to systematically identify hazards and risk factors affecting all employees and engage in improvement activities. In particular, Dong-A Socio Holdings' risk assessment applies the frequency-severity method for each hazard and risk factor, calculating risk levels based on the likelihood of occurrence and the severity of impact. The assessment is conducted through a standardized five-step process that consists of preparation, identification of hazards and risk factors, risk estimation and evaluation, establishment of mitigation measures, and implementation of improvement actions. Based on the assessed risk levels, management criteria such as "Immediate Improvement Required," "Improvement Required," and "Maintain Current Status" are applied to prioritize risks and focus management resources accordingly.

In addition, the Company continuously reviews the implementation status and effectiveness of mitigation measures. Upon completion of the assessment, the results are shared with employees to maintain workplace awareness and preventive activities. The Company continuously advances its risk management system by reviewing and improving assessment items and management criteria as needed to reflect recurring issues and changes in the working environment.

4. Metrics & Targets

The Dong-A Socio Group has established the number of serious accidents and the number of serious accident cases as key occupational safety and health indicators. Recognizing that occupational accidents and serious accidents can lead to significant financial risks—including legal costs, medical and recovery expenses, lost productivity, and reputational damage—the Group has made the maintenance of zero serious accidents and the medium- to long-term reduction of occupational injury cases key objectives.

By 2026, the Group plans to achieve a 100% risk assessment rate across all business sites, maintain a 100% completion rate for annual serious accident prevention training, and promote the sharing of accident cases and improvement measures through the Group Safety and Health Council(D-SHIELD). By 2028, the Group plans to strengthen its classification and management of high-risk work, reinforce work procedures, and expand inspections and training focused on the prevention of serious accidents. By 2030, the Group plans to systematically reduce occupational safety and health risks through root cause analysis by accident type, the implementation of corrective measures, and the identification and focused management of high-risk processes and equipment. Through these efforts, the Group aims to ensure employee safety, strengthen business continuity, and enhance financial stability and the foundation for sustainable management.

Occupational Safety and Health Management

Governance

Board of Directors and Committee

The Dong-A Socio Group reviews and deliberates on occupational safety and health management policies and targets—including employee health management and accident prevention, the establishment of a workplace culture of safety, and the prevention of occupational accidents—and oversees their implementation through the ESG Committee under the Board of Directors of Dong-A Socio Holdings.

Referring to the ESG component of the BSM1), the ESG Committee appoints directors with expertise in occupational safety and health issues. In addition, the responsibilities and authority of the Board regarding Safety and Health Management are specified in the ESG Committee Charter to ensure responsible decision-making.

In 2025, the Group held its first D-SHIELD, a Group Safety and Health Council, which established a framework for preventing serious accidents through sharing accident cases and best practices and creating a communication channel to promote a culture of safety across the Group. The Group also established a serious industrial accident inspection roadmap and monitors the implementation status of targets across Group affiliates. The Jeong-Do Management Team(Sustainability), which is responsible for Safety and Health Management, supports responsible decision-making by providing the ESG Committee with an annual report on safety and health-related activities and performance.

1) BSM: Board Skills Matrix

Management

The Dong-A Socio Group operates the Social Responsibility Council, which consists of the CEOs of each Group affiliate under the CSO, to systematically manage sustainability-related risks and opportunities at the management level. At the annual council meeting, the Group directly reviews key safety and health matters and supports responsible management decision-making. The Group's Jeong-Do Management(Social responsibility management) agenda and action plans discussed by the Council are shared with the safety and health-related departments of each Group affiliate and translated into practical activities. Through this process, the Group strengthens collaboration between management and safety and health management organizations while enhancing its response to safety and health risks and implementing sustainable management practices.

Strategy

Risks and Opportunities Associated with the Issue

Material Issue

Safety and Health Management

SDGs

Major Impacts

① In the event of a workplace accident, legal costs, medical treatment and recovery costs, and productivity losses resulting from the accident may occur, and the Company's reputation may be negatively affected.

Impact Profile

Attributes	Time	Type	Expected Timing of Occurrence*
Negative	Substantive	Risk	Medium-term
Scope of Impacts	Employees, group affiliates, shareholders and investors, business partners, and government		

② Strengthening the occupational safety and health management system helps ensure worker safety and improve employee productivity.

Attributes	Time	Type	Expected Timing of Occurrence*
Positive	Substantive	Opportunity	Medium-term
Scope of Impacts	Employees, group affiliates, shareholders and investors, and business partners		

Response Activities and Strategies

- Dong-A Socio Holdings establishes and manages its own standards, including the Safety and Health Management Manual and its Safety and Health Management Regulations.
- Dong-A ST, Dong-A Pharmaceutical, BTGEN, and Yongma Logis obtained Occupational Health and Safety Management System(ISO 45001) certification and continuously improved the system.
- Dedicated safety management organizations are operated at each business site, and regular safety inspections and preventive activities are conducted.
- Potential hazards and risk factors are identified, and improvement activities are implemented.
- A Group Safety and Health Strategy, including its mission, vision, and core values, is established through the Group Safety and Health Council(D-SHIELD), and related cases are shared.

* Short-term (within 1 year), Medium-term (1–5 years), Long-term (more than 5 years)

Occupational Safety and Health Management

Group Affiliate Status

Dong-A Socio Holdings

Dong-A Socio Holdings identified a total of 101 hazards and risk factors through weekly workplace inspections, monthly Safety and Health Council meetings, quarterly joint inspections, and annual risk, and carried out various improvement activities. In August 2025, the Company integrated supplier evaluation criteria across three affiliates located in the headquarters area (Dong-A Socio Holdings, Dong-A ST, and Dong-A Pharmaceutical) and advanced its qualified supplier evaluation guidelines. Through these efforts, it established a virtuous-cycle qualified supplier evaluation system designed to effectively strengthen suppliers' safety management capabilities. In addition, the Company conducted integrated serious accident response drills involving both Group affiliates and suppliers in the headquarters area, including electric vehicle fire response training, VR-based accident simulations, and emergency response training, contributing to enhanced safety capabilities and greater employee awareness.

The Group Safety and Health Council(D-SHIELD), was first established in June 2025. The Council operates semiannual meetings with the objectives of establishing the Group's Safety and Health Strategy (mission, vision, and core values) and strengthening the safety and health capabilities of Group affiliates through the sharing of accident cases and best practices. The Company also established an Integrated Safety and Health Communication Channel for Group Affiliates, fostering a participatory safety culture in which employees directly identify hazards and risk factors and contribute to improvement efforts.

By introducing a QR code-based communication channel, the Company created an environment in which both office employees (through D-Portal pop-ups) and field employees (through QR codes posted in meeting rooms and vehicles) can submit opinions anytime and anywhere. With its quarterly awards for outstanding contributors (Dong-A Socio Holdings only) and the production of safety and health content (With Dong-A series), the Company continues to promote a culture of safety and enhance employee awareness.

Dong-A Pharmaceutical

Dong-A Pharmaceutical has disclosed its Safety and Health Policy on its corporate website since 2025 to clearly communicate its commitment to safety and health management and strengthen communication with employees and stakeholders. Through this initiative, the Company publicly communicates its principles and responsibilities regarding the creation of a safe and healthy workplace as a top priority.

Building a Safety and Health Culture

Dong-A Pharmaceutical continues to promote preventive safety management activities to enhance safety and health standards across its business sites. In 2025, the Head of Production Headquarters, the Chairperson of Labor Union, and the Safety and Health Team jointly participated in the annual inspections carried out at three business sites—Dangjin, Cheonan, and Icheon. Through these inspections, a total of 36 improvement tasks were identified. Of these, 26 tasks, including the management of specially controlled substances and improvements to personal protective equipment, were completed as of the end of December 2025, an improvement rate of 72%.

Risk Assessment

In 2025, Dong-A Pharmaceutical conducted risk assessments across all business sites and identified a total of 875 risk factors, of which 703 cases (80%) were improved. Improvement efforts for the remaining items are ongoing. In addition, the Company conducted training for risk assessment personnel, with a total of 80 employees completing the program, strengthening their professional expertise and on-site response capabilities.

Education and Training for Serious Accident Response

Dong-A Pharmaceutical introduced VR-based experiential safety training in 2025 to strengthen its capacity to prevent and respond to serious accidents. This training has enhanced employee participation while increasing awareness and understanding of serious industrial accident scenarios.

Occupational Safety and Health Management

Group Affiliate Status

Dong-A Pharmaceutical

On-Boarding Track for New Employees in the Production Division

In November 2025, Dong-A Pharmaceutical conducted an On-Boarding Track for 14 newly hired employees in the Production Division to strengthen safety awareness and support their adaptation to the work environment. The program, which was jointly conducted by the Labor Union Chairperson and the Safety and Health Team, included the signing of a safety pledge, education on occupational safety and health issues and trends, and training and practical exercises on risk assessment and TBM (Tool Box Meeting).

Safety and Health Activity Cases by Plant

- Cheonan Plant: The Manufacturing Team introduced Behavior-Based Safety (BBS) activities, identifying and eliminating unsafe behaviors and conditions two to three times per week and promoting their conversion into safe behaviors.
- Icheon Plant: The plant continuously enhanced overall workplace safety by promoting participatory safety improvement activities for employees and actively collecting their feedback.
- Dangjin Plant: To facilitate rapid evacuation during emergencies, the plant installed and operates visual evacuation route guidance and a forklift collision prevention system, contributing to preventing workplace accidents.

BTGEN

BTGEN has established a proactive and systematic safety and health management framework that reflects the characteristics of the biopharmaceutical manufacturing environment. The Company places the highest priority on the safety and health of its employees, and continuously works to improve the environment. Building on its accumulated accident-free record through 2024, BTGEN further advanced its safety and health management practices in 2025 by focusing on more sophisticated risk management and expanding the scope of its employee health protection.

Occupational Accident Management and Accident-Free Performance

BTGEN has continuously strengthened its workplace accident prevention activities through regular risk assessments and training programs. The number of workplace accidents showed a consistent downward trend, decreasing from two cases in 2022 to one case in 2023 and zero cases in 2024. Building on these achievements, the Company maintained zero workplace accidents in 2025.

Advancement of Risk Assessments and Preventive Activities

In 2025, BTGEN conducted regular risk assessments covering 22 teams and 75 processes. Through these assessments, the Company identified a total of 15 hazards and risk factors. As of the end of December 2025, all corrective actions had been completed, and the identified risks had been eliminated.

Emergency Response and Training System

To strengthen its emergency response capabilities, BTGEN conducts fire evacuation drills on a regular basis. In April 2025, the Company carried out a joint fire evacuation drill with the Songdo Fire Station, reinforcing employees' understanding of emergency response procedures and appropriate actions through scenario-based training. In addition, emergency escape procedures for confined spaces within the workplace, such as cold rooms, were shared across the Company. Through these efforts, BTGEN continues to strengthen its response capabilities for specialized risks that may arise in a biopharmaceutical manufacturing environment.

Industrial Safety and Health Committee

The Industrial Safety and Health Committee is convened on a quarterly basis to share workplace safety issues and improvement tasks. Through the Committee, the Company maintains a safety and health decision-making framework that is based on communication between labor and management, and promotes continuous workplace improvement activities.

Occupational Safety and Health Management

Group Affiliate Status

BTGEN

Work Environment Management and Personal Protective Equipment

Twice a year, BTGEN conducts work environment measurements to assess hazardous factors in each process, and selects and provides appropriate personal protective equipment based on the assessment results. Significantly, the Company has strengthened protective facilities for work at height, including safety guardrails and ladder safety fences, to prevent fall-related accidents.

Mental Healthcare Program

In 2025, BTGEN introduced a new Mental Healthcare Program to establish an integrated health management system that encompasses not only the physical health but also the mental well-being of employees. The program was introduced to protect employees from stress arising from work-related or personal factors, while supporting a healthy work environment and sustainable organizational growth.

BTGEN will continue to strengthen its Safety and Health Management practices by focusing on maintaining an accident-free workplace, advancing risk management, and protecting the physical and mental health of its employees. Through these efforts, the Company aims to operate a safe workplace that meets the standards of a global biopharmaceutical manufacturing environment.

Program Operation

1. In partnership with a professional psychological counseling institution, employees are provided up to two counseling sessions per year, in person, by phone, or via video consultation (approximately 50 minutes per session).
2. The SMI* program supports the assessment of stress responses, work experiences, interpersonal experiences, and the protection and recovery of mental health.
3. Anonymity and confidentiality are ensured throughout the counseling and assessment process.

* SMI: State of Mind Inventory for Employees

Expected Benefits

Employees	Reduction of job-related stress Improvement in job satisfaction
Managers	Enhanced organizational engagement and people management capabilities
Company	Improved organizational stability through increased productivity and reduced turnover

Yongma Logis

Yongma Logis has established a preventive Safety and Health Management system that reflects the characteristics of logistics operations, and prioritizes protecting the safety of employees and business partners, through standardized company-wide safety activities.

In 2025, the Company further advanced its existing management framework by introducing new safety and health initiatives focused on strengthening on-site implementation, enhancing regulatory compliance, and expanding a participatory safety culture.

Safety and Health Character Naming Contest

In 2025, Yongma Logis held a Safety and Health Character Naming Contest to communicate safety and health information more effectively and encourage greater employee participation. As a result, "Musagon" was selected as the official character. The name combines the word "Musago" (meaning "accident-free") with the image of Yongma's dragon. The character is used in safety and health promotional materials, training resources, and campaign content, helping improve the effectiveness of safety messages and increase engagement at work sites. This initiative is part of the Company's participatory safety activities that aim to embed safety and health as an everyday part of the workplace culture.

Establishment of a Forklift Ignition Key Management System Across All Business Sites

In March 2025, Yongma Logis established and implemented forklift ignition key control regulations across all business sites in accordance with Article 99, Paragraph 1, Subparagraph 3 of the Rules on Occupational Safety and Health Standards (removal of the ignition key when leaving the operator's seat). The Company also distributed and implemented forklift key storage boxes across all sites.

- Mandatory removal of forklift ignition key when leaving the operator's seat
- Application of the same standards across all business sites
- Verification of ignition key removal and key storage box use during Safety and Health site inspections

Establishment of a Group-wide Safety and Health Assessment Process

In July 2025, Yongma Logis established and implemented a Safety and Health Assessment Process covering all business sites. The process is based on 31 checklists across three categories and six assessment areas (Occupational Safety and Health Act, the Serious Accidents Punishment Act, workplace safety, fire safety, etc.). Each business site conducted self-assessments to review implementation status and regulatory compliance. A total of 75 business sites completed the assessment. Through this process, the Company established a foundation for systematically reviewing compliance levels and proactively managing the areas requiring improvement at each site.

Occupational Safety and Health Management

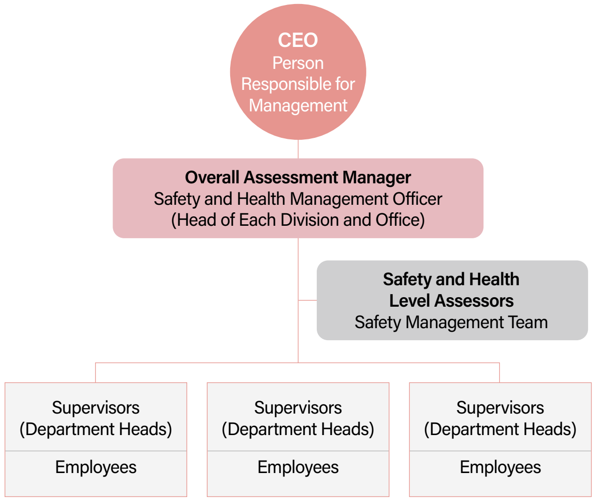
Group Affiliate Status

Yongma Logis

Summer Heat Illness Prevention Program

To address the growing risk of heat waves driven by climate change, the Group implemented a Summer Heat Illness Prevention Program in July 2025. The program was operated across all business sites in accordance with Article 560 (Temperature and Humidity Control) and Article 562 (Preventive Measures Against Heat and Heatwave Hazards) of the Rules on Occupational Safety and Health Standards. The Group proactively mitigated heat-related health risks and safeguarded employee safety and health during the summer by providing electrolyte supplements and drinking water, providing heat illness prevention training, monitoring workplace temperature and humidity, and recording and managing corrective actions.

Safety and Health Level Assessment Organization



CEO
Person Responsible for Management

Overall Assessment Manager
Safety and Health Management Officer
(Head of Each Division and Office)

Safety and Health Level Assessors
Safety Management Team

Supervisors (Department Heads)	Supervisors (Department Heads)	Supervisors (Department Heads)
Employees	Employees	Employees

용마로지스
안전보건 문화제 공모전

저의 이름을 지어주세요!

- 공모기간이랑 발표는 언제?
  2025년 10월 20일(월) ~ 11월 7일(금) / 12월 3일(수) 발표
- 누가 참여할 수 있는거죠?
  용마로지스 전직원, 협력직원, DS 및 대형차주
- 어떻게 신청할 수 있는거죠?
  안전보건 게시판 공지 확인 후 메일로 신청(메일 :Safety@yongmalogis.co.kr)
- 상품이 뭐에요?
  대상(1명) : 50만 원 / 장려상(2명) : 10만원 / 참가상 : 커피 기프티콘
- 해당 캐릭터의 이름을 짓는 이유가 뭔가요?
  대상작은 캐릭터 이름으로 사용하여 안전보건 홍보물에 활용 예정

Musagon

Forklift Ignition Key Management

Installation of Temperature and Humidity Monitors

Heat Illness Prevention Training

Safety & Health Management Declaration Ceremony

Occupational Safety and Health Management

Group Affiliate Status

Dong-A Ecopack

Strengthening the Safety Management System and Protecting Employee Health

Following its merger in May 2025, Dong-A Ecopack integrated its safety management system and processes across the organization, establishing a more efficient and systematic foundation for safety management. Through this integration, the company standardized key safety management elements, including the safety organization and reporting structure, incident reporting procedures, supplier management processes, and safety-related regulations, while strengthening site-based safety management capabilities. In addition, through a health partnership with the Korea Industrial Health Association in 2025, Dong-A Ecopack has enhanced the quality of its working environment by providing occupational health nursing services, regular employee health examinations, and workplace environment monitoring to protect employee health. The company also collaborates with the Korea Movement Leaders Association to implement a musculoskeletal disorder prevention project, and holds stretching programs and job stress prevention activities twice a month, demonstrating its ongoing commitment to promoting employees' physical and mental well-being.

Strengthening Heat Illness Prevention and Emergency Response Capabilities

In August 2025, Dong-A Ecopack operated a Medical Science Program to prevent heat-related illnesses among employees working in high-temperature environments. The program provided education and hands-on activities for heat-exposed workers, including heat exposure measurement, guidance on the importance of hydration, and training in heat illness prevention and management. In September, the Company partnered with the local Women's Volunteer Fire Department to provide cardiopulmonary resuscitation (CPR) and basic first aid training for employees, further strengthening its emergency response capabilities at work sites.

Special Refresher Safety Training for High-Risk Workers

Dong-A Ecopack provides Special Refresher Safety Training twice a year for workers identified as being at a higher risk of workplace accidents. The program primarily targets employees with six months to less than three years of service and consists of six hours of intensive safety training, case presentations, and discussion sessions. Through these activities, the Company enhances employee safety awareness and strengthens their on-site response capabilities.

Special Safety Training Program for Foreign Workers

Dong-A Ecopack provides real-time safety training for foreign workers at the time of their hiring. To improve the safety awareness of foreign workers, the Company utilizes safety training videos that are in the native languages of employees' countries of origin. Following the training, understanding of key safety rules is assessed, and a follow-up management system appropriate to the work environment is established to support a safe working environment.

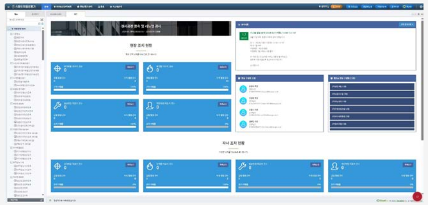
ABEN Engineering & Construction

ABEN Engineering & Construction has identified the prevention of serious accidents and the protection of worker safety across all business sites as top priorities, and has strengthened its Safety and Health Management system across four business sites as of 2025. To strengthen its professional expertise in safety and health, the Company expanded and reorganized its dedicated Safety and Health organization at headquarters and secured additional specialized personnel in construction safety, thereby enhancing the effectiveness and operability of its management system. Through these efforts, the Company reinforced headquarters-level oversight functions across overall Safety and Health Management activities, including site-focused safety inspections and verification of corrective action implementation.

In addition, to strengthen its Safety and Health Management, the Company introduced a computerized risk assessment system (Smart Risk Assessment, an external platform) in September, establishing a framework that enables headquarters to continuously monitor the implementation status of risk assessments at each business site. The Company also strengthened its ability to respond to safety risks by establishing a total of five standard safety and health documents to standardize safety and health practices across business sites and improve on-site implementation.

- Published four manuals, including the Risk Assessment Manual and Business Site Evaluation Regulations (October)
- Created one Safety Management Guideline for Vulnerable Periods at Business Sites (November)

ABEN Engineering & Construction has also advanced the safety and health management of its business partners. The Company established a supplier safety and health qualification verification system by linking construction safety evaluation grades assessed by an external credit rating agency with its internal qualified supplier selection criteria. Through this system, the Company verifies the safety and health management capabilities of suppliers before they are selected, and demands improvements when established standards are not met.



Computerized Risk Assessment System

Occupational Safety and Health Management

Group Affiliate Status

Korea Sinto

Korea Sinto makes Safety and Health Management its highest priority, and continues to strengthen the systematic safety and health activities led by its supervisors. In 2025, the Company achieved zero workplace accidents. It continuously enhances its safety management practices by gathering feedback from supervisors and frontline workers, analyzing accident and improvement cases from other business sites, and maintaining ongoing consultations with the Ministry of Employment and Labor. As a result, its risk assessments were expanded and refined to cover a total of 107 identified risk factors in 2025 (60 machinery cases and 47 abrasive material cases). The Industrial Safety and Health Committee is convened each quarter to share information on workplace accidents, serious industrial accident, and key safety guidance issued by the Ministry of Employment and Labor, thereby strengthening safety awareness across the Company.

From an equipment safety perspective, in January 2026, the Company replaced all eight wired cranes in its machinery production facility with wireless remote-control systems to prevent potential accidents during machinery assembly and transportation while increasing both worker safety and operational convenience. To protect employee health, Yeungnam University Hospital visits the workplace annually to provide general and special health examinations. In addition, the Company supports the cost of screening for the five major cancers (employees may select three screening items) every two years. The Company also operates a musculoskeletal disorder prevention and management program and conducts work environment measurements twice a year to improve working conditions and promote employee health.

Korea Sinto will continue to maintain an accident-free workplace and achieve sustainable Safety and Health Management by proactively identifying risk factors, improving equipment, and fostering a culture of safety based on employee participation.

DA Information

DA Information makes it the highest priority to create a safe and healthy working environment, and operates a range of programs to protect the physical and mental well-being of its employees.

- DA Information achieved zero workplace accidents for four consecutive years from 2022 to 2025. The Company will continue to pursue its goal of zero workplace accidents in 2026 by minimizing safety risks through regular risk assessments and inspection procedures.
- To foster a strong culture of safety, the Company continued to provide Safety and Health training in both the first and second halves of 2025, supporting employees in understanding and putting safety rules into practice on their own.

Financial Impacts During the Reporting Period

During the reporting period, there were no significant direct financial losses resulting from workplace safety accidents, such as major litigation costs, compensation payments, or significant recovery expenses. Costs related to strengthening Safety and Health Management—including training, inspections, and preventive activities—were recognized within the scope of ordinary operating expenses associated with routine safety and health management activities, such as safety and health training, risk assessments, inspections and maintenance, and the provision of personal protective equipment. No significant negative impact of safety and health issues on the Group's financial position (assets and liabilities), financial performance (profit or loss), or cash flows was identified during the reporting period. Future accidents may result in costs such as legal expenses, medical treatment and recovery costs, investigation and corrective action costs, and expenses related to replacement personnel or production disruptions may arise depending on the nature and scale of the incident. Therefore, the Group continuously monitors the related risks.

Expected Short-, Medium-, and Long-Term Impacts

The following financial impacts may arise if occupational safety and health issues are inadequately managed:

Short-term	Potential increases in costs and cash outflows arising from medical treatment, recovery, accident response, legal dispute resolution, and production disruptions.
Medium-term	Increased costs associated with employee retention, recruitment, and training; operational inefficiencies resulting from lower process stability; and reduced business opportunities due to reputational impacts.
Long-term	The repeated occurrence of serious accidents may lead to a decline in corporate credibility and downward pressure on corporate value, potentially resulting in indirect financial burdens such as increased capital costs.

On the other hand, systematically strengthening the Safety and Health Management system can reduce both the likelihood of accidents and the scale of losses per incident. Improvements in employee safety and health can also enhance productivity and operational efficiency, contributing to a more stable cost structure and reduced financial volatility over the medium to long term.

Risks and Opportunities That May Affect the Next Fiscal Year

At present, the Group has not identified any significant occupational safety and health-related risks that could reasonably be expected to result in material adjustments to the carrying amounts of assets and liabilities in the financial statements for the next fiscal year. However, if a serious accident occurs in the future or changes in the regulatory and supervisory environment require additional responses, the financial statements may be affected by factors such as accident response costs or increased preventive investments. For this reason, the Group continues to monitor the related risk factors.

Financial Impact Outlook from a Sustainability Strategy Perspective

To minimize the potential losses arising from workplace accidents, the Dong-A Socio Group continues to maintain and improve its ISO 45001-based management system, operate dedicated ISO 45001organizations at each business site, conduct regular inspections and preventive activities, proactively address potential risk factors, and establish Group-wide strategies and share best practices and accident cases through the Group Safety and Health Council(D-SHIELD). While these strategies may involve planned operating expenses in the short term related to training, inspections, and improvement activities, they are expected to contribute to the stability of the Group's financial position, financial performance, and cash flows over the medium to long term. By reducing the likelihood and severity of accidents, the Group can lower the risk of unplanned costs and cash outflows, mitigate volatility in revenue and cash flows through improved productivity, and limit downside risks to corporate value.

Occupational Safety and Health Management

Risk Management

Risk Identification

Dong-A Socio Holdings conducts risk assessments annually to identify hazardous and risk factors affecting all employees, and implements various improvement activities. Using the frequency–severity method, the Group estimates and evaluates risk levels and establishes and manages mitigation measures based on the results. Identified risks are classified as "Immediate Improvement Required," "Improvement Required," or "Maintain Current Status." Upon the completion of each risk assessment, the results are shared with all employees.

Risk Assessment and Monitoring

Dong-A Socio Holdings' risk assessments are conducted through a standardized five-step process. Using the frequency–severity method, risk levels are determined for each hazard and risk factor based on the likelihood of occurrence and the severity of impact. Based on the assessed risk levels, management criteria are applied to prioritize risks and focus resources on areas requiring attention. The implementation of mitigation measures and their effectiveness are continuously monitored, and upon completion of the assessment, the results are shared with employees to ensure continued workplace awareness and preventive activities.

In addition, the Group continuously reviews and adjusts the risk assessment items, management criteria, and response measures as necessary by reflecting changes in hazards and risk factors, recurring issues, and the effectiveness of mitigation measures identified through the assessment and monitoring process. Through these efforts, the risk assessment process remains aligned with workplace conditions and continues to operate effectively.

① **Preparation** → ② **Identification of Hazards and Risk Factors (Employee Participation)** → ③ **Risk Estimation** → ④ **Risk Evaluation** → ⑤ **Establishment and Implementation of Risk Reduction Measures**

	High (3)	Medium (2)	Low (1)
High (3)	High (9)	High (6)	Medium (3)
Medium (2)	High (6)	Medium (4)	Low (2)
Low	Medium (3)	Low (2)	Low (1)

Risk Score	Risk Level	Management Criteria	Remarks
1~2	Low	Maintain Current Status	Provide employees with information and training on hazards and risks
3~4	Medium	Improvement Required	Improvement is required through the establishment of safety and health measures
6~9	High	Immediate Improvement Required	Immediate Improvement Required Immediate improvement is required in order to continue operations

Integration with the Overall Risk Management Process

The Dong-A Socio Group has established an enterprise risk management process that integrates and manages both financial and non-financial risks. Under its Risk Management Policy, safety and health risks are defined as non-financial risks. Through the Enterprise Risk Management (ERM) system, the Group identifies and assesses risks annually and reports the results to the ESG Committee.

Metrics and Targets

Management Metrics

Category	Unit	2023	2024	2025
Number of Serious accidents	Cases	0	1	1
Occupational Injury Cases	Persons	28	35	22

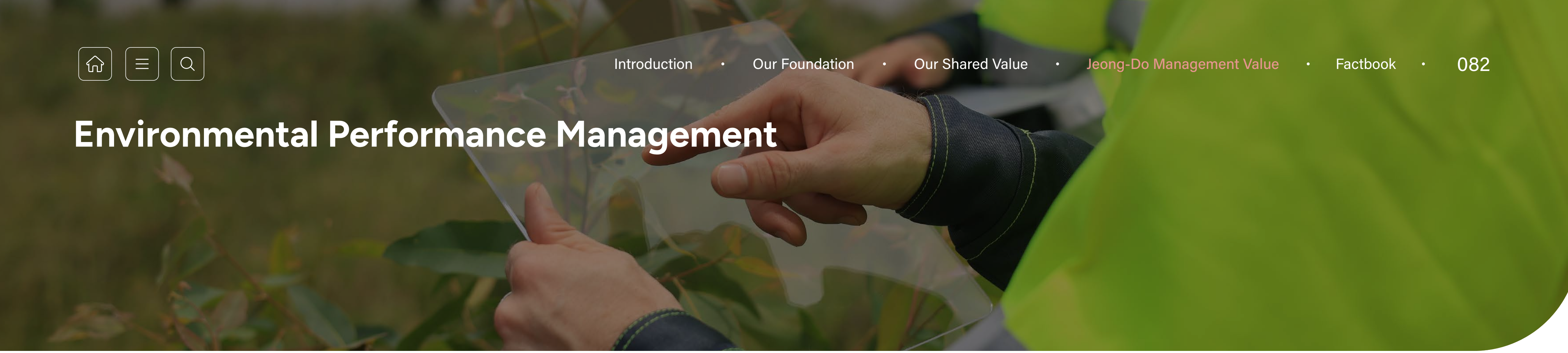
* Scope: Dong-A Socio Holdings, Dong-A Pharmaceutical, BTGEN, Yongma Logis, Dong-A Ecopack, ABEN Engineering & Construction, Korea Sinto, and DA Information. (applied from 2025 data onward)

Targets

The Dong-A Socio Group recognizes that workplace accidents are significant financial risks that may result in legal costs, medical treatment and recovery expenses, productivity losses, and reputational damage. Accordingly, the Group has established the maintenance of zero serious accidents and the achievement of a sustained medium- to long-term downward trend in occupational injury cases as its core Safety and Health objectives. To achieve these goals, the Group has systematically implemented risk assessments, preventive safety management activities, Safety and Health training for all employees, and the Group Safety and Health Council(D-SHIELD) across all business sites. These initiatives serve as a strategic foundation that not only minimizes the potential for accident-related costs through prevention in the short term, but also strengthens business continuity and financial stability over the medium to long term by ensuring worker safety and enhancing productivity. In addition, the Group adjusts its Safety and Health management standards and targets flexibly to respond to changes in the external environment, such as strengthened regulations and the introduction of new processes, preventing excessive implementation risks and promoting the continued integration of a safety culture throughout the organization.

Category	Continuous Reduction in Number of Workplace Injuries	Zero Serious Accidents
Short-term (2026)	• Maintain a 100% completion rate for annual occupational accident prevention training • Share accident cases and improvement measures through the Group Safety and Health Council (D-SHIELD)	• Achieve a 100% risk assessment rate by conducting risk assessments at least once a year across all business sites • Ongoing Identification and Improvement of Hazardous Risk Factors
Medium-term (2028)	• Classify high-risk tasks and strengthen work procedures	• Strengthen Safety and Health inspections and training focused on the prevention of serious accidents
Long-term (2030)	• Conduct root cause analysis for each accident type and implement corrective actions	• Identify and intensively manage high-risk processes and equipment

* Progress is measured on a fiscal year basis.



Environmental Performance Management

1. Governance

The Dong-A Socio Group, through the ESG Committee under the Board of Directors, deliberates on and oversees key environmental management policies and targets related to greenhouse gases and energy, water, chemicals, waste, and biodiversity. The Group has adopted a responsible decision-making framework by appointing directors with expertise in environmental issues. The Jeong-Do Management Team(Sustainability), which is responsible for environmental management, annually reports on environmental activities and performance to the ESG Committee. The Team also manages the implementation of environmental management strategies by reviewing and monitoring the progress of key initiatives, including responses to the Environmental Information Disclosure System, support for Group affiliates, and the establishment and distribution of Greenwashing Prevention Guidelines. In addition, through the Social Responsibility Council under the CSO, the CEOs of each Group affiliate directly review key environmental management issues and regularly share environmental management plans and performance. This ensures that environmental risks and opportunities are systematically reflected in management strategy development and internal decision-making processes. Through this governance framework, the Dong-A Socio Group continues to enhance its environmental risk response capabilities and strengthen the implementation of sustainable management practices across the Group.

2. Strategy

The Dong-A Socio Group has identified waste, pollutants, water, hazardous chemicals, and biodiversity as key environmental management areas, and is implementing an environmental management strategy that applies standardized management procedures and enhanced internal standards across all business sites.

The Group systematically manages the entire waste management process—from generation to final disposal—while strengthening data integrity to establish a foundation for waste reduction and the expansion of resource circulation. Air and water pollutants, as well as hazardous chemicals, are managed based on internal standards and measurement and verification systems that are more stringent than the legal requirements, with a focus on minimizing emissions and preventing incidents. In addition, the Group recognizes water resource risk as a key sustainability issue and monitors water stress levels at each business site. The Group also proactively manages environmental risks by carrying out voluntary activities aimed at conserving biodiversity and minimizing environmental impacts.

Through these strategies, the Dong-A Socio Group will continue to strengthen its environmental management practices and long-term operational stability across the Group based on data-driven decision-making and continuous improvement.

3. Risk Management

The Dong-A Socio Group systematically identifies and manages the environmental risks and opportunities arising from its business activities through annual environmental impact assessments. In 2025, Dong-A Socio Holdings assessed a total of 63 items across five environmental categories—air pollution, waste, light pollution, water pollution, and soil pollution—and found no material environmental risks or regulatory violations.

Environmental impact assessments evaluate the likelihood of occurrence and severity of impact across normal, abnormal, and emergency situations. Based on the assessment results, significant environmental impacts are prioritized and reflected in mitigation and elimination action plans as well as environmental objectives. The implementation of corrective actions is continuously monitored through collaboration between environmental managers and supervisors. In addition, when environmental conditions change due to factors such as regulatory revisions, facility modifications, stakeholder requirements, or the introduction of new business activities, ad hoc assessments are carried out to promptly adjust assessment items and management criteria. Through this process, the Group ensures that its environmental risk management system remains effective and aligned with operational conditions.

4. Metrics & Targets

The Dong-A Socio Group has established the waste recycling rate as a key environmental management metric. Recognizing that the improper management of designated and general waste may lead to financial risks such as environmental pollution, administrative sanctions, operational disruptions, and reduced reliability of environmental disclosures, the Group manages its waste and recycling activities with the goals of strengthening waste and recycling data management and continuously improving recycling rates.

By 2026, the Group plans to focus on the separate collection and expanded recycling of recyclable waste. By 2028, it plans to enhance disclosure reliability through regular reviews and data integrity verification of waste treatment records and recycling data.

By 2030, the Group will systematically manage the entire waste management process—including classification, storage, transportation, and treatment—across major Group business sites. Through these efforts, the Group aims to advance its resource circulation framework and continuously reduce environmental risks.

Environmental Performance Management

Governance

Board of Directors and Committees

The Dong-A Socio Group reviews and deliberates on environmental management policies and targets related to greenhouse gases and energy, water, chemicals, waste, and biodiversity, and oversees their implementation through the ESG Committee under the Board of Directors of Dong-A Socio Holdings. Referring to the ESG component of the BSM[1], the ESG Committee appoints directors with expertise in environmental issues. In addition, the responsibilities and authority of the Board regarding environmental management are specified in the ESG Committee Charter to ensure responsible decision-making.

The Jeong-Do Management Team(Sustainability), which is responsible for environmental management, reports environmental activities and performance to the ESG Committee annually and supports responsible decision-making in accordance with the Environmental Policy.

In 2025, the Team reviewed departmental targets and monitored the implementation status of key initiatives, including responses to the Environmental Information Disclosure System, support for Group affiliates, and the establishment and distribution of Greenwashing Prevention Guidelines.

1) BSM: Board Skills Matrix

Management

The Dong-A Socio Group operates the Social Responsibility Council, which consists of the CEOs of each Group affiliate under the CSO, to systematically manage the risks and opportunities related to sustainability at the management level. Through annual council meetings, the Group directly reviews key environmental management matters and supports responsible decision-making. The Jeong-Do Management Team(Sustainability), which serves as the dedicated environmental management department within the Social Responsibility Planning Division, regularly compiles and reports major environmental management plans and performance from each Group affiliate to the Social Responsibility Council. The Team also operates systematic internal control and decision-making processes to ensure that environmental risks and opportunities are reflected in the development of management strategy.

Agenda items and action plans discussed and approved by the Council are shared across the Group and translated into activities by relevant operational departments. Through this process, the Group strengthens the integrated collaboration between management oversight functions and environmental management organizations, while continuously enhancing its environmental risk response capabilities and the implementation of sustainable management practices.

Environmental Management Policy

Environmental Management Practices

- Green Environment Development and Procurement
- Cultural Campaign

Securing Growth Drivers through Environmental Management

- Establishment of Green Growth Strategy
- Green Growth Investment

1. We regularly review the operation of our environmental management system and prioritize environmental considerations in all business activities. As a holding company, we place the highest priority on protecting all life on Earth by managing and improving environmental risks arising from the operations of our affiliates.
2. We set and pursue clear environmental goals and make every effort to allocate the necessary resources to achieve them.
3. We comply with international environmental agreements and domestic regulations, as well as the commitments made with our stakeholders.
4. Employees are engaged in the implementation of this policy and its objectives, and we promote awareness of pollution prevention and environmental protection through regular training and education.
5. We ensure that all relevant stakeholders have access to our environmental policies and related information at any time.

Environmental Performance Management

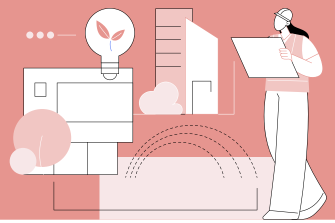
Strategy

Risks and Opportunities Associated with the Issue

Material Issue

Environmental Performance Management

SDGs



Major Impacts	Impact Profile			
	Attributes	Time	Type	Expected Timing of Occurrence*
❶ Improper management of designated waste and general waste generated from manufacturing processes may result in environmental pollution, administrative sanctions, and operational disruptions. In addition, inaccurate data may undermine the reliability of environmental disclosures and lead to the risk of greenwashing.	Negative	Substantive	Risk	Medium-term
	Scope of Impacts	Employees, group affiliates, shareholders and investors, business partners, government, and local community		
❷ Maintaining air emissions, water quality, and chemical management standards above legal requirements can reduce the likelihood of environmental incidents and strengthen the Group's ability to respond to strengthened regulations and heightened stakeholder expectations.	Positive	Potential	Opportunity	Long-term
	Scope of Impacts	Employees, group affiliates, shareholders and investors, business partners, government, and local community		

Response Activities and Strategies

- Expanded waste traceability management through the Allbaro System at manufacturing sites and introduced internal waste generation calculation standards for non-manufacturing sites
- Established new waste generation standards for the headquarters area in 2025
- Operate and regularly inspect air pollution control facilities, including dust collection systems and scrubbers
- Establish pollutant reduction targets for each business site, and carry out continuous reduction activities
- Established and announced Group Greenwashing Prevention Guidelines

* Short-term (within 1 year), Medium-term (1–5 years), Long-term (more than 5 years)

Response to Risks and Opportunities Associated with the Issue

Waste Management

The Dong-A Socio Group has established standardized procedures covering the entire waste management process—including classification, storage, transportation, and treatment—to ensure the systematic and transparent management of all waste generated at its business sites. Compliance with applicable regulations and the minimization of environmental impacts are maintained as the Group's highest priorities.

Designated waste generated from manufacturing processes, including food waste, waste plastics and synthetic resins, and waste oil (solid and liquid), is safely treated by licensed waste management contractors. The Group also continues its efforts to reduce waste generation and lower costs through expanded recycling initiatives. For general waste, the Group promotes waste reduction activities company-wide through enhanced waste separation practices, the reduction of single-use products, waste paper recycling, and outsourcing to specialized municipal waste collection and disposal companies.

Business sites with manufacturing facilities utilize the Allbaro System to transparently manage the entire waste traceability process, from waste generation to final treatment. Meanwhile, non-manufacturing entities, including Dong-A Socio Holdings and Yongma Logis, apply internal waste generation calculation standards to maintain a comparable level of waste management.

In 2025, the Group established new waste generation standards for the headquarters to strengthen management criteria. It also carried out phased improvement activities, including a comprehensive review of waste inventories across Group affiliates, correction of data errors, verification of quantitative data, and enhancement of data integrity. Through these efforts, the Group increased the reliability of waste generation data and established a foundation for future waste reduction targets and resource circulation strategies. Going forward, the Group will continue to build a resource circulation framework through data-driven decision-making and ongoing waste reduction and recycling initiatives.

Environmental Performance Management

Response to Risks and Opportunities Associated with the Issue

Pollution Control

All Group business sites systematically manage the air pollutants, water pollutants, and odor-causing substances that may be generated during production processes by applying internal management standards that are more stringent than legal requirements. To ensure the accuracy, completeness, and comparability of its pollutant emissions data, the Group operates measurement, reporting, and verification processes. In addition, each business site establishes pollutant management targets and continuously engages in improvement activities aimed at reducing emissions.

Air Pollutant Management

To minimize air pollutant emissions, the Group operates diverse pollution control facilities, including dust collection systems and scrubbers. All business sites comply with the following management procedures to consistently meet legal requirements, while continuously pursuing improvements to reduce air pollutant emissions:

- Verify equipment performance through regular inspections and monitoring and implement corrective actions when necessary
- Apply internal emission management standards that are more stringent than the legal emission limits
- Prevent exceedances through regular measurement and analysis of air pollutant emissions
- Record and manage measurement results within each site's environmental management system to ensure transparency and traceability

Water Pollutant Management

The Group treats wastewater generated at its business sites in accordance with internal standards that are more stringent than legal requirements. To reduce water pollutant emissions, the Group applies the following management framework, and continues to reduce water pollutant discharges across all business sites.

- Operate wastewater treatment processes based on Standard Operating Procedures (SOPs)
- Introduce and utilize pollution prevention facilities to meet internal management standards
- Control pollutant discharges through regular water quality analysis and performance inspections
- Minimize environmental risks through the recording and verification of discharge data

Environmental Pollutant (Chemical) Management

The Group has established and operates Chemical Management Guidelines, and conducts environmental impact assessments based on chemical usage volumes and risk levels. Chemical substances used in the workplace are managed as follows throughout their entire life cycle:

- Traceability management throughout all stages, from receipt and use to storage and disposal
- Risk assessment and safety management for the handling of all chemical substances
- Separate storage of chemicals in designated hazardous material storage areas
- Compliance with chemical-related regulations (e.g., PRTR and the Act on the Registration and Evaluation of Chemicals) and documentation of management information

Hazardous Chemicals Management

The Dong-A Socio Group recognizes the environmental and safety incidents that may arise from hazardous chemicals at its business sites as significant sustainability risks, and operates an integrated management system that goes beyond legal compliance requirements and prioritizes the protection of workers and the local communities in which we operate. The Group provides regular safety training for employees who handle chemicals to strengthen their accident response capabilities. Under the supervision of safety managers, information on all chemicals used at business sites is recorded and managed through up-to-date Material Safety Data Sheets (MSDSs), and MSDS repositories are maintained to provide transparent information on the hazards and risks associated with handled substances. In addition, chemicals are systematically managed throughout their entire life cycle—from receipt and use to storage and disposal—in accordance with the Chemical Management Guidelines. The Group also operates dedicated hazardous material storage facilities to fundamentally prevent potential incidents, and continuously reviews and improves its management practices to maintain a safe working environment.

Biodiversity Management

The Dong-A Socio Group recognizes biodiversity as an important environmental consideration and proactively carries out activities to conserve the ecosystems surrounding its business sites, even though its domestic business sites are not located within Ecological and Natural Map-designated ecological management areas as defined by the National Institute of Ecology under the Ministry of Environment. To contribute to improving the local environmental quality and maintaining ecosystem health, the Group voluntarily conducts environmental conservation activities in the areas surrounding its business sites, including plogging campaigns and river clean-up activities. The Group will continue to expand its efforts to protect biodiversity and minimize its impacts on ecosystems.

Assessment of the Status of Endangered Species

(https://species.nibr.go.kr/index.do)

① 282 species designated as endangered by the Ministry of Environment

② 91 marine species protected by the Ministry of Oceans and Fisheries

③ 70 species designated as natural monuments by the Natural Heritage Center

④ 571 rare and endemic plant species designated by the Korea Forest Service

Water Management

The Dong-A Socio Group recognizes the stable supply of the water resources essential to its business operations as an important sustainability risk. The Group continuously monitors water-related risk exposure at its domestic and international business sites using the Aqueduct tool developed by the World Resources Institute (WRI). Through this process, the Group identifies water stress levels and potential water supply risks at each business site and incorporates this information into business planning and decision-making processes. In this way, the Group seeks to reduce water-related risks and strengthen its long-term operational resilience. Additionally, water consumption data is collected and managed through the GAMASOT system based on the water utility bills for each business site, and water intake and discharge are monitored through the Company's own water quality management system.

Environmental Performance Management

Group Affiliate Status

Dong-A Socio Holdings

Dong-A Socio Holdings systematically pursues the achievement of objectives established under its environmental management system and conducts annual internal audits covering its entire operational scope, including the headquarters and the Sangju Human Resources Development Center. Through these audits, the Company comprehensively reviews compliance with environmental management system requirements, the appropriateness of environmental impact assessment results, compliance with environmental regulations, implementation of operational controls for environmental risk reduction, and progress toward environmental objectives.

The 2025 environmental impact assessment identified no significant environmental risks, regulatory violations, or non-conformities. In addition, the Company conducted an internal audit based on a checklist expanded to a total of 25 assessment items. Through this audit, all 25 items at the Dong-A Socio Holdings headquarters were found to be compliant, while the Sangju Human Resources Development Center recorded 23 compliant items and two improvement recommendations. The identified improvement recommendations were immediately addressed through corrective actions, and the Company continues to advance its management system with a focus on improving environmental performance and preventing environmental risks.

Establishment of Greenwashing Prevention Guidelines

In December 2025, the Dong-A Socio Group established and published Greenwashing Prevention Guidelines for all Group affiliates to prevent the greenwashing risks that may arise from the disclosure of environmental information, and to enhance the transparency and reliability of environmental disclosures.

Key Components of the Greenwashing Prevention Guidelines

- Relevant legal and regulatory framework
- Fundamental principles for environmental claims and advertising
- Environmental claims and advertising by specific category
- Major domestic and international third-party environmental certifications
- Greenwashing management framework

Establishment of Waste Quantification and Estimation Criteria for the Headquarters Area

In February 2025, the Group established waste quantification and calculation criteria for the headquarters area to ensure the reliability of waste generation data.

For business sites located within the headquarters area—including Dong-A Socio Holdings, Dong-A ST, Dong-A Pharmaceutical, Dong-A Otsuka, Yongma Logis, and DA Information—waste generation data is calculated based on a unified set of criteria, and a standardized management framework has been established.

Response to the Environmental Information Disclosure System Across Group Affiliates

To enhance transparency in its environmental information disclosures to stakeholders, the Group completed registration and submission to the Environmental Information Disclosure System for all Group affiliates[1] in 2025.

Dong-A Pharmaceutical

Dong-A Pharmaceutical maintains Environmental Management System(ISO 14001) certification at its manufacturing facilities in Cheonan, Icheon, and Dangjin, and strictly complies with applicable environmental regulations and internal standards. Each facility conducts regular inspections and improvement activities in accordance with environmental management procedures to systematically manage the environmental impacts arising from its operations. Key environmental aspects subject to management include energy use, waste management, and pollutant emissions. In addition, the Company obtains third-party verification of its greenhouse gas emissions to ensure the reliability of its environmental data, and continuously reviews its environmental management performance based on the verification results.

Notably, in 2025 the Dangjin Plant replaced all bag filters, air pollution control facilities, to further reduce emissions of air pollutants such as particulate matter. The plant also operates post-treatment facilities at its wastewater treatment plant to reduce wastewater loads and improve effluent quality. Through these environmental management activities covering energy, air quality, and water quality, Dong-A Pharmaceutical comprehensively manages the environmental impacts of its operations. These efforts support compliance with environmental regulations and internal standards while systematically enhancing environmental performance and reducing environmental risks.

Cheonan Plant

- In May 2025, the Plant signed a business agreement with the City of Cheonan and other stakeholders for the Carton Recycling and Circular Resource Project, under which collected and recycled paper cartons are reused in the packaging of the Company's products.
- The Plant replaced scrubber piping and exhaust outlet materials with PVC and upgraded the fixing bolts and base materials of washing water pumps to FRP, helping prevent corrosion, improve durability, and reduce the risk of hazardous gas leaks.

Dangjin Plant

- Strengthened efforts to reduce air pollutant emissions through the complete replacement of bag filters, the Plant's air pollution control facilities.
- Operating post-treatment facilities at the wastewater treatment plant to reduce wastewater loads and improve effluent quality.
- Reusing the reverse osmosis (RO) concentrate generated from purified water production as make-up water for cooling towers, reducing utility costs.
- Continuing to improve effluent quality through the operation of post-treatment facilities that reduce wastewater loads.

Icheon Plant

- Conducts semi-annual analyses of pollutants at the wastewater treatment plant, and has enhanced its environmental management capabilities by installing new analytical equipment and flow meters, while expanding the range of water quality parameters that can be analyzed to help prevent environmental pollution.

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1) Excluding ST Pharm

Environmental Performance Management

Group Affiliate Status

Yongma Logis

In November 2025, Yongma Logis provided environmental education for all employees. The program was designed to enhance their environmental awareness and promote a shared understanding of the Company's role and responsibilities as an logistics company. With the theme "Eco-Life Era: Meeting Environmentally Friendly Companies," the training was conducted online from November 3 to December 31, 2025. Through the program, employees gained a deeper understanding of the importance of environmental management and explored practical ways they can contribute to environmental protection through business activities.

Meanwhile, Yongma Logis was designated as an Excellent Green Logistics Company by the Ministry of Land, Infrastructure and Transport for a 13th consecutive year. This achievement is an official recognition of the Company's long-term and systematic efforts in green logistics, including environmentally friendly logistics operations, greenhouse gas reduction initiatives, and the installation of facilities to reduce environmental impact.

Yongma Logis will continue to promote environmental awareness through employee education while advancing practical green logistics initiatives, thereby strengthening both its environmental stewardship and its logistics competitiveness through sustainable management.

Number of Employees Completing the Training

654

Training Completion Rate

91.0%

Dong-A Ecopack

Resource Circulation and Waste Reduction

Dong-A Ecopack is implementing diverse resource circulation initiatives to improve resource efficiency and minimize environmental impacts. Through plastic lightweighting, the Company has reduced its raw materials use while also achieving a reduction in carbon emissions of 12.38tCO_2 compared with the previous year. In addition, Dong-A Ecopack completed testing for the application of recycled PET (R-PET) as part of its efforts to strengthen a resource-circulating production system. Based on these efforts, the Company established the production infrastructure it needs to apply recycled materials to OEM products beginning in 2026.

Water Quality Management and Reduction of Environmental Pollution

Dong-A Ecopack applies a rigorous discharge management system to protect water quality. Water pollutants are first reduced to levels below the applicable standards through primary on-site treatment before discharge, and subsequently undergo secondary treatment at a public wastewater treatment facility, ensuring compliance with water quality standards at the final discharge stage. In addition, the Company has installed an extra storage tank to prepare for emergency situations, such as sudden increases in wastewater concentration. This measure helps to proactively prevent potential environmental pollution and maintain a stable water quality management system.

Strengthening the Environmental Management System

Dong-A Ecopack has automated the recycling process for the glass cullet (scrap) generated during its glass bottle manufacturing process, thereby improving recycling rates and continuously monitoring waste generation. The Company has also installed and operates dust collection facilities, achieving a significant reduction in particulate matter emissions from 5 mg/Sm^3 to 1 mg/Sm^3. In addition, Dong-A Ecopack applies a voluntary environmental information disclosure system and transparently discloses its environmental performance and management activities to external stakeholders, demonstrating its commitment to responsible environmental management.

ABEN Engineering & Construction

Resource Conservation Through a Digital Work Environment

ABEN Engineering & Construction actively utilizes digital collaboration systems, including its electronic approval system and Microsoft Teams, to implement a 'paperless' office that reduces paper usage, thereby creating a work environment that takes resource conservation into consideration. In addition, by digitalizing the recruitment, deployment, and document management processes for daily workers through a construction worker recruitment platform, the Company has reduced unnecessary travel between work sites, staffing agencies, and workers' residences, thereby contributing to reduced carbon emissions in the transportation sector. At the same time, the Company continues to apply low-carbon certified glass and E0-grade materials, and to expand the recycling of waste concrete, mixed construction waste, and waste synthetic resin, thereby advancing construction practices that promote resource circulation and waste reduction.

Environmental Performance Management

Group Affiliate Status

Korea Sinto

Seeing environmental management and environmental protection as core values, Korea Sinto continues to implement systematic management activities aimed at improving resource efficiency and minimizing its environmental impacts. In 2025, the Company strengthened its environmental management activities with a focus on resource circulation, waste reduction, and air pollution prevention. Waste paint that is left over from the coating process is sealed, stored, and reused to reduce waste generation and promote efficient resource utilization, while waste that cannot be treated internally is properly handled through specialized external contractors. In addition, the Company minimizes the risk of environmental pollution by separately managing household waste and designated waste, such as waste paint, during the storage stage.

To manage air quality, Korea Sinto engages in a process of self-monitoring its pollutant-emitting facilities on a semiannual basis, using the results to ensure the proper operation of air emission facilities and implement pollutant reduction activities. The Company also operates a community-based environmental management framework in cooperation with the Dalseong County Office. These efforts include designating and operating a "Clean-Up Day" program, conducting voluntary environmental clean-up activities to reduce particulate matter emissions in line with the seasonal fine dust control policy, and reporting the results to the relevant authorities.

In addition, Korea Sinto successfully completed its ISO 14001 surveillance audit and provided environmental education to all employees to further embed environmental management awareness throughout the organization. As a new initiative in 2025, the Company also participated in the Voluntary Environmental Information Disclosure Program administered by the Korea Environmental Industry & Technology Institute (KEITI). Through professional consulting support, Korea Sinto established an environmental data management system and transparently disclosed its environmental management performance to external stakeholders.

Financial Impacts During the Reporting Period

During the reporting period, no significant direct costs—such as surcharges, fines, compensation payments, or major remediation expenses—were incurred as a result of inadequate waste management or the poor management of pollutants and chemicals. Accordingly, there were no material adverse impacts of these environmental issues on the Group's financial position (assets and liabilities), financial performance (profit or loss), or cash flows identified during the reporting period.

However, ordinary operating expenses associated with routine environmental management activities continue to be incurred. These include the operation of waste, pollutant, and chemicals management systems; regular inspections; efforts to ensure data integrity; external consulting and verification activities (e.g., ISO 14001 and greenhouse gas verification); the establishment of standards and procedures; documentation; and environmental education and training. The Group also recognizes that operating costs may increase in the future as environmental regulations become more stringent or external assurance and verification requirements expand. Accordingly, these factors are continuously being monitored.

Expected Short-, Medium-, and Long-Term Impacts

The following financial impacts may arise if environmental issues are inadequately managed:

Short-term	Potential increases in operating costs arising from enhanced regulatory inspections due to non-compliance, implementation of corrective orders, and additional treatment and transportation expenses.
Medium-term	Administrative sanctions and corrective orders resulting from environmental pollution or regulatory violations may lead to increased treatment and remediation costs, as well as production and operational disruptions that could cause revenue delays or higher operating costs. In addition, inaccurate environmental data may undermine the credibility of disclosures and increase the risk of "greenwashing," resulting in higher regulatory compliance, external verification, and corrective action costs.
Long-term	Reduced stakeholder trust, reputational damage, and the continued increase in costs associated with responding to environmental regulations.

Conversely, proactively strengthening waste, pollutant, and chemical management systems while enhancing data integrity and transparency can structurally reduce the likelihood of environmental incidents and improve the Group's ability to respond to stricter regulations and growing stakeholder expectations. These efforts are expected to mitigate the risk of unplanned costs and operational disruptions, while improving resource efficiency and cost management. They are expected to contribute positively to reducing volatility in financial performance and maintaining business continuity and corporate value over the medium to long term.

Risks and Opportunities That May Affect the Next Fiscal Year

By reviewing the environmental risks that could result in material adjustments to the carrying amounts of assets and liabilities in the financial statements for the next fiscal year, the Group identified the potential deterioration of waste inventory and environmental data integrity as a risk factor that could affect disclosure reliability and regulatory compliance. If data errors are identified in the future or if disclosure and assurance requirements become more stringent, additional measures may be required, including improvements to data management systems, system upgrades, and enhanced external verification procedures. Such measures may result in additional system investments (capital expenditures) or increased operating expenses, which could affect the Group's asset and cost structure and potentially lead to material adjustments to the carrying amounts reported in the financial statements for the next fiscal year. Accordingly, the Group has identified data quality and compliance with regulatory and disclosure requirements as key management priorities, and continuously monitors these areas.

Financial Impact Outlook from a Sustainability Strategy Perspective

To minimize the potential losses associated with environmental risks and strengthen long-term operational resilience, the Dong-A Socio Group continues to implement a range of environmental management strategies. These include operating standardized procedures across the entire waste management process; maintaining waste traceability through the Allbaro System at manufacturing sites and internal calculation standards at non-manufacturing sites; establishing new waste generation standards for the headquarters area; enhancing the integrity of waste inventory data across Group affiliates; managing air pollutants, water pollutants, and chemicals throughout their life cycles while documenting regulatory compliance; and operating site-specific pollutant reduction targets. In the short term, these initiatives may result in increased operating expenses associated with the establishment of management standards, inspections, training, documentation, and data integrity enhancement efforts, as well as cash outflows related to investments in equipment and system upgrades. Over the medium term, however, these strategies are expected to reduce the likelihood of non-recurring costs associated with regulatory violations and environmental incidents, such as administrative sanctions and remediation expenses, while mitigating operational disruption risks and reducing earnings volatility. In the long term, the Group expects that its further advancement of pollutant and chemical management practices will strengthen business continuity and resilience. Enhanced disclosure reliability and stakeholder trust are also expected to structurally reduce the potential for financial losses arising from regulatory and reputational risks, thereby contributing to the stability of the Group's financial position, financial performance, and cash flows.

Environmental Performance Management

Risk Management

Risk Identification

Dong-A Socio Holdings conducts an annual environmental impact assessment. In 2025, the Company evaluated a total of 63 assessment items spanning five environmental categories—air pollution, waste, light pollution, water pollution, and soil pollution—including 19 items at the headquarters and 44 items at the Sangju Human Resources Development Center. As a result of the assessment, no significant environmental risks, regulatory violations, or non-conformities were identified.

Risk Assessment and Monitoring

Dong-A Socio Holdings conducts an annual environmental impact assessment, as well as ad hoc assessments when necessary, covering its headquarters, operations, products and services, operational facilities, and office activities. Environmental managers identify the environmental aspects of business activities that may have either positive or negative impacts on the environment. Assessments consider both material and non-material factors, such as noise and odors generated from facility operations, together with the applicable laws and regulatory requirements.

Environmental impacts are assessed across normal, abnormal, and emergency conditions, with both the severity of impact and the likelihood of its occurrence evaluated to determine overall significance. Based on the assessment results, significant environmental impacts are classified by risk level and prioritized accordingly. High- and medium-risk items are registered as significant environmental impacts, and mitigation or elimination action plans are established and incorporated into environmental objectives. Significant environmental impacts are continuously monitored through collaboration between environmental managers and departmental supervisors, who implement action plans and record and review implementation results. In addition, when underlying conditions affecting environmental impacts change—such as regulatory revisions, facility modifications, stakeholder requirements, or the introduction of new business activities—the Company conducts ad hoc assessments to promptly adjust assessment items, criteria, and management approaches, ensuring that the environmental impact assessment process remains responsive to changing circumstances.

Criteria for Determining Significant Environmental Impacts

HIGH	• Registered as a significant environmental impact and subject to improvement through the establishment of mitigation measures • Considered in the selection of environmental objectives and targets • Where improvement is not currently feasible due to technical or financial constraints, it is managed through education, training, and monitoring
MEDIUM	• Not subject to registration as a significant environmental impact and not required to undergo improvement through mitigation measures • Not reflected in environmental objectives and targets; however, current performance levels are maintained through education, training, and monitoring • May be incorporated into environmental objectives and targets when continuous improvement is deemed necessary despite the relatively minor environmental impact
LOW	• Registered as a significant environmental impact and prioritized for improvement through the establishment of mitigation measures • Given priority consideration in the selection of environmental objectives and targets • Where improvement is not currently feasible due to technical or financial constraints, it is managed through education, training, and monitoring

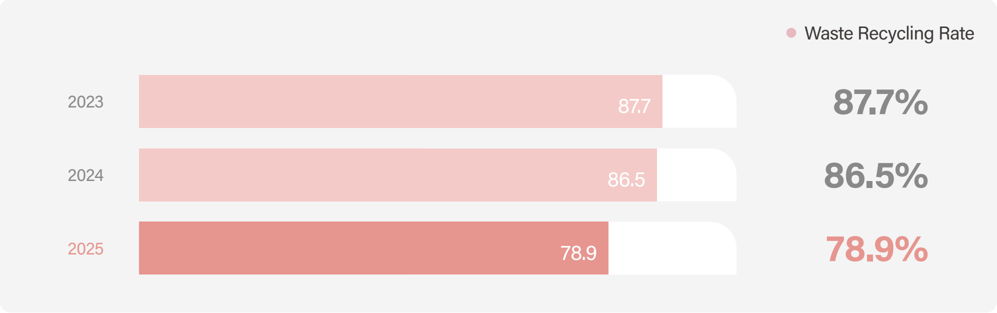
Integration with the Overall Risk Management Process

Dong-A Socio Group has established an enterprise risk management process that integrates and manages both financial and non-financial risks. Under its Risk Management Policy, environmental risks are defined as non-financial risks. Through the Enterprise Risk Management (ERM) system, the Group identifies and assesses risks annually and reports the results to the ESG Committee.

Environmental Performance Management

Metrics and Targets

Management Metrics



* Scope: Dong-A Socio Holdings, Dong-A Pharmaceutical, BTGEN, Yongma Logis, Dong-A Ecopack, ABEN Engineering & Construction, Korea Sinto, and DA Information (effective from the 2025 reporting year).

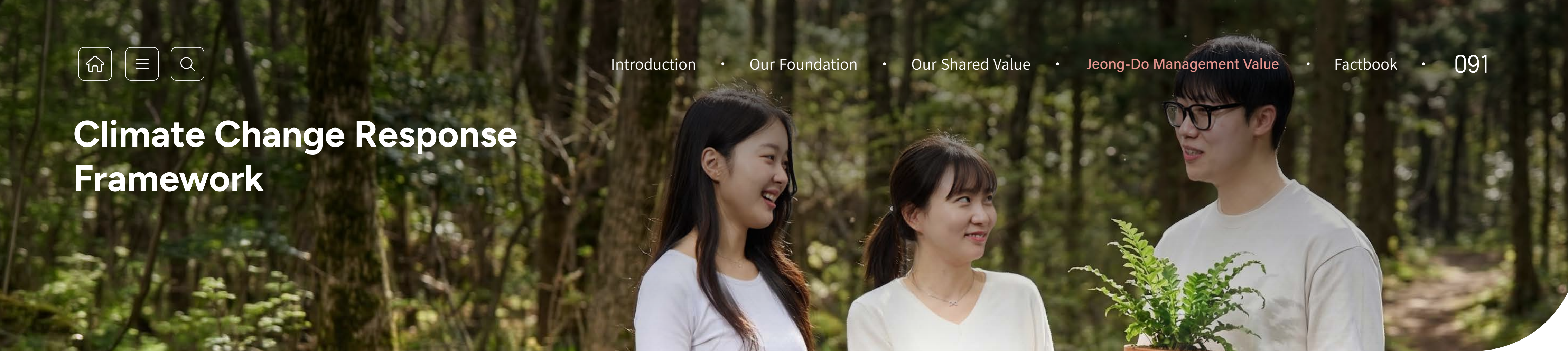
Targets

The Dong-A Socio Group recognizes that the improper management of designated and general waste generated from manufacturing processes may lead to environmental pollution, administrative sanctions, operational disruptions, and reduced reliability of environmental disclosures. Accordingly, the Group has established the waste recycling rate as a key environmental metric, and systematically manages its environmental performance. In the short term, the Group is focused on promoting the separate collection and expanded recycling of recyclable waste. Over the medium to long term, the Group aims to advance its resource circulation framework by ensuring data accuracy and strengthening the management of waste treatment processes across all business sites, while mitigating fluctuations in waste treatment costs and the burden of regulatory compliance. Through these efforts, the Group seeks to reduce the potential for waste generation and strengthen its ability to respond proactively to increasingly stringent environmental regulations and growing stakeholder expectations. In addition, environmental performance targets are managed under a flexible management approach that allows for reasonable adjustments in response to changes in external conditions and regulatory requirements.

Enhancement of Waste and Recycling Management Data and Continuous Increase of Recycling Rates

Short-term (2026)	Medium-term (2028)	Long-term (2030)
• Expand the separate collection and recycling of recyclable waste	• Conduct regular reviews of waste treatment records and recycling data • Strengthen the reliability of disclosures through environmental data integrity verification	• Manage the entire waste management process—including classification, storage, transportation, and treatment—at major Group business sites

* Progress is measured on a fiscal year basis



Climate Change Response Framework

1. Governance

The Dong-A Socio Group systematically manages climate-related risks and opportunities at the Board level through the ESG Committee under the Board of Directors. The Committee reviews and deliberates on climate change response policies and targets, and oversees the implementation of related strategies. To support responsible decision-making, the ESG Committee appoints directors with expertise in environmental issues and specifies relevant responsibilities and authority in its governing regulations. In 2025, the Committee reviewed departmental implementation status through the expansion of Scope 3 greenhouse gas management boundaries, third-party verification of data, and support provided to Group affiliates.

The Jeong-Do Management Team(Sustainability) of Dong-A Socio Holdings, which is responsible for climate change response activities, reports the related activities and outcomes to the ESG Committee twice a year. In addition, through the Social Responsibility Council under the CSO, the CEOs of each Group affiliate directly review key climate change response matters, ensuring that greenhouse gas management performance and climate-related risks and opportunities are systematically reflected in management strategy development and internal decision-making processes. Using this governance framework, the Dong-A Socio Group continues to strengthen its climate change response capabilities and enhance the implementation of sustainable management practices across the Group.

2. Strategy

The Dong-A Socio Group pursues a climate change response strategy that is focused on energy conservation and greenhouse gas emissions reduction. Through the expanded use of renewable energy, improvements in energy efficiency, and employee engagement campaigns, the Group is progressively broadening practical emissions reduction activities across its business sites. The Group promotes self-consumption of renewable energy and energy efficiency improvements through the installation and operation of solar power generation facilities and the implementation of energy monitoring systems. In addition, logistics and manufacturing operations are reducing fossil fuel consumption through equipment upgrades and improvements in operational practices.

The Group also enhances employee awareness of climate change by participating in global environmental campaigns and conducting education and experiential programs. Through these initiatives, the Dong-A Socio Group aims to achieve tangible outcomes, including greenhouse gas emissions reductions and lower energy costs, while strengthening site-level energy management capabilities and reinforcing the foundation for sustainable growth.

3. Risk Management

The Dong-A Socio Group systematically analyzes the impacts of climate change on its business based on climate risk materiality assessments, evaluating both the physical risks and the transition risks associated with climate change. The Group identifies and manages key climate-related risks by comprehensively considering factors such as business operations, supply chains, regulatory developments, and changes in stakeholder expectations. Risks are assessed and categorized based on their likelihood and potential impact, enabling the Group to prioritize response measures and improve the efficiency of resource allocation and implementation.

In 2025, the Group identified stakeholder concerns regarding climate- and environment-related disclosures and communications as a key transition risk and established and distributed Group Greenwashing Prevention Guidelines to address this issue. In addition, the Group has continued to introduce solar power generation facilities as part of its renewable energy transition efforts, through which it is both mitigating medium- to long-term climate-related risks and enhancing corporate credibility.

4. Metrics & Targets

The Dong-A Socio Group has established greenhouse gas emissions as a key climate change response metric, and recognizes climate change as a material issue that may affect operating costs, regulatory compliance burdens, brand value, and business continuity over the medium to long term. Accordingly, the Group has set and manages phased emissions reduction targets.

By 2026, the Group plans to establish a roadmap to carbon neutrality. By 2030, it aims to achieve a sustained reduction in greenhouse gas emissions across the Group through the expanded use of renewable energy and the introduction of energy-efficient facilities and processes, while gradually laying the foundation required to achieve carbon neutrality by 2050. To strengthen emissions management throughout the value chain, the Group plans to conduct third-party verification of greenhouse gas emissions for all Group affiliates in 2026 and further enhance its data management and verification framework through the GAMASOT system by 2030. By 2050, the Group intends to expand its management and disclosure scope to include Scope 3 emissions, enhancing its regulatory preparedness and disclosure reliability while strengthening long-term corporate value protection and the foundation for sustainable growth through effective climate change response efforts

Climate Change Response Framework

Governance

Board of Directors and Committees

The Dong-A Socio Group systematically manages climate-related risks and opportunities at the Board level through the ESG Committee under the Board of Directors of Dong-A Socio Holdings. The Committee reviews and deliberates on climate-related policies, activities, and targets, and oversees the implementation of climate change response strategies. Referring to the ESG component of the BSM[1], the ESG Committee appoints directors with expertise in environmental issues. In addition, the responsibilities and authorities of the Board regarding climate change response strategies are specified in the ESG Committee Charter to ensure responsible decision-making.

In 2025, the Group increased the number of Scope 3 greenhouse gas categories under management from four to six, thus broadening the scope of greenhouse gas management. The Group also reviewed departmental targets and monitored implementation activities related to climate change response through a third-party verification of greenhouse gas data and support provided to Group affiliates. The Jeong-Do Management Team(Sustainability), which is responsible for climate change response, reports climate-related activities and performance to the ESG Committee twice a year and supports responsible decision-making.

[1] BSM: Board Skills Matrix

Management

The Dong-A Socio Group operates the Social Responsibility Council, which consists of the CEOs of each Group affiliate under the CSO, to systematically manage sustainability-related risks and opportunities at the management level. Through the Council, which convenes annually, management directly reviews key climate change response matters and supports responsible executive decision-making. The Jeong-Do Management Team(Sustainability) of Dong-A Socio Holdings, which serves as the dedicated climate change response department within the Social Responsibility Planning Division, regularly reports greenhouse gas data management and verification performance across Group affiliates to the Social Responsibility Council. The Team also systematically applies internal control and decision-making processes to ensure that climate-related risks and opportunities are reflected in management strategy development.

In addition, agenda items and action plans discussed and approved by the Social Responsibility Council are shared across the Group and translated into activities by the relevant operational departments. These processes strengthen integrated collaboration between management oversight functions and climate change response organizations, thereby enhancing the Group's climate risk management capabilities and the implementation of sustainable management practices.

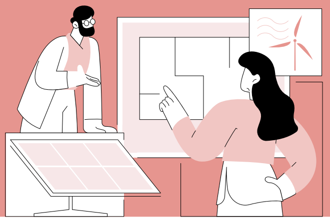
Strategy

Risks and Opportunities Associated with the Issue

Material Issue

Climate Change Response

SDGs



Major Impacts

	Impact Profile			
	Attributes	Time	Type	Expected Timing of Occurrence*
① The adoption of equipment and process improvements, as well as the use of renewable raw materials and components to achieve carbon neutrality, may result in additional costs and impose short-term financial burdens on the Company.	Negative	Substantive	Risk	Short-term
	Scope of Impacts	Employees, group affiliates, shareholders and investors, and business partners		
② Efforts toward carbon neutrality enhance the Company's brand image and social responsibility, while reducing adverse environmental impacts and creating opportunities for sustainable business opportunities	Positive	Substantive	Opportunity	Medium-term
	Scope of Impacts	Employees, group affiliates, shareholders and investors, business partners, government, and local community		

Response Activities and Strategies

- Pursue strategic investments and technological innovation to support carbon neutrality, while continuously implementing energy-efficient technologies and policies to improve efficiency and reduce costs
- Actively communicate carbon neutrality efforts and achievements to consumers and the market, and conduct campaigns that promote sustainable consumption
- Advance the transition to renewable energy through the operation of solar power generation facilities at Dong-A Socio Holdings, Dong-A Pharmaceutical, Dong-A Otsuka, Dong-A Ecopack, and other affiliates

* Short-term (within 1 year), Medium-term (1–5 years), Long-term (more than 5 years)

Climate Change Response Framework

Direct and Indirect Mitigation and Adaptation Efforts

Group Affiliate Status

Dong-A Socio Holdings

The Sangju Human Resources Development Center continues to participate in Earth Hour, a global campaign organized by the World Wide Fund for Nature (WWF). Earth Hour is a global initiative that raises awareness of climate change and environmental protection by encouraging people around the world to switch off their lights simultaneously.

On March 22, 2025, the Center participated in the campaign from 8:30 p.m. to 9:30 p.m. by turning off indoor lighting and vending machines within its facilities. Through this initiative, employees were able to directly experience the importance of energy conservation in their daily lives and participate in the environmental protection effort. The Center plans to continue to participate in various environmental initiatives to enhance employee awareness of climate change and promote a culture of energy conservation.

Meanwhile, to reduce energy consumption and greenhouse gas emissions, the Sangju Human Resources Development Center participated in the Renewable Energy Deployment Program (Building Support Program) administered by the Korea Energy Agency in 2024 and completed the installation of a 49.53 kW solar power generation system on December 21 of the same year.

Through full-scale operation in 2025, the facility achieved tangible results, including an annual energy savings of 68,271 kWh and a reduction of approximately 31.8 tCO_2 in greenhouse gas emissions. In addition, the Center introduced a Renewable Energy Monitoring System (REMS) to monitor solar power generation and greenhouse gas emissions reductions in real time. This system enables the routine monitoring of electricity usage and allows for immediate responses to equipment abnormalities, thereby establishing an advanced energy management framework.

Furthermore, in 2026, the Center plans to install thermal insulation film to its exterior glass surfaces to improve heating and cooling efficiency and further reduce energy consumption.

Dong-A Socio Holdings will continue to expand its operation of solar power generation facilities and energy efficiency improvement initiatives, further enhance its site-level energy management capabilities, and strengthen the foundation for sustainable growth through carbon reduction and environmental impact management.

Dong-A Pharmaceutical

Dong-A Pharmaceutical operates solar power generation facilities to manage the greenhouse gas emissions arising from its business operations. In 2025, the Cheonan Plant generated 277,130 kWh of electricity for its business operations through its solar power system, resulting in a reduction of 127.31 tCO_2eq in greenhouse gas emissions. The Dangjin Plant also achieved greenhouse gas reductions of 63.57 tCO_2eq by using 138,385 kWh of self-generated solar electricity during the year. Building on these site-level renewable energy achievements, Dong-A Pharmaceutical plans to progressively expand its greenhouse gas management initiatives in alignment with its broader climate change response strategy.

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* REMS: Renewable Energy Monitoring System.

Climate Change Response Framework

Group Affiliate Status

Yongma Logis

Yongma Logis has identified the establishment of a logistics system that reduces environmental impact and the enhancement of energy efficiency as key priorities, and continues to implement practical carbon reduction initiatives through equipment conversion and improvements in operational practices.
In 2025, the Company reduced its fossil fuel consumption and strengthened its energy management by expanding the use of electric forklifts across its logistics operations.

Expanded Adoption of Electric Forklifts

In 2025, Yongma Logis continued the phased replacement of its internal combustion engine forklifts with electric forklifts, converting an additional eight units to reach a conversion rate of 94.9%. The adoption of electric forklifts has helped reduce exhaust emissions and noise levels in the workplace, while contributing to improved working conditions and enhanced energy efficiency.

Application of Energy-Saving Facilities at the New Logistics Center

In 2025, Yongma Logis completed the construction of the Namyangju Logistics Center and expanded the application of energy-efficient facilities. Notably, high-efficiency LED lighting was installed throughout the facility, reducing electricity consumption while simultaneously improving the energy efficiency of logistics operations and the overall working environment.

Improving Energy Efficiency Through Off-Peak Electricity Utilization

Yongma Logis is improving its energy consumption structure by charging forklifts during the off-peak nighttime hours, when electricity demand and the associated carbon emissions are lower. Beginning with the Gongdo Center (for three-way forklifts), this initiative has been expanded to major logistics sites, including the Sangbong, Seolseong 1, and Yongwol Centers. By distributing electricity demand more evenly and utilizing electricity with a lower carbon intensity, the Company contributes to the reduction of greenhouse gas emissions.

Dong-A Ecopack

Greenhouse Gas Reduction and Energy Efficiency Improvement

Dong-A Ecopack is expanding the scope of its Scope 3 emissions management and optimizing energy use throughout its production processes to enhance its operational efficiency and reduce greenhouse gas emissions. Notably, the OXY melting furnace, first introduced in 2024, maximizes combustion efficiency by combining oxygen and fuel during the melting process. The system is designed to achieve the same production output while consuming less fuel than conventional furnaces. In 2025, the Company continued to operate the OXY melting furnace, contributing to improved process energy efficiency and reduced greenhouse gas emissions.

Operation of a Renewable Energy Generation Business

To contribute to the reduction of carbon emissions and the supply of renewable energy, Dong-A Ecopack sells electricity generated from its self-operated solar power facilities to external parties, thereby contributing to the supply of renewable energy. In addition, Dong-A Ecopack regularly commissions energy assessments from specialized external institutions to closely monitor energy consumption across its workplaces. The company uses the results of these assessments to continuously identify opportunities to improve operational efficiency and reduce energy use.

ABEN Engineering & Construction

To systemically manage its greenhouse gas emissions, ABEN Engineering & Construction has established a greenhouse gas inventory covering its headquarters and all construction sites, and ensures the reliability and transparency of its data by subjecting it to third-party verification by specialized external institutions. The scope of measurement has been expanded beyond Scope 1 and Scope 2 emissions to include Scope 3 emissions. In 2024 and 2025, the Company maintained consistency in its management system by applying the same standards to fuel and energy use, waste generated at business sites, and business travel and commuting categories. In addition, ABEN Engineering & Construction is contributing to expanded resource circulation and reduced greenhouse gas emissions by managing the scrap metal generated at its construction sites so that it can be recycled.

Climate Change Response Framework

Financial Impacts During the Reporting Period

During the reporting period, there were no cases of material financial losses related to climate change response, such as fines, penalties, damages, or significant litigation costs. Expenditures associated with carbon neutrality initiatives—including facility investments, energy efficiency improvement activities, environmentally friendly transitions, and related campaigns—may arise as part of normal business operations. Depending on their nature, such expenditures may be recognized either as capital expenditures (e.g., facility investments) or operating expenses (e.g., policies, training, campaigns, and operational improvements), and may therefore be reflected in financial performance and cash flows. For this reason, climate change response issues had a limited adverse impact on the Group's financial position, financial performance, and cash flows during the reporting period. However, the Company continues to manage and monitor trends in related expenditures and their effectiveness.

Expected Short-, Medium-, and Long-Term Impacts

The following financial impacts may arise if climate change response issues are managed inadequately:
Short-term: Increased investment and operating costs associated with the introduction of environmentally friendly facilities, process improvements, and the transition to eco-friendly raw materials and components.
Medium-term: Increased costs related to regulatory compliance, external consulting and verification services, facility upgrades, and operational improvements.
Long-term: Damage to brand value and corporate reputation, higher capital costs, and the loss of opportunities in environmentally friendly markets and new business areas.
Conversely, the systematic implementation of climate change response strategies and the strengthening of carbon neutrality capabilities are expected to improve energy efficiency and accelerate the transition to renewable energy, contributing to lower operating costs and a more stable cost structure. An enhanced responsiveness to evolving regulatory requirements and market expectations may also help mitigate volatility in financial performance. Furthermore, visible progress in environmental transition initiatives is expected to strengthen the brand's credibility and the Company's image as a socially responsible organization while expanding opportunities for green businesses and partnerships. Over the medium to long term, these efforts are expected to contribute to new revenue generation and an enhanced corporate value.

Risks and Opportunities That May Affect the Next Fiscal Year

No significant risks related to climate change response and the drive toward carbon neutrality have been identified that are reasonably expected to result in material adjustments to the carrying amounts of assets and liabilities in the financial statements for the next fiscal year. However, future changes in the regulatory environment, the expansion or modification of investment plans, or the broader application of relevant technologies may affect the scale of capital investments and operating expenses. As a result, impacts on asset acquisitions, depreciation, and operating cost structures may arise, and thus the Company continues to monitor these factors closely.

Financial Impact Outlook from a Sustainability Strategy Perspective

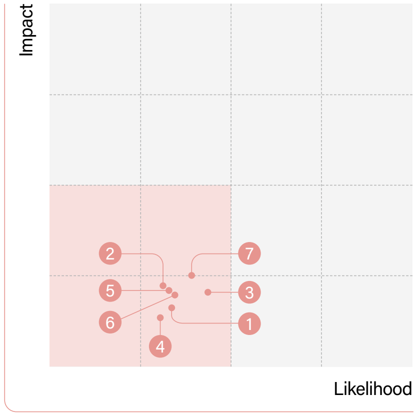
Dong-A Socio Group is pursuing strategic investments and technological innovation to achieve carbon neutrality while simultaneously improving efficiency and reducing costs through the adoption of energy-efficient technologies and operational policies. The Group is also strengthening stakeholder trust and expanding environmentally friendly business opportunities through initiatives such as the transition to renewable energy (including solar power generation facilities) and environmental campaigns. While these strategies may result in increased investment and operating costs and associated cash outflows in the short term, they are expected to contribute to reductions in operating cost and a more stable cost structure through improved energy efficiency in the medium term. Over the long term, they are expected to mitigate regulatory and reputational risks, expand business opportunities, reduce volatility in financial performance, and contribute to the stable maintenance and enhancement of corporate value.

Risk Management

Risk Identification

Climate Change Response Risk Management

Dong-A Socio Holdings operates a climate change response risk management process that assesses the impact of both physical and transition risks on business operations based on a climate risk materiality assessment. Through these assessments, the Company identified seven key climate change risk factors by comprehensively considering business operations, supply chains, the regulatory environment, and changes in stakeholder perceptions. The need for risk management was evaluated based on the potential impact of each risk on financial performance and corporate value, and the risks were classified as subjects for the development of response strategies. The identified risks are rated by considering both the likelihood of their occurrence and the magnitude of their impact. Based on these ratings, response priorities are established to enhance the efficiency of resource allocation and implementation.
In 2025, the Company recognized increasing stakeholder concerns and negative perceptions regarding climate- and environment-related disclosures and communications as a key transition risk, and proactively established and distributed anti-greenwashing guidelines. At the same time, the Company is promoting the transition to renewable energy through the introduction of solar power generation facilities, thus seeking to mitigate medium- and long-term climate risks while enhancing corporate credibility.



- ① Increased frequency and severity of floods and tropical cyclones (typhoons)
- ② Water stress and drought
- ③ Increased frequency and severity of heatwaves
- ④ Expansion of carbon pricing schemes and rising carbon prices
- ⑤ Strengthened obligations and regulations on products and services
- ⑥ Reduced competitiveness due to unsuccessful investments in new technologies
- ⑦ Increased stakeholder concerns or negative perceptions

Integration with the Overall Risk Management Process

Dong-A Socio Group has established an enterprise risk management process that integrates and manages both financial and non-financial risks. Climate change response risks are classified as non-financial risks under the Group's risk management regulations. Through the Enterprise Risk Management (ERM) system, the Group identifies and assesses risks annually and reports the results to the ESG Committee.

Climate Change Response Framework

Metrics and Targets

Management Metrics

(Unit: tCO$_2$eq, TJ)

Category	Group Affiliate	2023		2024		2025	
		Greenhouse Gas Emissions	Energy Consumption	Greenhouse Gas Emissions	Energy Consumption	Greenhouse Gas Emissions	Energy Consumption
Greenhouse Gas Emissions	Dong-A Socio Holdings	513	8	621	9	701	9
	Dong-A Pharmaceutical	16,313	350	19,359	358	21,008	369
	BTGEN	8,180	166	11,789	204	12,022	206
	Yongma Logis	3,734	62	3,279	61	17,864	288
	Dong-A Ecopack	-	-	-	-	131,567	836
	ABEN Engineering & Construction	368	5	2,396	10	865	13
	DA Information	70	0	105	1	387	6
	Korea Sinto	7,118	143	Not Disclosed	Not Disclosed	7,202	127

* Dong-A Ecopack discloses data only for the period following the merger (May 2025 onward).

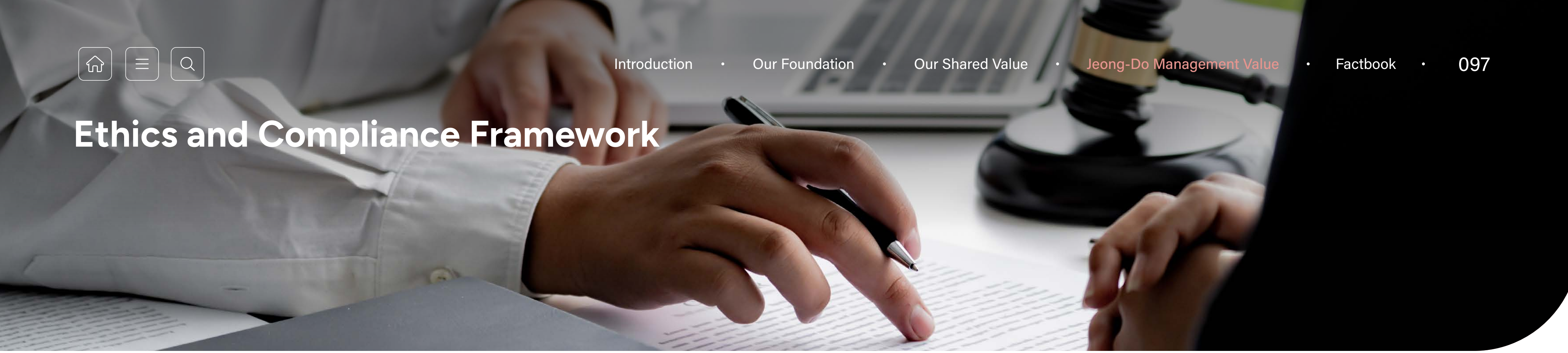
** Korea Sinto was not included within the scope of Dong-A Socio Group's consolidated subsidiaries in 2024. As its greenhouse gas data was managed internally without external verification, the data is not disclosed.

Targets

Dong-A Socio Group recognizes climate change response as a key issue that may affect operating costs, regulatory compliance burdens, brand value, and business continuity over the medium to long term. For this reason, the Group has designated greenhouse gas emissions across all affiliates (primarily Scope 1 and Scope 2 emissions) as a key management metric. The Group aims to stabilize emissions management and establish a sustained reduction trend by 2030, while progressively building the foundation necessary to achieve carbon neutrality by 2050. Although investments in facilities and process improvements, as well as energy transition initiatives for carbon neutrality, may result in increased costs in the short term, the Group manages these efforts as strategic investments aimed at mitigating medium- and long-term climate risks and protecting corporate value. At the same time, the Group seeks to alleviate the emissions pressure associated with electricity consumption by expanding the use of renewable energy and improving energy efficiency. Management of value chain emissions (Scope 3) is being expanded in phases, subject to the establishment of reliable data. Through these efforts, Dong-A Socio Group aims to strengthen regulatory responsiveness and disclosure reliability, expand business opportunities, and enhance stakeholder trust. The Group also applies a flexible management approach that allows target levels and implementation timelines to be reasonably adjusted in response to changes in external environmental conditions, regulatory requirements, and technological developments.

	Carbon Neutrality Roadmap Implementation	Expansion of Scope 3 GHG Emissions Management and Enhancement of Data Consistency
Short-term (2026)	· Establish a carbon neutrality roadmap	· Obtain third-party verification of GHG emissions for all Group affiliates
Medium-term (2030)	· Expand the use of renewable energy (solar power generation) · Gradually introduce energy-efficient facilities and processes · Implement the Group's greenhouse gas emissions reduction targets in accordance with the carbon neutrality roadmap	· Strengthen data management and verification systems through the GAMASOT platform
Long-term (2050)	· Establish a carbon neutrality roadmap	· Expand Scope 3 coverage and disclosure across all Group affiliates

* Progress is measured on a fiscal year basis.



Ethics and Compliance Framework

1. Governance

The Dong-A Socio Group manages compliance management as a key governance matter through the ESG Committee under the Board of Directors. The Committee reviews and oversees compliance, ethics, and regulatory risks, and ensures that non-financial issues are reflected in management strategy. The ESG Committee supports responsible decision-making by appointing directors with expertise in compliance management and clearly defining their responsibilities and authority in its governing regulations. In 2025, the Group expanded the scope of laws covered by its compliance management system to include the Occupational Safety and Health Act, and reviewed implementation status through the ISO 37301 surveillance audit. The Jeong-Do Management Team(Sustainability) and the Legal & Gov. Affairs Team, which are responsible for compliance management, report their activities and performance to the ESG Committee each year and support Board oversight by continuously monitoring potential legal and regulatory risks. In addition, through the Social Responsibility Council under the CSO, the CEOs of each Group affiliate directly review key compliance management matters. Agenda items discussed and approved by the Council are shared across the Group and translated into actions by relevant operational departments. Through this process, the Group strengthens the collaboration between management and compliance organizations while continuously enhancing its compliance risk management capabilities and the implementation of sustainable management practices across the Group.

2. Strategy

The Dong-A Socio Group recognizes that legal violations and ethical issues can have a significant impact on its financial performance and long-term sustainability. For this reason, the Group pursues a compliance management strategy that is focused on the appointment of a Compliance Officer, the operation of reporting channels, and the implementation of a compliance management system. The Compliance Officer proactively identifies and prevents legal risks throughout the decision-making process and enhances the effectiveness of the compliance framework through internal support and advisory activities. In addition, the Group operates the Cyber Audit Office(CLEAN:D)and Helpline(K-Whistle) reporting channels, providing employees and stakeholders with a secure environment in which to report concerns. The Group also maintains systematic processes for whistleblower protection and follow-up actions. Additionally, through its compliance management system and fair trade compliance reviews, the Group continuously manages compliance risks. Through a combination of internal controls, education, and monitoring activities, the Group seeks to prevent legal sanctions and reputational risks while continuously advancing its compliance management framework as a strategic foundation for strengthening stakeholder trust and protecting corporate value over the medium to long term.

3. Risk Management

Dong-A Socio Holdings operates a risk management process that systematically identifies and analyzes compliance risks based on their likelihood and potential impact, calculates residual risks reflecting both inherent risks and the effectiveness of internal controls, and establishes priorities accordingly. Compliance risk management follows a standardized six-step process covering risk identification and assessment, response planning, implementation of control activities, and evaluation of their effectiveness. Through this process, the Company seeks both to proactively prevent and to address potential legal violations. In addition, the adequacy and effectiveness of the Compliance Management System are regularly evaluated through annual internal audits. These audits identify potential ethical issues, including misconduct, procedural violations, and leakage of internal information, and develop improvement measures. Audit results and the status of corrective actions are reported to the Board of Directors and continuously monitored, thereby ensuring the ongoing advancement of the compliance risk management system.

4. Metrics & Targets

The Dong-A Socio Group has established the number of Group affiliates certified under Compliance and Anti-Bribery Management System, the number of legal violations, and the compliance and ethics training completion rate as key compliance management metrics. Recognizing that legal and ethical violations can result in significant risks—including fines, litigation costs, business disruptions, and reputational damage—the Group has set the maintenance of zero violations of the law and zero violations of ethical standards as a core compliance management objective. By 2025, the Group aims to establish and operate an Enterprise Risk Management (ERM) framework across all Group affiliates. By 2027, it plans to develop an integrated management process combining the Holdings' ERM and Compliance Management System (CMS), while achieving a 100% completion rate for regular compliance and ethics training for all employees. By 2030, the Group intends to progressively expand the scope of the applicable laws and regulations and integrate ERM and compliance regulatory management systems across all Group affiliates. Through these efforts, the Group seeks to strengthen the effectiveness and consistency of compliance risk management and further reinforce the foundation for sustainable management.

Ethics and Compliance Framework

Governance

Board of Directors and Committee

The Dong-A Socio Group reviews and oversees key compliance management matters and risk management issues through the ESG Committee under the Board of Directors of Dong-A Socio Holdings, while also considering non-financial issues in the development of management strategies. Referring to the Compliance (CP) Risk of the BSM[1], the ESG Committee appoints directors with expertise in compliance, regulatory and ethical risk issues. In addition, the responsibilities and authorities of the Board regarding compliance management are specified in the ESG Committee Charter to ensure responsible decision-making.

In 2025, Dong-A Socio Holdings expanded the scope of laws covered by its compliance management system by adding the Occupational Safety and Health Act to the six laws already applicable. The Company also completed its ISO 37301 surveillance audit, through which departmental objectives related to key compliance management activities were reviewed and implementation progress was monitored.

Compliance management is overseen by the Compliance management officer and the Compliance Officer, with the Jeong-Do Management Team(Sustainability) and the Legal & Gov. Affairs Team serving as the respective dedicated organizations. The Jeong-Do Management Team(Sustainability) of Dong-A Socio Holdings reports compliance management activities and performance to the ESG Committee annually. In addition, the Legal & Gov. Affairs Team continuously reviews and reports potential legal violations related to ESG Committee agenda items, thereby supporting responsible decision-making.

1) BSM: Board Skills Matrix

Management

The Dong-A Socio Group operates the Social Responsibility Council, which consists of the CEOs of each Group affiliate under the CSO, to systematically manage sustainability-related risks and opportunities at the management level. Through the Council, which convenes annually, management directly reviews key compliance management matters and supports responsible executive decision-making.

The Jeong-Do Management Team(Sustainability) of Dong-A Socio Holdings, which serves as the dedicated compliance management department within the Social Responsibility Planning Division, regularly compiles and reports major compliance management plans and performance from each Group affiliate to the Social Responsibility Council. The Team also systematically applies internal control and decision-making processes to ensure that compliance-related risks and opportunities are reflected in management strategy development.

In addition, agenda items and action plans discussed and approved by the Social Responsibility Council are shared across the Group and translated into activities by relevant operational departments. These processes strengthen integrated collaboration between management oversight functions and compliance management organizations, thereby enhancing the Group's compliance risk management capabilities and the implementation of sustainable management practices.

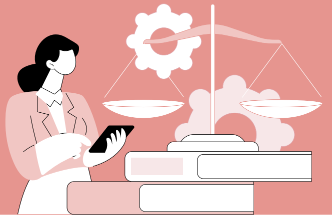
Strategy

Risks and Opportunities Associated with the Issue

Material Issue

Ethics and Compliance

SDGs 16 17



Major Impacts

	Impact Profile			
	Attributes	Time	Type	Expected Timing of Occurrence*
❶ Ethical and compliant business practices minimize legal and regulatory risks, helping to prevent unnecessary financial costs such as administrative penalties, fines, and litigation expenses.	Positive	Substantive	Opportunity	Medium-term
	Scope of Impacts	Employees, group affiliates, shareholders and investors, and business partners		
❷ Ethical or legal misconduct may erode social trust in the Company, damage its reputation, and weaken its market competitiveness.	Negative	Substantive	Risk	Medium-term
	Scope of Impacts	Employees, group affiliates, shareholders and investors, business partners, government, and local community		

Response Activities and Strategies

- Dong-A Socio Holdings has obtained ISO 37301 Compliance Management System certification and systematically manages its legal and regulatory requirements, thereby strengthening ethical management and minimizing legal and compliance risks.
- Dong-A Pharmaceutical obtained ISO 37301 certification and established a compliance management system.
- All Group affiliates apply anti-corruption management frameworks. In addition, affiliates such as Dong-A ST and BTGEN have obtained ISO 37001 Anti-Bribery Management System certification to strengthen their corruption prevention and anti-bribery activities and promote transparent management by fulfilling their ethical responsibilities.

* Short-term (within 1 year), Medium-term (1–5 years), Long-term (more than 5 years)

Ethics and Compliance Framework

Response to Risks and Opportunities Associated with the Issue

Appointment of a Compliance Officer

Dong-A Socio Holdings recognizes that legal and reputational risks arising from regulatory violations and ethical misconduct may have significant impacts on the Company's medium- to long-term financial performance and sustainability. To manage these risks, the Company has appointed a Compliance Officer as a key component of its compliance management framework. Working in collaboration with the Jeong-Do Management Team(Sustainability), the Compliance Officer provides legal advice and internal support, while identifying, preventing, and effectively managing legal risks throughout the management decision-making process. Through these activities, the Compliance Officer plays an important role in strengthening the transparency and fairness of corporate management.

During the reporting period, Dong-A Socio Holdings continued to maintain a Compliance Officer and established a collaborative framework with the Jeong-Do Management Team(Sustainability). The Company also made qualitative progress by embedding legal review and response procedures into its management processes. While recognizing the administrative costs and operational burden associated with maintaining the Compliance Officer system and strengthening internal procedures, the Company also considers the medium- to long-term opportunities arising from enhanced legal compliance, increased stakeholder trust, and the preservation of corporate reputation. As a result, risks and opportunities are managed in a balanced manner. Going forward, Dong-A Socio Holdings will continue to advance its compliance management framework that places the Compliance Officer center, further strengthening its legal risk management capabilities.

Key Activities of the Compliance Officer

Strengthening Fair Trade Risk Management

- Conducted an internal transaction review across the entire group to establish a fair trade culture
- Identified and addressed potential risk factors

Establishment of Legal Risk Management System

- Systematically categorized legal requirements across seven key areas: accounting and taxation, fair trade, anti-bribery, capital markets, corporate governance, labor, and occupational safety and health
- Strengthened legal compliance measures and established response plans related to personal information protection
- Supported institutional changes, including in shareholder meetings and Board composition, in preparation for the implementation of the 2026 amendments to the Commercial Act

Compliance Officer's Profile

Name	Seong-Yeon Jeong
Month of Birth	Feb. 1982
Education / Professional Experience	2006 – B.S. in Pharmacy, Seoul National University 2008 – M.S. in Pharmaceutical Sciences (Organic Medicinal Chemistry), Seoul National University 2012 – J.D., School of Law, Kyungpook National University (1st Class); Passed the 1st Korean Bar Examination 2012–2017 – Attorney, LK Partners Law Firm March 2017– Present – Compliance Officer, Dong-A Socio Holdings
Disqualification Status	Not applicable

Compliance Management System

Dong-A Socio Holdings successfully completed its ISO 37301 Compliance Management System surveillance audit, which was conducted from July 10 to 11, 2025, with zero nonconformities and one opportunity for improvement. This confirms that the Company is meeting international standards. Based on the improvement actions identified through internal audits and the surveillance audit, the Company plans to further enhance its related business processes and strengthen the effectiveness of its compliance management system.

Key Achievements of ISO 37301 Certification

Expansion of Applicable Laws and Regulations

- Identified, monitored, and managed 21 applicable laws and regulations across seven key compliance areas: accounting and taxation, fair trade, anti-corruption, capital markets, corporate governance, labor, and occupational safety and health

Enhancement of Risk Rating Criteria

- Strengthened the compliance risk threshold for medium risk category to four points or higher
- Included matters assessed as having a low CMS impact but deemed operationally significant within the medium risk category for enhanced monitoring and management

Strengthening Internal Audits

- Expanded internal audit coverage from five assessment areas to ten audit questions
- Improved verification of actual implementation results by requiring supporting evidence for the specific activities under each assessment item

Strengthening Risk Rating Criteria

Category		Likelihood				
		1	2	3	4	5
Impacts	1	2	3	4	5	6
	2	3	4	5	6	7
	3	4	5	6	7	8
	4	5	6	7	8	9
	5	6	7	8	9	10

Final Risk Rating	
8~10	High
4~7	Medium
1~3	Low

Ethics and Compliance Framework

Response to Risks and Opportunities Associated with the Issue

Fair Trade Compliance Survey

The Dong-A Socio Group recognizes that potential violations of fair trade laws and regulations may result in financial losses and reputational damage, making fair trade compliance a significant sustainability risk. As part of its strategy to manage this risk, the Group conducted an internal transaction review from January to October 2024. The review was undertaken to foster a culture of fair trade compliance across the Group while proactively identifying and addressing potential risks. It focused on thoroughly analyzing inter-company transaction structures, assessing potential areas of non-compliance with fair trade regulations, and identifying opportunities for improvement. Through this initiative, the Group made qualitative progress in systematically incorporating fair trade risk management into its management decision-making processes, and established a stronger foundation for fair and transparent business practices.

While recognizing the administrative burden associated with enhanced internal controls, the Group also considers the medium- to long-term opportunities that will arise from preventing legal sanctions and reputational risks, as well as the value of enhanced stakeholder trust. Accordingly, risks and opportunities are managed in a balanced manner. Going forward, the Group will continue to monitor its compliance with applicable laws, regulations, and internal policies and improve internal procedures where necessary, thereby continuously enhancing its fair trade risk management framework.

Fair Trade Risk Management Process

1. Implementing a full-scale investigation of the group's internal transactions
2. Identifying risk factors and formulating improvement plans
3. Promoting fair trade projects group-wide and fulfilling recommended improvements

Compliance and Anti-Bribery Management System

The Dong-A Socio Group recognizes that compliance risks may lead to financial losses and reputational damage, making them a material sustainability risk. As part of its strategy to manage these risks, the Group operates Compliance and Anti-Bribery Management Systems across its organizations. Through these systems, the Group promotes a culture of compliance and anti-bribery throughout the organization, proactively prevents compliance risks, and strengthens ethical management by enhancing internal policies and control procedures, providing continuous employee training, and monitoring implementation activities. In addition, the Group has strengthened its reporting systems to enhance the effectiveness of its internal reporting channels, and has established a framework that enables compliance and anti-corruption initiatives to be a continuous process rather than one-time activities.

While recognizing the potential increase in administrative burden and costs associated with establishing and operating these systems, the Group also considers the medium- to long-term opportunities that will arise from preventing legal sanctions and reputational risks, as well as the value of enhanced stakeholder trust. Accordingly, risks and opportunities are managed in a balanced manner. Going forward, with the active support of management, the Group will continue to operate and enhance its compliance and anti-corruption management frameworks, further strengthening its capabilities in compliance risk management.

Dong-A Socio Group Compliance and Anti-Bribery Management System Certification Status

Category	Group affiliates	Initial certification	Valid until
ISO 37301 Certification	Dong-A Socio Holdings	2024	2027
	Dong-A Pharmaceutical	2025	2028
ISO 37001 Certification	Dong-A Pharmaceutical	2019	2025
	BTGEN	2023	2026

Ethics and Compliance Framework

Response to Risks and Opportunities Associated with the Issue

Compliance Reporting System

Dong-A Socio Group operates the Cyber Audit Office (Clean :D) and Helpline K-Whistle to enable internal and external stakeholders, including employees, to report their concerns safely and securely. All reports received are subject to thorough investigation. Cases are reviewed based on factors such as the intent and severity of the misconduct, and where appropriate, are referred to the relevant affiliate's personnel committee for deliberation. Disciplinary actions may be taken when necessary. In addition, each Group affiliate's Human Resources Team operates a Grievance Counseling Center to hear and address grievances and complaints related to human rights violations. Under the Group's whistleblower anonymity protection policy, employees who report incidents or whose claims are substantiated are protected from any form of disadvantage or retaliation through established institutional safeguards.

Reporting System

Audit Hotline (Clean :D)

The Cyber Audit Office is a reporting system for receiving reports related to unfair business practices, improper demands arising from abuse of position, and corrupt acts committed by employees. Stakeholders can easily submit reports via the "Report to Audit Office" menu on each affiliate's website. The system features enhanced anonymity, security, and feedback functions, and operates on a two-way communication basis between the audit office and the whistleblower. This allows for systematic management not only in preventing related risks but also in ensuring effective post-incident response.

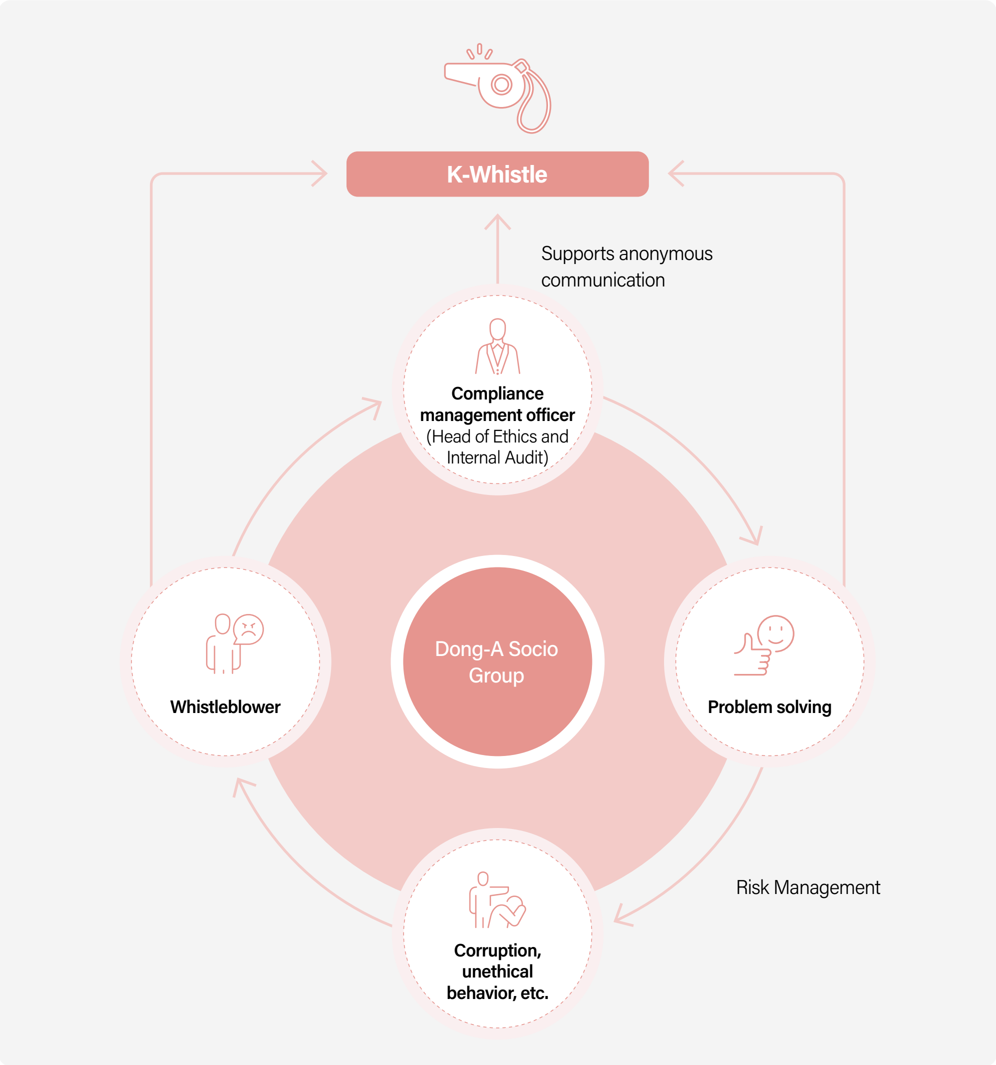
Clean :D

K-Whistle Helpline

K-Whistle is an externally commissioned whistleblowing system that allows individuals to report unethical conduct such as bribery and corruption, unfair transactions, improper demands, and violations of the law. The system can be accessed through the "Report" menu on the group's Jeong-Do Management website, and reports are received by an independent third-party organization. It is operated under strict security management principles, including IP tracking prevention, and ensures full protection of the whistleblower's anonymity. Once a report is received, it is forwarded to the Compliance management officer of Dong-A Socio Holdings and handled in a way that maintains anonymity, ensuring that the whistleblower's identity remains securely protected throughout the process.

K-Whistle

K-Whistle Reporting and Resolution Process



Ethics and Compliance Framework

Response to Risks and Opportunities Associated with the Issue

Dong-A Socio Group Whistleblowing Case Handling Records

Category	Major items	Number of cases	Number of Cases Handled	Resolution rate (%)
Corrupt Practices	Improper solicitation, acceptance of money or entertainment, improper allocation of funds, unfair trading practices, leakage of internal information, etc.	7	7	100
Power harassment and workplace bullying	Unfair orders using superior position in the workplace, acts causing mental and physical pressure and anxiety	17	17	100
Lax discipline	Improper acts related to sexual harassment, sexual violence, etc.	5	5	100
Corruption in recruitment and personnel appointments	Any acts violating fairness in recruitment, personnel appointments, and related processes	4	4	100
Other	Unethical acts not falling under the above categories	25	25	100
Total		58	58	100

* Duplicate reports were processed as a single case, and cases not falling under the above report types (such as simple product claims) were excluded.

Dong-A Socio Group Report Handling Status

Category	2023	2024	2025
Number of Reports	89	56	58
Number of Reports Handled	89	56	58
Process rate	100	100	100

* Following the revision of the Group Integrated Report's scope, reporting from 2025 onward covers whistleblowing case handling across a total of 8 companies (Dong-A Socio Holdings, Donga Pharmaceutical, BTIGEN, Yongma Logis, Dong-A ECOPACK, ABEN E&C, Korea Sinto, and DA Information).

Enhancement of Compliance Awareness

Compliance Implementation Assessment

Each year, Dong-A Socio Holdings conducts an anonymous online survey of employees to assess and improve the implementation of its compliance management practices. The 2025 survey was conducted from November 10 to 26, 2025. Of the 78 employees invited to participate, 68 responded, a 75.6% response rate, up 11.6 percentage points compared with the previous year. The survey results are utilized to enhance compliance-related policies and systems and to improve the effectiveness of employee training and compliance management programs.

Dissemination of Compliance Culture

Dong-A Socio Holdings promotes compliance management and fair trade practices based on the Group's Jeong-Do Management (鼎道經營) philosophy, which serves as the foundation of its Jeong-Do Management(Social Responsibility Management) approach. To enhance employee awareness of compliance management and improve access to the relevant policies and standards, the Company posts the 'Integrity & Ethics Briefs' published by the Anti-Corruption and Civil Rights Commission (ACRC) on the Jeong-Do Management bulletin board each month. In addition, during major holiday periods, the Company distributes notices to all Group affiliates informing them that they are prohibited from accepting gifts and benefits, while providing clear guidance on the applicability and scope of the Improper Solicitation and Graft Act.

Furthermore, the Company obtains Compliance Pledges and Anti-Corruption Compliance Pledges from employees and business partners across the Group to proactively prevent inappropriate gifts, benefits, and solicitations. Through these efforts, Dong-A Socio Holdings continues to foster a fair, transparent, and ethical corporate culture.

Status of Activities to Promote Compliance Awareness

Jeong-Do Management Practice Pledge
All 81 employees signed the pledge

100%

Anti-Corruption Compliance Pledge
All 81 employees signed the pledge

100%

* The pledge figures are based on November, when collection was completed across all Group companies.

Dong-A Socio Holdings' Regulations on Improper Solicitation and Acceptance of Money or Gifts

Ethics and Compliance Framework

Response to Risks and Opportunities Associated with the Issue

Enhancement of Compliance Awareness

Compliance Training

The Dong-A Socio Group provide annual compliance training to all employees to enhance their understanding of ethics, integrity, and the principles of Jeong-Do Management. The Jeong-Do Management Team(Sustainability) monitors the implementation of these training programs across the Group to ensure their consistent execution and effectiveness.

- Category: Dong-A Socio Holdings
- Target: All employees
- Training Content: Understanding the Compliance Management System
- Date: April 21 to June 21, 2025
- Completions: 84 employees

Dong-A Socio Group Compliance Training Programs

Affiliate	Participants	Training Topic	Date	Number of Participants Completing the Program
Dong-A Pharmaceutical	All employees	Understanding Compliance Management and ISO 37301	May 12 - August 29	1,006
BTGEN	All employees	Anti-Bribery Management System and Integrity Management Training	June 1 to August 29	240
Yongma Logis	All employees	All employees The Importance of Ethical Management and Compliance Management	December 18 to December 31	683

Financial Impacts During the Reporting Period

During the reporting period, the Group confirmed, through its CMS Compliance Obligation Performance Evaluation Report, that no direct financial losses occurred as a result of material legal violations, litigation and fines, or ongoing or enforced litigation related to compliance management. However, administrative and operating expenses were incurred in connection with activities related to maintaining and operating the compliance and anti-bribery management systems, including the development and revision of internal policies, employee training, internal reviews, and responses to external certification audits. These costs were recognized as ordinary management expenses incurred in the normal course of business. The operation of these compliance management systems is considered to have contributed to preventing potential financial losses during the reporting period, including fines, damages, and business restrictions that could arise from regulatory violations.

Expected Short-, Medium- and Long-Term Impacts

The following financial impacts may arise if compliance management issues are inadequately managed:

Short-term	Potential fines, litigation response costs, and one-time cash outflows arising from regulatory violations or inadequate internal controls
Medium-term	Increased costs associated with strengthening internal controls and responding to external audits and due diligence in the event of repeated violations, as well as reduced business opportunities due to reputational damage
Long-term	Higher capital costs, constraints on attracting investment, and negative impacts on corporate value resulting from a decline in corporate credibility

Conversely, the continuous advancement of compliance and anti-corruption management systems is expected to reduce the likelihood of legal disputes and regulatory sanctions, mitigate volatility in financial performance, and serve as an opportunity factor supporting stable business operations and the preservation of corporate value over the medium to long term.

Risks and Opportunities That May Affect the Next Fiscal Year

In reviewing compliance-related risks that could result in material adjustments to the financial position in the next fiscal year, the Group identified the potential for adjustments to certain financial statement items if investments in system enhancements increase as part of efforts to advance its compliance management framework in response to an expanded scope of applicable laws and increasingly stringent regulatory requirements. Such adjustments may include the recognition of intangible assets, liabilities arising from long-term contractual arrangements, or prepaid expenses associated with compliance-related investments. In addition, in exceptional cases where litigation arises from unlawful conduct, the recognition of fines, penalties, or litigation expenses, as well as increased operating costs associated with strengthening internal controls, may affect the Group's asset and cost structure. Accordingly, these factors have been identified as potential risk factors that could result in material adjustments to the carrying amounts of assets and liabilities in the financial statements for the next fiscal year.

Financial Impact Outlook from a Sustainability Strategy Perspective

The Dong-A Socio Group structurally manages its legal and financial risks through the stable operation and continuous enhancement of its compliance and anti-corruption management systems. In the short term, these efforts may lead to increased operating expenses associated with training, monitoring, audits, and system operation. However, such expenditures are considered preventive management costs intended to mitigate the risk of potential legal disputes and financial losses. Over the medium term, greater efficiency in internal controls and compliance management processes is expected to reduce the likelihood of legal disputes, regulatory sanctions, and non-recurring losses, thereby contributing to lower volatility in financial performance. In the long term, the stable operation of the compliance management framework is expected to enhance corporate credibility and ESG performance. This, in turn, is anticipated to contribute positively to a more stable financing environment, the preservation of corporate value, and the achievement of long-term financial soundness.

Ethics and Compliance Framework

Risk Management

Risk Identification

Risk Identification & Analysis

Dong-A Socio Holdings operates a structured assessment framework to identify and analyze compliance risks based on their likelihood of occurrence and potential impact. Likelihood is assessed based on the frequency of occurrence and the complexity of the applicable control measures. Impact is evaluated by comprehensively considering factors such as the scope of affected parties, the extent of the risk's impact, and the potential consequences for the Company. By combining likelihood and impact assessments, the Company determines the inherent risk level. It then calculates the residual risk level by considering the adequacy and effectiveness of internal policies and control procedures. Based on the resulting risk assessment, the Company establishes response priorities and continuously enhances its compliance risk management practices through annual response planning and effectiveness evaluations.

Risk Assessment and Monitoring

Risk Management Process

For Dong-A Socio Holdings, the risk management process has the following six steps:

① **Compliance Risk Identification, Analysis, and Assessment**	The Company conducts compliance risk analyses and assessments on a regular basis, at least annually, to identify compliance risks. Assessments are performed in accordance with the Company's compliance risk evaluation criteria, taking into account both the potential impact of each risk and the likelihood of its occurrence.
② **Identification of Business Impact Risk Categories**	The Company systematically identifies risk categories that may affect business activities, including regulatory violations, ethical and fair trade issues, and deficiencies in internal controls.
③ **Assessment of Inherent Risk**	For each risk category identified, the Company assesses the inherent risk level without considering existing controls, thereby evaluating the potential magnitude and characteristics of the risk itself.
④ **Evaluation of Residual Risk**	The Company evaluates the residual risk level by considering the effectiveness of existing internal controls and management procedures applied to the assessed inherent risks. This process enables the identification of risks that require actual management and mitigation efforts.
⑤ **Residual Risk Management and Response Planning**	Based on the assessment results, the Company develops specific risk management and response plans for residual risks requiring attention. Where necessary, additional measures are implemented, including strengthening controls, improving procedures, and introducing supplementary risk management actions.
⑥ **Monitoring Risk Controls and Evaluating their Effectiveness**	The Company conducts regular monitoring and effectiveness assessments of control measures implemented as part of its risk response activities. Through this process, the effectiveness of risk controls is reviewed and continuously improved.

Ethics and Compliance Framework

Risk Assessment and Monitoring

Internal Audit

Dong-A Socio Holdings conducts an annual internal compliance audit to verify its compliance with the requirements of its Compliance Management System and to ensure its effective implementation and maintenance. The audit focuses on identifying potential risks and evaluating compliance with applicable policies and regulations across the organization. Areas reviewed include misconduct involving stakeholders, misappropriation of corporate assets, procedural violations, unauthorized disclosures of internal information, and other forms of unethical conduct. The results of internal compliance assessments and audits, including anti-corruption reviews, as well as plans to strengthen preventive measures and expand monitoring activities, are reported to the Board of Directors. Follow-up reviews and monitoring are also conducted to verify the implementation of corrective actions and improvement measures. The 2025 internal audit identified no major or minor nonconformities, but provided nine improvement recommendations.

Internal Audit Process

1. Establish the Annual Internal Audit Plan
2. Define the Scope of the Internal Audit
3. Determine the Audit Methodology and Schedule
4. Assign the Internal Audit Team
5. Develop the Detailed Audit Plan
6. Prepare for the Internal Audit
7. Conduct the Internal Audit
8. Submit Audit Results and Implement Corrective Actions
9. Review Audit Results and Management Review

Integration with the Overall Risk Management Process

Dong-A Socio Holdings applies a structured assessment framework to identify and analyze compliance risks based on their likelihood of occurrence and their potential impact. Likelihood is assessed based on the frequency of occurrence and the complexity of the applicable control measures. Impact is evaluated by comprehensively considering factors such as the scope of the affected parties, the extent of the risk's impact, and the potential consequences for the Company. By combining likelihood and impact assessments, the Company determines the inherent risk level. It then calculates the residual risk level by considering the adequacy and effectiveness of internal policies and control procedures. Based on the resulting risk assessment, the Company establishes response priorities and continuously enhances its compliance risk management practices through response planning and annual effectiveness evaluations.

Metrics and Targets

Management Metrics

Category	Unit	2023	2024	2025
Number of Group affiliates certified under the Compliance and Anti-Bribery Management System	Affiliates	4	4	3
Number of legal violations	Cases	0	0	0
Compliance and ethics training completion rate	%	-	-	50

* Scope: Dong-A Socio Holdings, Dong-A Pharmaceutical, BTGEN, Yongma Logis, Dong-A Ecopack, ABEN Engineering & Construction, Korea Sinto, and DA Information. (applied from 2025 data onward)

** The compliance and ethics training completion rate was introduced as a new metric in 2025. Prior-year data are replaced with "–" due to the merger and changes in the reporting boundary.

Targets

The Dong-A Socio Group recognizes that legal and ethical violations constitute a key risk that may result in fines, litigation costs, business disruptions, and reputational damage, adversely affecting its medium- to long-term financial performance and market competitiveness.

Accordingly, the Group has established the maintenance of zero cases of legal or ethical violations across all Group affiliates as its core compliance management objective.

Zero Cases of Legal or Ethical Violations

Short-term (2025)	Medium-term (2027)	Long-term (2030)
▪ Establish and operate an Enterprise Risk Management (ERM) framework covering Group affiliates	▪ Establish an integrated ERM/CMS management process at Dong-A Socio Holdings ▪ Expand the scope of the Compliance Management System (CMS) at the Dong-A Socio Holdings' Human Resources Development Center ▪ Conduct regular compliance and ethics training for all employees of Group affiliates and achieve a 100% training completion rate	▪ Strengthen regulatory compliance management across all areas of Dong-A Socio Holdings through the progressive expansion of applicable laws and regulations ▪ Integrate ERM and compliance regulatory management systems across all Group affiliates

* Progress is measured on a fiscal year basis.

Consumer Value Management

R&D Governance

Dong-A Socio Holdings operates an R&D Council that is chaired by its Chief Executive Officer and composed of the CEOs of Dong-A ST, Dong-A Pharmaceutical, BTGEN, and ST Pharm. The Council convenes on a quarterly basis to directly review key issues related to R&D. The Head of the Corporate Planning Team of Dong-A Socio Holdings serves as the Council Secretary and supports its operations. The Secretary reviews and reports to the Council on the Group's progress in global innovative drug development, R&D strategy and direction, key R&D issues and response measures at each affiliate, investment priorities, and major plans and achievements. Agenda items and action plans discussed and approved by the Council are shared with each Group affiliate and translated into R&D business strategies and operational activities.

Customer Satisfaction and Quality Management

Group Affiliate Status

Dong-A ST

Customer Value Management

To clearly define responsibilities and authorities for the implementation of Consumer-Centered Management (CCM), Dong-A ST has appointed the Head of the Sustainability Management Office as the Chief Customer Officer (CCO), and established the Customer Satisfaction Team as a dedicated organization under the CCO. Through this framework, the Company promotes Consumer-Centered Management across the organization while ensuring compliance with the applicable laws and regulations. In addition to the Customer Satisfaction Team, Dong-A ST operates a collaborative framework involving relevant departments, including the RA Team and the Sustainability Team, to systematically identify issues based on customer needs, review individual cases, and implement improvement measures. The Company also provides regular reports on the results of Voice of Customer (VOC) analyses and the progress of CAPA[1] activities.

Quality Management for Customer Satisfaction

Dong-A ST has established a quality management system that operates effectively throughout the entire product lifecycle—from design and implementation to monitoring and maintenance—to ensure the quality of its pharmaceutical products. Through its Quality Management Committee, the Company conducts root cause analyses of customer complaints, identifies corrective actions, promotes cross-functional collaboration to prevent complaints before they occur, and enhances customer satisfaction by strengthening the quality awareness of employees. The Company also operates a Quality Management Office, which oversees quality policies and execution frameworks to ensure that its pharmaceutical products are manufactured in compliance with Good Manufacturing Practice (GMP[2]) standards. The Quality Assurance Team and Quality Control Team are organized by campus (Cheonan, Daegu, and Songdo). These teams are responsible for the operation of the QMS[3] and for managing the quality of products and raw materials. In addition, through SMR[4], which are attended by management on a quarterly basis, the Company monitors quality indicators and key issues. The suitability and effectiveness of the pharmaceutical quality system are regularly reviewed and evaluated to promote its continuous improvement.

Operation of the Pharmacovigilance System

To proactively respond to increasingly stringent pharmaceutical safety requirements worldwide and centrally manage drug safety information, Dong-A ST operates an independent Pharmacovigilance (PV) Team and maintains a comprehensive pharmacovigilance system. The Company conducts product safety management activities throughout the entire pharmaceutical product lifecycle, encompassing preclinical and clinical development, marketing authorization, post-marketing safety surveillance, and the implementation of safety measures. In addition, Dong-A ST continuously monitors evolving domestic and international regulatory requirements and incorporates them into its operations to ensure the safe use of all products.

Pharmacovigilance System Process

① **Safety Information Collection**	Consumer reports, Healthcare professionals, Scientific literature and research data, etc.
② **Adverse Event Assessment**	Reporting to the Ministry of Food and Drug Safety (MFDS) and overseas regulatory authorities
③ **Signal Detection**	Establishment of a Risk Management Plan (RMP)
④ **Compliance Monitoring**	Regular submission of safety reports
⑤ **Prevention**	Pharmacovigilance (PV) training for all employees

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1) CAPA: Corrective and Preventive Action
2) GMP: Good Manufacturing Practice
3) QMS: Quality Management System
4) SMR: Site Quality Management Review

Consumer Value Management

Group Affiliate Status

Dong-A Pharmaceutical

Establishment and Operation of an AI Contact Center (AICC)[1]

To enhance customer service quality and operational efficiency, Dong-A Pharmaceutical established and launched an AI Contact Center (AICC) in December 2025. By introducing AI-powered customer service capabilities, the Company has improved the efficiency of consultation handling and enhanced customer satisfaction by providing faster and more consistent responses.

Internalization of Online Mall Operations and VOC Integration

To leverage the Voice of Customer (VOC) as a strategic asset, Dong-A Pharmaceutical internalized the operations of its online shopping platforms—including Dmall and FATION Mall—in July 2025. Through this transition, product quality inquiries, complaint handling, and delivery management were integrated into a single management framework, enabling faster and more systematic customer service. The initiative also provides a foundation for strengthening VOC-driven product and service improvements through the systematic accumulation and analysis of customer data.

Practicing Consumer-Centered Management (CCM)

Dong-A Pharmaceutical achieved its 8th consecutive Consumer-Centered Management (CCM) recertification in 2024, official recognition of its continued efforts to improve management practices by thinking from the consumer's perspective. The Company will continue to incorporate customer needs and expectations into management decision-making processes across its operations.

Expansion of Digital Product Information Services

Leveraging its AI Contact Center (AICC) system, Dong-A Pharmaceutical has established an AI-based knowledge management framework to provide customers with timely and accurate product information through customer consultations and email inquiries. This has enhanced the quality of customer interactions while establishing a framework for delivering consistent and reliable information to customers. In addition, the Company has diversified its product information channels through chatbot services, and established a 24/7 product information service that allows customers to access information at any time. Through these efforts, Dong-A Pharmaceutical is enhancing convenience and accessibility for customers by enabling customers to obtain product information easily, regardless of time or channel.

Quality Management Enhancement Activities

Dong-A Pharmaceutical pursues continuous quality improvement activities to identify and address potential risks in products and processes. In 2025, a total of five improvement initiatives were carried out based on risk assessment (RA) analysis of the company's own manufactured products.

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1) AICC (AI Contact Center): A customer service center that utilizes artificial intelligence technologies to enhance customer support and operational efficiency.

Consumer Value Management

Group Affiliate Status

BTGEN

Enhancing Customer Trust Through Globally Recognized Quality Certifications

In November 2025, BTGEN obtained a manufacturing site compliance approval from Brazil's ANVISA (Agência Nacional de Vigilância Sanitária) for the biosimilar of Stelara® (Ustekinumab), further expanding its record of global regulatory approvals. This achievement is official recognition of the Company's global commercial manufacturing capabilities for DMB-3115, and further strengthens its competitiveness in securing contracts with global customers.

BTGEN currently holds GMP certifications from a total of 15 countries and regions, including the United States, Europe, the United Kingdom, Japan, Brazil, Saudi Arabia, Korea, Thailand, and Türkiye, establishing a quality foundation that is capable of supporting the commercial production of biopharmaceutical products for global markets. These certifications demonstrate that a single manufacturing site meets the requirements of multiple global regulatory authorities and provide evidence that BTGEN's quality management practices comply with internationally recognized standards.

Going forward, BTGEN plans to further strengthen its position as a trusted strategic CDMO (Contract Development and Manufacturing Organization) partner by continuously expanding its quality track record based on regulatory approvals from global authorities, advancing digital quality systems with a focus on data integrity, and enhancing the stability of quality operations to support increasing commercial-scale production.

ST Pharm

Advancing the Quality Management Framework Through Enhanced Data Integrity

ST Pharm continuously enhances the reliability and utilization of quality data through the digital advancement of its quality management system (QMS) and the strengthening of data integrity. We have operated a data integrity management system since 2012, and in 2023 newly established a dedicated organization, the Data Integrity Compliance (DIC) Team, to build an integrated management system that meets global regulatory standards. We introduced cloud-based electronic quality management systems such as a document management system and a training management system, and in 2024 completed the transition of major QMS items to a digital system aligned with global standards. In 2025, we built an Annual Product Quality Review (APQR) electronic system to systematize the process, and introduced a Quality Metrics and Analytics Platform (QMAP) based on data accumulated in the electronic quality management system (eQMS) to visualize and manage key quality indicators such as deviations and test investigations.

Dong-A Otsuka

Quality Improvement Activities Through a Customer Complaint Management System

Dong-A Otsuka recognizes customer feedback and complaints as valuable assets for improving product quality and customer service and operates a VOC (Voice of Customer) management system that is supported by multiple communication channels and management processes. In 2025, the Company received customer complaints through various channels, including its website, telephone consultations, the customer service department, and direct contact with operational personnel. Complaint cases and corrective actions were centrally managed through an integrated system, enabling the systematic tracking of response status and resolution history. When there are quality-related issues such as product deterioration or damage during transportation, the Customer Satisfaction Team determines whether a refund or product recall is required based on the specific circumstances of each case. Following a root cause analysis, the case is referred to the relevant department to support preventive measures and reduce the likelihood of recurrence. In addition, Dong-A Otsuka provides customer service and communication training to employees, ensuring that VOC management is not only a complaint-handling mechanism but also a driver of continuous quality improvement and enhanced customer trust.

Customer Inquiry Process

① Receive Customer Complaints

② Customer Visit / Complaint Resolution

③ Root Cause Investigation by the Factory and Research Institute

④ Factory, Research Institute Countermeasures according to Cause Identified

⑤ Consumer Protection Office Reviews Inspection Results

⑥ Inspection Results Reported to Management

⑦ Customer Notified of Results

Consumer Value Management

Group Affiliate Status

Yongma Logis

Operation of Quality Management Systems and Strengthening Quality Training

Yongma Logis uses a quality management framework that is based on the ISO 9001 Quality Management System and the ISO 13485 Medical Device Quality Management System. In 2025, the Company successfully passed surveillance audits for both certifications, formally demonstrating the suitability and operational stability of its quality management systems across its logistics services. With these systems, Yongma Logis provides high-quality services that meet customer requirements and regulatory standards in both general logistics and medical device and healthcare logistics.

In addition, the Company has identified enhancing quality awareness among operational departments as a key priority for expanding the effectiveness of its quality management framework to include all operational sites, and has conducted company-wide quality training. In addition to existing training topics, the program incorporates practical content focused on corrective actions identified through internal audits. The Company has also strengthened its site-level quality management capabilities through reviews of document control requirements, the development of improvement plans, and enhanced GDP training.

Enhancement of Internal Audit Operations for TPL Centers

Yongma Logis has enhanced its internal audits of its TPL[1] centers by increasing the audit frequency to twice per year. In 2025, internal audits were conducted across a total of 72 centers, with a focus on identifying risk factors throughout the TPL process. Through these audits, the Company proactively identifies potential quality risks that may arise during logistics operations and systematically manages its compliance with standard operating procedures, as well as areas requiring improvement.

2025 Group Training on Quality Management for the TPL Center

- Training Objective: Awareness and understanding among operational departments
- Training Period: June–December 2025
- Participants: 166 TPL operations personnel
- Coverage: 28 centers
- Training Method: In-person training conducted through site visits
- Training Topics:
  Yongma Quality Management System (QMS)
  Good Warehouse Practice (GWP)
  Good Documentation Practice (GDP)
  Nonconformity recurrence prevention activities and improvement plans
  Quality management reviews
  Corrective actions identified through internal audits
  Review of document management requirements and development of improvement plans

In-House Validation Conducted by the Quality Assurance Team

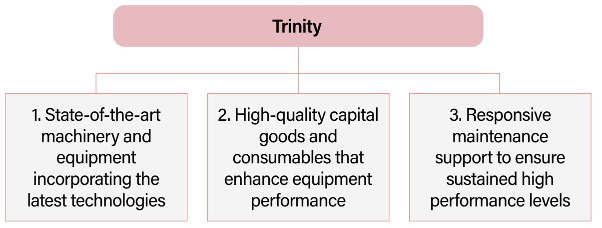
To strengthen its quality competitiveness, Yongma Logis performs validation activities in-house under the supervision of the Quality Assurance Team, verifying that processes, facilities, systems, and testing methods meet established requirements. In 2025, the Company conducted temperature maintenance qualification assessments for warehouse operations, including the validation of ice boxes, vehicles, facilities, and equipment, and established a logistics environment verification framework to ensure customer service quality. By transitioning validation activities that were previously outsourced to external providers to internal capabilities, Yongma Logis has improved operational efficiency and established a foundation for revenue generation. At the same time, the Company has strengthened the expertise and independence of its quality management practices, further enhancing the level of quality required in the healthcare and medical device logistics sectors.

Dong-A Ecopack

In January 2025, Dong-A Ecopack obtained Food Safety Management System(FSSC 22000) Version 6 certification, further strengthening its food safety management framework. In addition, based on its existing HACCP (Hazard Analysis and Critical Control Point) certification, the Company established an annual verification plan and conducts monthly inspections of its quality management system. To ensure the safety of major branded products, Dong-A Ecopack has designated additional Critical Control Points (CCPs) for the carbonation saturation process and post-sterilization process, enabling more rigorous management of process-related risks. Meanwhile, the Dangjin Packageing Division renewed its FSSC 22000 certification for the plastic packaging container plant, ensuring the continuous integrity of its packaging quality management framework.

Korea Sinto

In October 2025, Korea Sinto successfully passed the surveillance audit for its ISO 9001 Quality Management System, reaffirming the suitability and operational stability of its quality management framework. Based on this quality management system, Korea Sinto continues to pursue customer-centered quality management by incorporating its management philosophy of "Trinity" throughout its business operations.



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[1] TPL (Third-Party Logistics): A logistics outsourcing model in which a company entrusts all or part of its logistics activities—including warehousing, transportation, inventory management, packaging, and order fulfillment—to an independent third-party logistics service provider.

Consumer Value Management

Product Safety

Group Affiliate Status

Dong-A Pharmaceutical

Dong-A Pharmaceutical has established a systematic quality management framework based on consumer-centered quality risk assessments, and is continuously driving quality innovation through this approach. By proactively addressing evolving regulatory requirements and changing consumer expectations, the Company prioritizes the delivery of safe and reliable products.

Consumer-Centered Quality Risk Assessment and Enhancement of Quality Standards

Dong-A Pharmaceutical closely reviewed revisions to the microbial limit testing requirements of the Korean Pharmacopoeia (KP) and conducted a Regulatory Affairs (RA) assessment to revise the scope and criteria of microbial limit testing for raw materials and finished products. Through these efforts, the Company has strengthened its product safety and quality standards while proactively managing potential quality risks.

Addressing and Preventing Counterfeit Pharmaceuticals

Dong-A Pharmaceutical operates a rigorous management system to prevent the distribution of counterfeit pharmaceuticals. Product labeling materials are stored in secured locations with controlled access, with measures implemented to prevent any unauthorized leakages that could lead to the production of counterfeit products. Through these management activities, the Company was not implicated in any cases of counterfeit pharmaceuticals in 2025. In addition, Dong-A Pharmaceutical continuously monitors domestic and international developments related to counterfeit pharmaceuticals to identify and respond to emerging risks.

Strengthening the Regulatory Affairs Organization

On April 1, 2025, Dong-A Pharmaceutical significantly strengthened its Regulatory Affairs (RA) organization to further enhance its regulatory compliance capabilities. The Company expanded its former single-team structure into two dedicated teams: RA Team 1, responsible for pharmaceuticals and quasi-drugs, and RA Team 2, responsible for health functional foods and cosmetics. This reorganization strengthened expertise across key functions, including regulatory approvals, government affairs, and pharmacovigilance (PV). In addition, the RA organization was placed under the direct supervision of the Chief Executive Officer, enhancing the speed and independence of decision-making related to regulatory and quality matters.

Operation of a Regulatory and Issue Monitoring System

Dong-A Pharmaceutical continuously monitors amendments and updates to the laws, regulations, notifications, and guidelines issued by the Ministry of Food and Drug Safety (MFDS), and promptly reflects regulatory changes in its internal policies and procedures.

When the Regulatory Affairs organization identifies potential legal or regulatory risks, the relevant issues are reviewed by the Quality Management Office and steps are implemented by the Manufacturing Division in operational processes when appropriate. In addition, the Quality Management Office separately monitors domestic and international media reports, as well as global regulatory trends, to comprehensively manage issues related to the Company's products, formulations, and contract manufacturing and business partners. When a significant quality issue is discovered, the Company implements a Quality Contingency Plan (QCP) to ensure a prompt and systematic response. Key monitoring results are shared immediately when necessary and are also regularly reported and discussed at the quarterly Quality Committee meetings of the Manufacturing Division, ensuring company-wide information sharing and response mechanisms are maintained. Through these efforts, Dong-A Pharmaceutical guarantees its compliance with applicable regulations, and continues to manufacture safe and reliable products.

Product Safety Enhancement and Regulatory Compliance Framework

In managing its continuously expanding product portfolio, Dong-A Pharmaceutical applies a framework that places consumer safety at the forefront. In 2025, the Company obtained marketing approvals for 26 over-the-counter (OTC) pharmaceuticals and quasi-drugs, including Panpyrin Night Liquid, further strengthening its competitiveness as a healthcare-focused pharmaceutical company. From the product approval stage, Dong-A Pharmaceutical carefully reviews safety and quality requirements to ensure that only products meeting its standards are supplied to the market. To protect consumer rights and interests, the Company also proactively monitors and reviews external online sales websites distributing its products to verify their compliance with the applicable labeling and advertising regulations, helping to prevent false or misleading advertisements. In addition, Dong-A Pharmaceutical actively participates in industry consultative groups and working committees with the Ministry of Food and Drug Safety (MFDS) and relevant industry associations, contributing to the development and improvement of policies and regulations related to pharmaceuticals and quasi-drugs. By promptly incorporating emerging regulatory developments into its operations, the Company continues to strengthen its product safety management framework.

Consumer Value Management

Group Affiliate Status

BTGEN

Strengthening Product Safety Management Through Global GMP and Data Integrity

BTGEN continues to enhance its Global GMP capabilities and data integrity framework to ensure the stable production of high-quality pharmaceutical products that meet global regulatory requirements. In addition to GMP certifications obtained from regulatory authorities in the United States, Europe, Japan, Saudi Arabia, the United Kingdom, Türkiye, Thailand, and Korea, BTGEN further expanded its global certification portfolio by obtaining ANVISA GMP compliance approval from Brazil in 2025. As a result, the Company now holds GMP certifications from a total of 15 countries, proof of its global quality competitiveness.

Recognizing data integrity as a critical element of pharmaceutical quality, BTGEN operates key quality and training systems, including an Electronic Document Management System (EDMS), Electronic Quality Management System (eQMS), Laboratory Information Management System (LIMS), and Learning Management System (LMS). The Company has also received formal recognition for its operational efficiency and management capabilities in the form of multiple global GMP certifications. In the first quarter of 2026, BTGEN plans to implement a Warehouse Management System (WMS) to enable real-time data recording and storage while minimizing paper-based processes, thereby creating a paperless environment and further strengthening its data integrity management practices. In addition, the Company is gradually advancing the digital transformation of its GMP operations through the implementation of electronic logbooks, electronic Batch Records (eBR), and a Computerized Maintenance Management System (CMMS), enabling it to respond proactively to increasingly stringent global GMP requirements.

ST Pharm

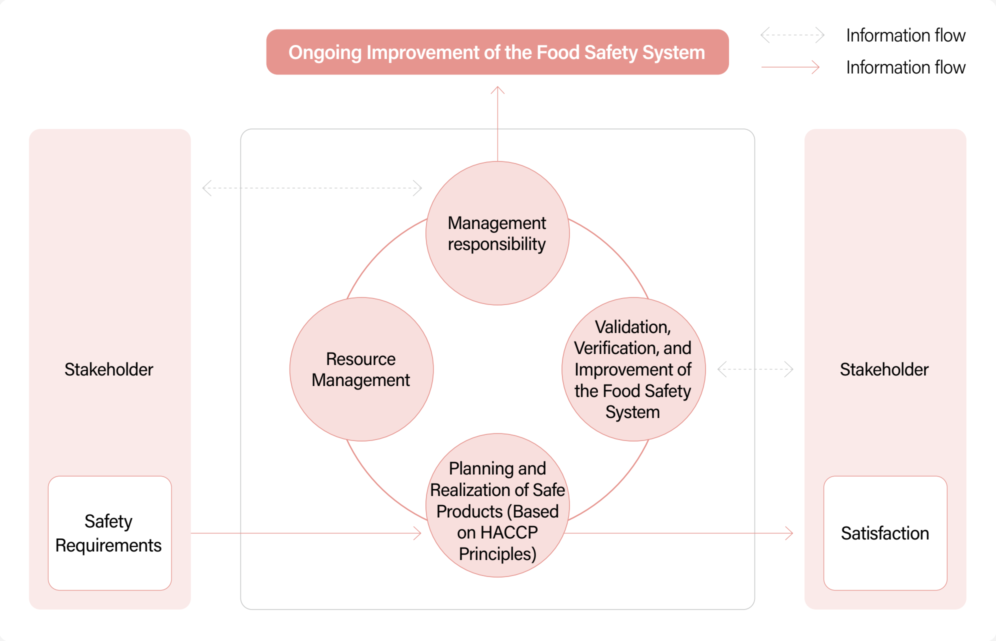
Raw Materials Management and Quality Assurance

ST Pharm has built a management system through the Inventory Management System (IMS) that allows real-time confirmation of raw material location, test status, inventory status, and inbound/outbound history, thereby enhancing the transparency and efficiency of raw material management. This system controls quality risks in advance and provides a foundation for quickly identifying the flow and status of raw materials and responding in a timely manner. In addition, when requested by clients, we enclose a Data Logger upon product release to record real-time temperature changes during transportation, preemptively securing product quality stability. Through such preventive quality assurance activities, we continuously strengthen quality and safety throughout the entire manufacturing process.

Dong-A Otsuka

Ensuring Product Safety Through an Enterprise-Wide Food Safety Management System

Dong-A Otsuka systematically ensures product safety through science-based quality assurance activities designed to prevent potential hazards and verify product safety based on objective evidence and reliable data. To this end, the Company applies food safety systems aligned with international standards, including FSSC 22000 (Food Safety System Certification 22000) and HACCP (Hazard Analysis and Critical Control Point), and regularly reviews the suitability and effectiveness of its food safety management system. Using this management framework, Dong-A Otsuka manages food safety risks throughout the entire value chain, from raw materials receipt and production to distribution. In 2025, the Company completed its FSSC 22000 transition audit, driving continuous advancements in its food safety management capabilities.



Consumer Value Management

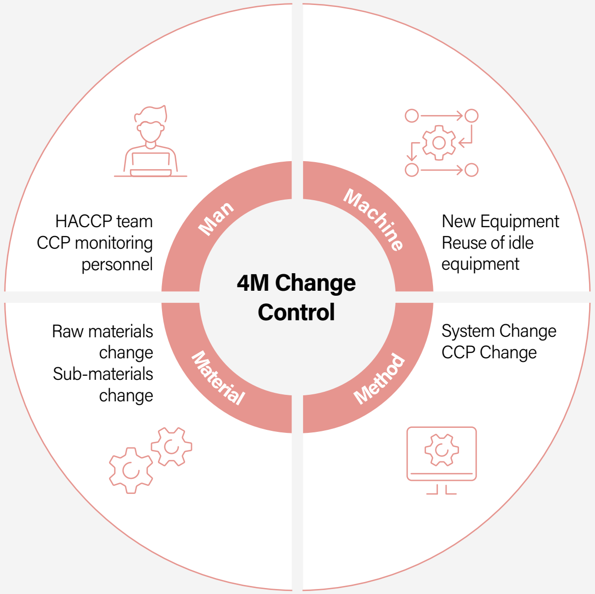
Group Affiliate Status

Dong-A Ecopack

Operation of a 4M-Based Product Safety Management System

Dong-A Ecopack systematically manages product safety through a 4M (Man, Machine, Materials, Method) management framework. From the Man perspective, the Company designates and operates HACCP team members and CCP monitoring personnel and carries out relevant training and role management activities to continuously monitor for potential process hazards and prevent operational errors. From the Machine perspective, safety and process suitability are reviewed prior to the introduction of new equipment. The same inspection and validation procedures are also applied when idle equipment is reused to ensure a stable production environment.

From the Materials perspective, the Company reviews the potential quality impact of any changes to raw materials or sub-materials in advance and implements such changes only after completing the necessary verification procedures, thus minimizing the risk of adverse effects on product safety. From the Method perspective, impact assessments are conducted whenever systems or Critical Control Points (CCPs) are modified. Changes are implemented only after undergoing formal review and approval procedures, enabling the Company to proactively control for potential hazards associated with process changes. Through this 4M-based management framework, Dong-A Ecopack proactively manages potential hazards throughout the production process and continuously ensures product quality and safety.



Packaging Business

Dong-A Ecopack operates a comprehensive product safety management system covering the entire value chain—from raw materials procurement to production and distribution—to ensure the safety of its packaging products. For raw materials used in glass bottle manufacturing, the Company performs component analyses, including heavy metals content testing, as well as quality conformity assessments to prevent the use of materials that do not meet established safety standards. During the production process, Dong-A Ecopack utilizes automated inspection equipment to perform visual inspections and microcrack detection, helping to identify potential product defects and avoid factors that could compromise product safety during transportation and use. In addition, the Company applies processes designed to reduce volatile organic compound (VOC) emissions and has strengthened its hazardous chemical management standards to minimize the potential presence of harmful substances. By operating a quality inspection system that is aligned with food packaging requirements and systematically managing product safety risks from raw materials receipt through to final product shipment, Dong-A Ecopack provides customers with packaging materials that meet high standards of safety and reliability.

Food and Beverage Business

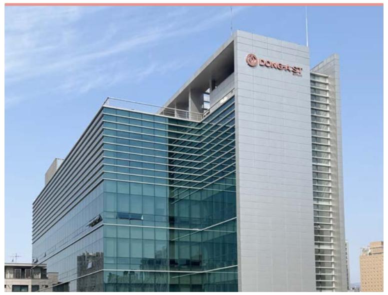
In its food and beverage business, Dong-A Ecopack manages a diverse range of potential hazards, including product leakage and can quality deterioration caused by exposure to high temperatures. The Company has established and operates management plans that include seaming inspections[1] and temperature monitoring of storage warehouses. To proactively eliminate quality risks, Dong-A Ecopack holds a monthly quality council and performs regular site inspections of its manufacturing facilities. Items requiring special management and improvement initiatives are adopted as key agenda items, and management standards are continuously reviewed, updated, and maintained.

In 2025, the Company underwent a total of five regular food safety assessments, including one assessment by the Daegu Regional Ministry of Food and Drug Safety, two assessments by the Korea Agency of HACCP Certification and Management, and two assessments by the Sangju City Health Department. All assessments found the Company was compliant, with no regulatory violations identified.

[1] Seaming Inspection: A critical quality control process used to verify the integrity of beverage can seals. This precision inspection examines whether the double seam joining the can body and end has been properly formed in accordance with established specifications.

Consumer Value Management

Responsible Marketing and Product Labeling



Dong-A ST

To prevent false or misleading advertising and product misuse while working to foster a culture of ethical marketing, Dong-A ST operates an Anti-Bribery Management System (ISO 37001) and a Compliance Program (CP). With these systems, the Company enhances the reliability and transparency of product information while ensuring strict compliance with the applicable laws, regulations, and industry standards. Advertising for prescription pharmaceuticals is conducted exclusively for healthcare professionals. In addition, all marketing materials are prepared only after prior review and approval by the RA Team. As required by internal guidelines, the departments responsible for preparing and reviewing marketing materials are clearly separated to ensure independent oversight. The Company also utilizes a Compliance Management System (CMS) to integrate the preparation and approval processes for marketing expense reports, strengthening transparency in marketing expenditure management. Furthermore, through its regular Compliance Committee, Dong-A ST reviews key matters related to marketing activities and continuously identifies and implements improvement initiatives, promoting the establishment of responsible marketing practices.

Dong-A Pharmaceutical

Dong-A Pharmaceutical strictly complies with domestic and international regulations related to marketing activities and product labeling, taking into consideration the characteristics of each business division and product category. Committed to providing accurate and reliable information to consumers, the Company systematically manages the legal and regulatory risks associated with labeling and advertising by carrying out pre-publication reviews of advertising content through its internal Regulatory Affairs (RA) Team or relevant industry association review processes, to prevent false or misleading advertising.

For officially imported and distributed global brands such as Orthomol, Xtend, and Jordan, the Company provides complete ingredient and content information in accordance with domestic labeling and advertising requirements, with individual Orthomol containers clearly displaying expiration dates. With respect to global market expansion, Dong-A Pharmaceutical applies country-specific advertising review standards and regulatory requirements throughout the product development and marketing process. The Company also proactively manages the risk of its products being mistaken for pharmaceuticals or quasi-drugs in overseas markets by pursuing initiatives such as MoCRA[1] registration for entry into the U.S. market and hygiene approval procedures for entry into the Chinese market.

Dong-A Otsuka

Dong-A Otsuka's labeling practices are based on the fundamental principle of reflecting both product design requirements and legally mandated labeling information. When developing new products, renewing existing products, modifying product designs, or responding to revisions in labeling regulations, the Company goes through labeling review procedures to proactively prevent potential regulatory non-compliance. In 2025, Dong-A Otsuka monitored 47 regulatory updates related to labeling requirements and proactively responded to six cases identified as having potential product impacts, thereby systematically managing labeling compliance and consumer trust. The remaining 41 cases were assessed as having minimal impact on products and therefore did not require additional action.

Yongma Logis

Based on the findings of internal audits conducted by the Quality Assurance Team, Yongma Logis has implemented phased improvement activities to prevent labeling-related non-compliance, including incorrect label application and inadequate label management. In 2025, the Company further advanced its improvement efforts by implementing additional standardization measures designed to structurally prevent worker confusion and operational errors. In particular, Yongma Logis established a Korean Standard Labeling Guideline to ensure the consistent application of labeling management standards throughout its operational processes. By replacing earlier labeling guidelines that had been maintained in English and Chinese with a standardized Korean-language guideline, the Company enhanced employee understanding and strengthened practical implementation at operational sites.

Dong-A Ecopack

As a B2B-focused packaging and food & beverage manufacturing company, Dong-A Ecopack provides only product information based on objective data and refrains from using exaggerated or misleading claims. Key information on product functions, performance, and safety is disclosed transparently through the Company's website. In compliance with the Guidelines for the Separate Collection of Recyclable Resources (Ministry of Environment Directive No. 1462), Dong-A Ecopack applied embossed separate-disposal markings for colorless PET bottles across all business sites in January 2024. When reviewing product labels, the Company thoroughly checks for compliance with relevant regulations, including the Food Sanitation Act, the Fair Labeling and Advertising Act, and customer requirements. Through these efforts, Dong-A Ecopack systematically manages the reliability of product information and maintains a high level of regulatory compliance.

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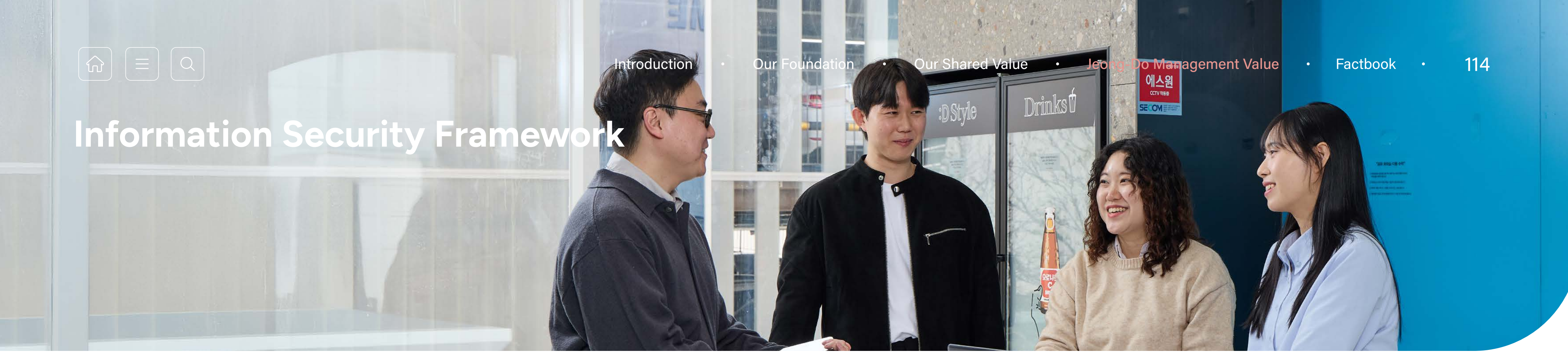
[1] MoCRA (Modernization of Cosmetics Regulation Act): U.S. legislation that strengthens FDA oversight by establishing requirements for the manufacturing, distribution, labeling, safety, and adverse event reporting of cosmetic products.



Information Security Framework

1. Governance

The Dong-A Socio Group oversees and supervises key information security matters and related risks through the Audit Committee under the Board of Directors. The Group has established a responsible decision-making framework by appointing directors with expertise in information security. The Risk Management Audit Team of Dong-A Socio Holdings, which is dedicated to ensuring information security, makes an annual report to the Audit Committee on information security activities and performance. The team also monitors and evaluates the implementation of information security initiatives across departments through information security risk assessments and information security disclosures.

The Information Security Committee, which is composed of the Chief Information Security Officers (CISOs) and Chief Privacy Officers (CPOs) of each Group affiliate, reviews key information security issues at the management level. Through sharing cybersecurity incident cases, engaging in capability-building activities, and distributing security guidelines, the Committee ensures that information security risks and opportunities are systematically reflected in management strategies and internal decision-making processes. With these governance mechanisms, the Group continues to strengthen its information security capabilities and enhance the implementation of sustainable management practices across the organization.

2. Strategy

The Dong-A Socio Group recognizes the protection of information assets and personal information as a key management priority, and responds proactively to evolving cybersecurity threats by establishing and operating Group-wide information security and privacy protection policies and management systems. To address changes in the security environment and emerging technology trends, the Group regularly updates its policies and operates a real-time monitoring framework. In response to the growing use of generative AI and the associated risk of data leakage, the Group has established internal guidelines and strengthened its monitoring activities. In addition, information security and privacy protection functions have been clearly separated and refined to define responsibilities and management scopes more effectively.

Through a PDCA (Plan, Do, Check, Act)-based Information Security Management System, the Group integrates control and monitoring activities with employee awareness enhancement initiatives. The effectiveness of its management framework is verified through external certifications and surveillance audits, including ISMS and ISO/IEC 27001. In 2025, the Group allocated a portion of its IT budget to the operation of security systems and physical security measures, further strengthening information security capabilities across the organization and enhancing stakeholder trust.

3. Risk Management

To systematically manage information security risks, Dong-A Socio Holdings identifies risks through multiple channels, including vulnerability assessments, penetration testing, internal audits and inspections, analyses of internal and external environmental and regulatory changes, certification-related improvement initiatives, business unit interviews, and Privacy Impact Assessments (PIAs). Identified risks are documented in standardized risk management records and assessed and prioritized based on their potential impact and likelihood of occurrence. Appropriate mitigation measures are then established, while the implementation status of corrective actions and residual risks are regularly reviewed and monitored. With this process, the Company ensures that information security risks are both promptly controlled and continuously improved through ongoing monitoring and risk management activities.

4. Metrics & Targets

The Dong-A Socio Group has set the number of information security incidents and the completion rate of information security education and training as key performance indicators. Recognizing that cyberattacks and personal information breaches can result in operational disruptions, legal and financial liabilities, and reputational damage, the Group has made maintaining zero information security incidents a core objective.

To achieve this goal, the Group has conducted penetration testing, phishing email response exercises, and information security and personal information protection training for all employees at least once annually, strengthening security awareness and response capabilities. By 2027, the Group aims to further enhance its preventive management framework through the regular identification and remediation of security vulnerabilities. By 2030, it plans to establish and deploy information security management systems across all Group affiliates and expand information security disclosures, thus continuously improving the Group's overall level of information security and transparency while supporting stable business operations and sustainable value creation.

Information Security Framework

Governance

Board of Directors and Committee

The Dong-A Socio Group reviews and oversees key information security matters and risk management issues through the Audit Committee under the Board of Directors of Dong-A Socio Holdings, while also considering non-financial issues in the development of management strategies. The Audit Committee appoints directors identified through the BSM[1] as having expertise in risk management, and promotes responsible decision-making by clearly defining the Board's responsibilities and authority regarding information security in the Audit Committee Charter.

In 2025, the Group conducted information security risk assessments and information security disclosures to review departmental objectives related to key information security activities and to monitor their implementation. The Risk Management Audit Team of Dong-A Socio Holdings, which serves as the dedicated information security department, reports information security activities and performance to the Audit Committee on an annual basis and supports informed and responsible decision-making.

[1] BSM: Board Skills Matrix

Management

The Dong-A Socio Group operates an Information Security Committee, composed of the Chief Information Security Officers (CISOs) and Chief Privacy Officers (CPOs) of each Group affiliate, to systematically manage sustainability-related risks and opportunities associated with information security at the management level. The Committee convenes annually to review key information security matters and support responsible management decision-making.

The Risk Management Audit Team of Dong-A Socio Holdings serves as the dedicated information security unit responsible for managing the Company's information security framework. The team regularly reports major plans and performance outcomes to the Information Security Committee, including the sharing of cybersecurity incident cases from other organizations, capability-building activities related to information security issues, and the development and distribution of the CISO Guidebook. Through these activities, the Group systematically applies internal control and decision-making processes to ensure that information-related risks and opportunities are appropriately reflected in management strategies. In addition, matters discussed and approved by the Information Security Committee, along with the related action plans, are shared across Group affiliates and linked to the activities of operational departments. This process strengthens the integrated collaboration between management oversight functions and information security management organizations, enhancing the Group's ability to respond to information-related risks and advancing the implementation of sustainable management practices.

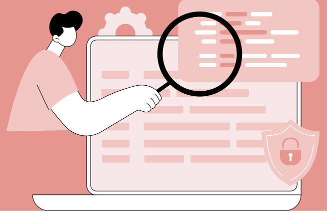
Strategy

Risks and Opportunities Associated with the Issue

Material Issue

Information Security

SDGs



Major Impacts		Impact Profile			
		Attributes	Time	Type	Expected Timing of Occurrence*
	❶ Information security incidents, including cyberattacks and personal information breaches, may result in operational disruptions, legal and financial liabilities, and damage to stakeholder trust and corporate reputation.	Negative	Substantive	Risk	Medium-term
		Scope of Impacts	Employees, group affiliates, shareholders and investors, business partners, and government		
	❷ Establishing a robust information security and data protection framework enhances business continuity and creates opportunities for long-term value creation built on stakeholder trust.	Positive	Potential	Opportunity	Long-term
		Scope of Impacts	Employees, group affiliates, shareholders and investors, business partners, and government		

Response Activities and Strategies

- Five Group affiliates—Dong-A Socio Holdings, Dong-A ST, Dong-A Pharmaceutical, ST Pharm, and Dong-A Otsuka—have voluntarily disclosed their information security activities to enhance corporate transparency and strengthen stakeholder trust.
- Establish and operate a systematic information security management framework, while identifying and addressing security vulnerabilities through regular inspections and continuous monitoring.
- Conduct proactive assessments and response training for information security risks, including penetration testing and phishing email response exercises.

* Short-term (within 1 year), Medium-term (1–5 years), Long-term (more than 5 years)

Information Security Framework

Risks and Opportunities Associated with the Issue

Information Security Policy

Dong-A Socio Holdings applies a company-wide information security policy to protect corporate information assets and personal information, while strengthening its security management framework and ensuring compliance with applicable legal and regulatory requirements. The information security policy is regularly reviewed and updated to reflect changes in the security landscape and emerging technology trends.

In 2024, as the expanded use of generative AI services increased the risk of internal data and personal information leakage, the Company established internal information security guidelines and implemented real-time monitoring through its Risk Management Audit Platform to help prevent security incidents. Building on these efforts, in 2025 the Company reorganized its personal information protection guidelines by separating them from the Group's broader information security guidelines, creating a more structured framework for managing information security and privacy protection independently. This initiative clarified responsibilities and management scopes related to personal information protection while strengthening the Company's ability to manage the related risks in a more focused and specialized manner. Dong-A Socio Holdings will continue to advance its information security and privacy protection policies to proactively address evolving cybersecurity threats, and maintain a robust information security management framework that safeguards information assets and the rights of stakeholders.

Establishment and Operation of an Information Security Management System

The Dong-A Socio Group has developed and applies management systems aligned with domestic and international standards in the areas of information security and personal information protection. These management systems are continuously maintained based on the PDCA (Plan, Do, Check, Act) cycle, and are systematically operated across four key areas: information security governance, management system establishment, control and monitoring, and employee awareness enhancement. Through this framework, all employees are encouraged to clearly understand the importance of information security and their individual responsibilities, while maintaining a security management system capable of proactively responding to diverse threats, including cyberattacks, data breaches, and malware incidents.

In 2025, the Group further validated the effectiveness and stability of its security management framework through external certification processes. Dong-A Pharmaceutical obtained ISMS (Information Security Management System) certification for its online services, while Yongma Logis obtained ISO/IEC 27001 Information Security Management System certification for its logistics, warehousing, and transportation services. Dong-A Socio Holdings also successfully completed renewal audits of its information security and privacy protection management systems, reaffirming that its security management framework is being maintained at an appropriate level across the full scope of its holding company operations. Going forward, the Dong-A Socio Group will continue to enhance and expand its information security and privacy protection management systems to respond effectively to the evolving cybersecurity threats while fostering a stable business environment and strengthening stakeholder trust.

Investment in Information Security

Dong-A Socio Holdings continuously invests in information security to address security threats such as cyberattacks and personal data breaches. As of the 2025 disclosure, 270 million KRW–8.6% of the 3.14 billion KRW IT budget–was invested in security system operations and physical security services.

Information Security Disclosure

Since 2022, Dong-A Socio Holdings has voluntarily disclosed its information security activities to enhance transparency and strengthen stakeholder trust in its information security practices. In 2025, the Group further strengthened its information security disclosure framework by adding Dong-A Otsuka as a new participant in its voluntary information security disclosure program. As a result, a total of five Group affiliates now participate in information security disclosures. Through this initiative, the Group has expanded the disclosure of information security management practices beyond the individual company level to encompass broader Group-wide information security activities. Going forward, Dong-A Socio Holdings plans to continuously enhance both the scope and the content of its voluntary information security disclosures to clearly communicate its efforts to protect information assets and personal information, while further strengthening trust with a wide range of stakeholders, including users and investors.

Information Security Framework

Response to Risks and Opportunities Associated with the Issue

Security Incident Prevention and Response

Information Security Management System

The Dong-A Socio Group has established and maintains a systematic information security management framework to prevent security incidents and ensure a prompt response when incidents occur. Through regular inspections and continuous monitoring, the Group identifies security vulnerabilities, implements corrective measures, and continuously responds to emerging security threats and issues. Significantly, the Group conducts Information Security Maturity Assessments across its affiliates, evaluating five areas—administrative, technical, physical, user-related, and personal privacy protection controls. These assessments enable the Group to review the current state of information security, identify potential risks early, and establish appropriate mitigation measures.

Dong-A Socio Holdings has established Information Security Management System and Privacy Information Management Systems (ISO/IEC 27001 and ISO/IEC 27701) and conducts risk management activities at least once annually. Administrative risks are identified through internal security audits, while technical risks related to infrastructure and security systems are identified through vulnerability assessments. Improvement measures are then systematically managed through risk assessments and action plans. A total of five Group affiliates, including Dong-A Socio Holdings, voluntarily disclose their information security activities, enhancing transparency regarding the Group's overall level of information security management. To strengthen the security awareness and response capabilities of employees, the Group also holds an Information Security Day twice annually and conducts phishing email response training once a year. In addition, the Group conducts information security awareness surveys of employees across its affiliates to assess their security awareness levels and develop improvement measures for identified areas of concern. Through these preventive information security management activities, the Dong-A Socio Group seeks to minimize the likelihood of security incidents and continuously strengthen its capability to respond quickly and systematically should incidents occur.

Information Security Management Process

1. Governance

- Held the Dong-A Socio Holdings Information Security Committee meeting (Once)
- Held the Group Information Security Committee twice and conducted monthly meetings for affiliate information security officers
- Performed an information security effectiveness assessment and management review (Once)
- Completed voluntary information security disclosures for five affiliates (Dong-A Socio Holdings, Dong-A ST, Dong-A Pharmaceutical, ST Pharm, and Dong-A Otsuka)

2. Establishment of a Management System

- Establishment and revision of information security policies and guidelines by Dong-A Socio Holdings
- Establishment and revision of group-wide information security guidelines across Dong-A Socio Group affiliates
- Post-certification audit of ISO 27001:2022 and ISO 27701:2019 completed by Dong-A Socio Holdings

3. Control and Monitoring

- Conducted an assessment of the information security management system's maturity across Dong-A Socio Group
- Performed information security audits across all departments of Dong-A Socio Holdings
- Conducted vulnerability assessments on external service systems

4. Awareness Raising

- Conducted privacy protection and information security training for all employees of Dong-A Socio Holdings
- Held two company-wide Information Security Days at Dong-A Socio Holdings
- Conducted a cyber incident response drill involving 1,000 employees across the group, including a simulated phishing email exercise

Information Security Risk Pre-Assessment and Response Training

IT Infrastructure Inspection

Dong-A Socio Holdings, through DA Information, conducts regular inspections of its overall IT infrastructure. The Company performs systematic inspections at least once annually of key IT and security operation areas, including communications servers, networks, database management systems (DBMS) and security equipment. Through these inspections, potential security vulnerabilities are identified promptly, and the necessary investments and improvement activities are carried out in phases to continuously strengthen the stability and security of the IT infrastructure.

In addition to existing inspection activities, in 2025 the Company began to systematically assess the End of Service (EOS) status of its IT infrastructure in order to proactively identify and manage potential security risks associated with aging systems and equipment that are no longer supported. Through these efforts, Dong-A Socio Holdings seeks to establish system replacement and upgrade plans early while minimizing the risk of service disruptions and security vulnerabilities.

Security Vulnerability Assessment

The Dong-A Socio Group conducts regular security vulnerability assessments and penetration testing to prepare for potential incidents arising from internal and external security threats. The Company identifies potential security threats across its key information systems, and establishes and implements appropriate countermeasures based on the assessment results, a proactive approach that reduces the likelihood of security incidents. Through these activities, the Company maintains the confidentiality, integrity, and availability of its internal systems while continuously monitoring assessment results and the implementation status of corrective actions to enhance the effectiveness of its security management framework. Dong-A Socio Holdings will continue to respond proactively to evolving IT environments and cybersecurity threats through ongoing vulnerability management activities, and further strengthen its digital management capabilities.

Malicious Email Response Training

Dong-A Socio Holdings conducts regular phishing email response training to strengthen the security awareness and response capabilities of employees and Group affiliates. In May 2025, the Company established a phishing email reporting and response process within its groupware system, creating an environment that enables employees to report suspicious emails more quickly and systematically. As of October 2025, a total of 1,200 reports of malicious emails had been submitted through this process. In addition, the Company analyzed the results of its 2025 phishing email response exercises and provided additional training to employees identified as vulnerable during the simulations. With these targeted follow-up activities, Dong-A Socio Holdings is addressing individual vulnerabilities while strengthening information security awareness across the organization in a way that is both balanced and systematic.

Information Security Framework

Response to Risks and Opportunities Associated with the Issue

Improving Information Security Awareness

Information Security Campaign

To further enhance the effectiveness of its information security campaign, Dong-A Socio Holdings conducted its first Group-wide Information Security Awareness Survey in February 2025. Through this survey, the Company systematically assessed employees' levels of information security awareness and identified areas of vulnerability, using the findings to develop improvement initiatives for future training and awareness campaigns. In addition, from September 1 to 12, 2025, the Company conducted a two-week Information Security Reporting Campaign across Group affiliates, encouraging employees to voluntarily report security vulnerabilities identified during the course of their work. Feedback and survey results collected through the campaign were analyzed in October, and are actively being utilized to improve the security management framework and support additional preventive measures.

Information Security Training

Dong-A Socio Holdings applies a company-wide information security training program to enhance employee awareness and foster a culture of security centered on practical implementation. In 2025, while maintaining its existing training framework, the Company enhanced the effectiveness of both training content and delivery methods.

Offline training was provided to two newly appointed Information Keepers to strengthen role-based practical capabilities. In addition, capability-building training sessions were conducted for information security workers across Group affiliates through external information security experts, with a particular focus on the practical application of information security and privacy protection in cloud environments. To expand learning accessibility for all employees, approximately ten information security training modules were uploaded to the learning platform and made available in a microlearning format. One of these courses was designated as mandatory training in order to promote information security awareness across the organization. Additionally, the Company developed and uploaded three internally produced training modules covering the Holdings' security framework, employee security commitments, and information security incident cases, strengthening this customized training by tailoring it to the organization's characteristics.

Through these phased and tailored information security training initiatives, Dong-A Socio Holdings aims to continuously enhance employee security awareness and embed people-centered information security capabilities throughout the organization alongside technology- and policy-based security management systems.

Supply Chain Security Management

Dong-A Socio Holdings

Dong-A Socio Holdings applies a systematic security management framework for business partners to minimize information exposure and security risks that may arise throughout the supply chain. When entering into contracts with external stakeholders—including suppliers, business partners, service providers, and customers—the Company clearly stipulates the information security and cybersecurity requirements, and continuously monitors for compliance with these requirements.

To strengthen the effectiveness of its supply chain security management, in 2025 the Company began the phased collection of Information Security Pledges from business partners. It also reviewed the adequacy of personal information outsourcing agreements to clarify roles and responsibilities related to personal information protection throughout outsourcing and entrusted processing arrangements. In addition, Dong-A Socio Holdings conducts regular assessments using a vendor security assessment checklist to evaluate the information security management practices of business partners and encourages corrective actions where improvements are required. Through these activities, the Company promotes the consistent application of information security standards throughout the supply chain and proactively mitigates security risks by ensuring that external stakeholders comply with the relevant security requirements. Going forward, Dong-A Socio Holdings will continue to enhance its supply chain security management framework to further strengthen both business continuity and the protection of information assets.

Dong-A Pharmaceutical

In August 2025, Dong-A Pharmaceutical further strengthened its information security management framework throughout the supply chain by obtaining Information Security Management System (ISMS) certification. With this certification, the Company has clarified management standards and operational procedures for the protection of information assets while enhancing its capacity to respond to internal and external cybersecurity threats and strengthening its personal information protection framework. In addition, Dong-A Pharmaceutical has reinforced administrative and technical safeguards for its B2C and B2B online shopping platforms, including Dmall, FATION Mall, and DAP Mall. The Company also conducts regular legal compliance reviews and assessments of outsourced service providers to proactively manage security risks associated with its external business partners. Furthermore, the Company updates its personal information processing inventory annually and provides information security training to personnel responsible for handling personal information and employees in key roles, enhancing information security awareness and management capabilities among both internal personnel and business partners. Through these systematic information security management activities, Dong-A Pharmaceutical seeks to prevent personal information breaches and security incidents throughout its supply chain while ensuring the secure protection of consumers' personal information.

CERTIFICATE
OF
Information Security Management System

1. Certificate Number : ISMS-KISA-2025-089
2. Name of Organization : DONG-A PHARMACEUTICAL CO., LTD.
3. Name of Representative : Sang-Hwan, Baek
4. Scope of Certification : Operation of Dong-A Pharmaceutical's online services (Corporate website, Dmall, FATIONmall, and DAPmall)
5. Period of Validity : 2025.08.20 ~ 2028.08.19
6. Examination Institution : Next-generation Information Security Certification

This is to certify that the abovementioned organization is compliant to the assessment standard for information Security Management System certification in accordance with Article 47, Paragraph 1 of「Act on information Network Utilization and Data Protection, etc.」and Article 47 of the Enforcement Decree of the same Act

Date of Issuance : 20 August 2025

Korea Internet
& Security Agency
President

Dong-A Pharmaceutical Information Security Certificate

Information Security Framework

Response to Risks and Opportunities Associated with the Issue

Supply Chain Security Management

BTGEN

Advancement of Information Security Organization and Guidelines

As a biopharmaceutical CMO, BTGEN recognizes its proprietary technology, customer information, and employee personal information as critical assets and continues to strengthen its information security and privacy protection framework across the enterprise. The Company carries out preventive information security management activities that are focused on enhancing employee security awareness and strengthening internal controls. To ensure accountability and continuity in information security management, BTGEN has designated an information security officer within the Human Resources Management Team to oversee information security-related activities.

In 2025, BTGEN revised its information security guidelines as part of its ongoing efforts to enhance information security management. The updated guidelines were published on the Company's internal web-based policy platform, enabling employees to easily check their compliance with the relevant requirements. The revised guidelines also introduced new provisions related to incident response and recovery procedures, strengthening management standards to enable prompt and systematic responses in the event of a security incident.

Review of Personal Information Management Practices and Provision of Management Guidelines

To proactively mitigate against the risks associated with personal information processing, BTGEN conducted a company-wide review of personal information management practices in May 2025. The review assessed the management of personal information, including user IDs and resident registration numbers, and verified whether unnecessary personal information was being retained, strengthening internal management controls. In addition, to promote the secure handling and disposal of personal information, the Company distributed guidelines on Personal Information Disposal Confirmation Forms, enabling employees to clearly verify the disposal of personal information that may be shared during communications with business partners. BTGEN also disseminated company-wide guidance on personal information protection practices, including cache deletion procedures and precautions when sharing information with business partners, while actively encouraging employee compliance.

2. 홈페이지내 개인정보 동의 관련 화면

의뢰 주시는 곳의 정보를 알려주세요

○ 개인정보 수집 및 이용에 동의합니다. 자세히 보기

Personal Information Consent Screen

Information Security Training and Awareness Enhancement

Recognizing that employee awareness is the foundation of information security incident prevention, BTGEN conducted information security training for all employees from May 7 to May 31, 2025. The training was designed to enhance employee awareness of the importance of personal information protection and to strengthen the implementation of security practices in day-to-day operations

Training Topics

- Overview of the Dong-A Socio Group Information Security Framework
- PC Security Configuration and the Ten Principles of Information Security
- Participants: All employees
- Objective: To enhance employee understanding of personal information protection and raise awareness of the importance of information security

In conjunction with the training program, BTGEN obtained Information Security Pledges from all employees, reinforcing their individual accountability and commitment to complying with information security requirements. In addition, the Company strengthened its practical security management capabilities by supporting specialized training for designated information security personnel.

Information Security Training Completion Status

Training Program	Participants	Completed	Completion Rate
Overview of the Dong-A Socio Group Information Security Framework	395 persons	256 persons	64.8%
PC Security Configuration Methods	395 persons	248 persons	62.8%
Personal PC and Account Management Practices	395 persons	249 persons	63.0%
Ten Principles of Information Security	395 persons	250 persons	63.3%

Information Security Framework

Group Affiliate Status

Yongma Logis

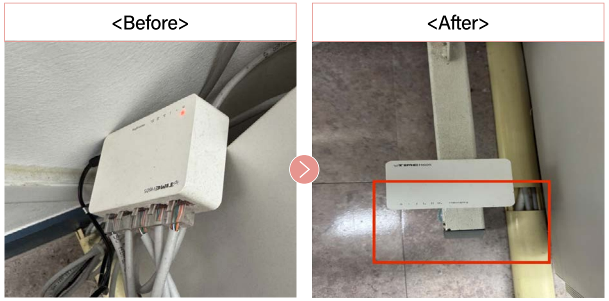
Yongma Logis recognizes the information security and cyber risks arising throughout its logistics operations as key supply chain risks, and protects customer information and logistics data through a management framework that is based on international standards. Following its initial certification of the ISO 27001 Information Security Management System in 2024, the Company successfully passed the 2025 surveillance audit, formally demonstrating the suitability and operational stability of its information security management framework.

From an administrative perspective, Yongma Logis mandates legally required information security training as well as regular online personal information protection training for employees who handle personal information. To further enhance the security awareness of employees, the Company distributes an information security newsletter semi-annually, reinforcing compliance with information security practices in day-to-day operations. From a technical perspective, the Company has implemented comprehensive security measures within its new logistics systems, including encryption and masking of personal information. Unauthorized access has also been mitigated through the removal of unauthorized network devices and the encryption of personal computing devices. In addition, Yongma Logis conducts security simulations and inspections in accordance with its IT disaster response procedures. In May 2025, the Company held a phishing email simulation exercise involving 100 employees and conducted penetration testing and vulnerability assessments of its corporate website and key logistics systems, including the Document Management System (DMS) and Transportation Management System (TMS). Identified vulnerabilities were remediated promptly.

Going forward, Yongma Logis plans to continue to strengthen its supply chain security management by integrating its ISO 27001-based management framework, employee awareness initiatives, and technical safeguards to build a secure and trusted logistics environment.

Technical Measures to Strengthen Information Security

Removal of Unauthorized Network Devices at Logistics Centers



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Strengthening Internal Network Access Controls

ABEN Engineering & Construction

ABEN Engineering & Construction operates a supply chain security management framework that is focused on personal information protection to manage the information security risks that may arise throughout its supply chain. In 2025, the Company introduced a prior consent process for the collection and use of personal information when customers submit quotation requests or business inquiries through its official website. This initiative helps protect the rights of data subjects while enhancing transparency in data processing. In addition, ABEN Engineering & Construction established and publicly disclosed a Privacy Policy that clearly defines the purposes of personal information collection, the scope of data processing, and the applicable management standards. With these measures, the Company minimizes the security risks that may arise in transactions with business partners and stakeholders while maintaining trust-based business relationships. Additionally, the source data related to personal information collection and consent is centrally managed by DA Information, ensuring the consistent management of personal information processing records and strengthening the security of personal information handling activities.

DA Information

In 2025, DA Information strengthened various security frameworks and established a company-wide security foundation to further enhance information security across the Group. In October 2025, the Company obtained ISO/IEC 27001 certification, an internationally recognized standard for information security management, formally validating its information security management capabilities at a global level. Based on this achievement, DA Information is expanding its information security certification framework across Group affiliates. Following the identification of security vulnerabilities in its existing antivirus software, the Company replaced the antivirus solution used across the Group to strengthen its ability to respond to emerging cyber threats. In addition, all Group affiliates upgraded their PC operating systems to Windows 11, eliminating the risks associated with End-of-Support (EOS) systems. The Company also conducted phishing simulation exercises using advanced scenarios designed to resemble actual attack methods. The results showed that 14.5% of employees exhibited behaviors that could lead to information leakage, highlighting the continued importance of strengthening their information security awareness. The malicious email reporting process introduced alongside the training further demonstrated its necessity and effectiveness.

On September 8, Information Security Day, DA Information distributed self-assessment checklists to employees, enabling them to evaluate their own compliance with information security requirements. The Company also regularly provides mandatory information security training for personal information protection managers to strengthen their security expertise. In 2025, DA Information increased its information security investments and expenditures, focusing on practical security initiatives such as certification preparation, antivirus and operating system upgrades, and the establishment of security training systems. Notably, the Company established a dedicated Information Security Team responsible for overseeing Group-wide security operations and providing the front-line response to security-related requests, strengthening its organizational response capabilities. In addition, from September 1 to 12, 2025, DA Information conducted a two-week vulnerability reporting campaign that encouraged employee participation. A total of 52 potential vulnerabilities were reported through the campaign. Reported issues will be reviewed to verify actual vulnerabilities, after which phased remediation plans will be developed and implemented. DA Information will continue to strengthen its information security capabilities across the technological, organizational, and cultural dimensions to build a secure and trusted digital environment.

Information Security Framework

Financial Impacts During the Reporting Period

During the reporting period, there were no cases in which significant direct costs related to information security incidents—such as regulatory fines, damages, or incident recovery expenses—were recognized in the financial statements. In addition, no material adverse impacts of information security issues on the Group's financial position (assets and liabilities), financial performance (profit or loss), or cash flows were identified during the reporting period. However, costs associated with information security management activities, including system operation, inspections, monitoring, and education and training programs (such as penetration testing and phishing email response exercises), were incurred and recognized as part of ordinary IT operating and administrative expenses.

If information security is managed inadequately, the potential financial impacts are as follows:

Expected Short-, Medium-, and Long-term Impacts

Short-term	Medium-term	Long-term
▪ Increased response and recovery costs in the event of information security incidents ▪ Higher cash outflows resulting from operational disruptions caused by system downtime ▪ Regulatory penalties and litigation-related costs arising from violations of personal information protection regulations	▪ Reduced revenue or business restrictions resulting from reputational damage and diminished trust among customers and business partners ▪ Increased cost burden associated with enhanced security investments and strengthened control measures	▪ Potential increases in the cost of capital and declines in corporate value due to stricter regulatory requirements and reduced investor confidence

* Progress is measured on a fiscal year basis.

In contrast, strengthening information security management can reduce the likelihood of security incidents and potential losses while enhancing business continuity and operational resilience. Over the medium to long term, these efforts are expected to mitigate against volatility in financial performance and support the expansion of trust-based business opportunities.

Risks and Opportunities That May Affect the Next Fiscal Year

At present, no significant information security-related risks have been identified that are reasonably expected to result in material adjustments to the carrying amounts of assets and liabilities in the financial statements for the next fiscal year. However, the Group continues to monitor for relevant risks, as material information security incidents or changes in the regulatory environment that require additional controls or investments could affect future financial statements through increased incident response costs, security investments, or operating expenses.

Financial Impact Outlook from a Sustainability Strategy Perspective

The Dong-A Socio Group continues to enhance its information security management framework to minimize the potential losses arising from security incidents and strengthen trust-based business continuity. Key initiatives include enhancing transparency through voluntary information security disclosures, addressing vulnerabilities through regular inspections and continuous monitoring, and strengthening practical training and education programs such as penetration testing and phishing email response exercises. While these initiatives may drive additional management costs and cash outflows in the short term, including expenses related to system operation, monitoring, training, and security enhancements, they are expected to reduce the likelihood and potential impact of security incidents over the medium to long term. As a result, the Group expects these efforts to mitigate legal and reputational risks, reduce volatility in revenue and cash flows, limit downside risks to corporate value, and contribute to the stability of its financial position, financial performance, and cash flows.

Information Security Framework

Risk management

Risk Identification

The Dong-A Socio Group systematically identifies information security risks through a variety of channels, including system vulnerability assessments, penetration testing, internal audits and inspections, analyses of changes in internal and external environments and regulatory requirements, improvement initiatives arising from certifications (such as ISO/IEC 27701), business unit interviews, and Privacy Impact Assessments (PIAs).

Risk Assessment and Monitoring

Identified risks are documented in risk management records using standardized categories and are evaluated and prioritized based on their impact and likelihood. Based on the results of this evaluation, risk treatment measures are established, while the implementation status of actions and residual risks are regularly reviewed and monitored to ensure that risks are controlled in a timely manner, and that our risk management is continuously improved.

Information Security Risk Management Process

① Entire Scope of Dong-A Socio Holdings Operations

② Risk Identification

Information Security Day	Internal Security Audit	System Vulnerability Assessment	Web/Application Penetration Testing
Compliance Review	Statement of Applicability (SoA)	Security Campaign	Cyber Incident Response Exercise

③ Risk Analysis

④ Risk Assessment

⑤ Risk Treatment

⑥ Monitoring and Review

⑦ Communication and Consultation

Integration with the Overall Risk Management Process

The Dong-A Socio Group has established an enterprise risk management (ERM) process that integrates the management of both financial and non-financial risks as a core component of its ESG management framework. Under its risk management policy, information security risks are defined as non-financial risks. Through the ERM system, the Group identifies and assesses risks annually and reports the results to the ESG Committee.

Metrics and Targets

Management Metrics

Category	Unit	2023	2024	2025
Number of Information Security Incidents	Cases	-	-	0
Number of Group Affiliates Conducting Information Security and Personal Information Protection Training (Excluding Mandatory Training)	Affiliates	-	-	5

* Scope: Dong-A Socio Holdings, Dong-A Pharmaceutical, BTGEN, Yongma Logis, Dong-A Ecopack, ABEN Engineering & Construction, Korea Sinto, and DA Information. (applied from 2025 data onward)

Targets

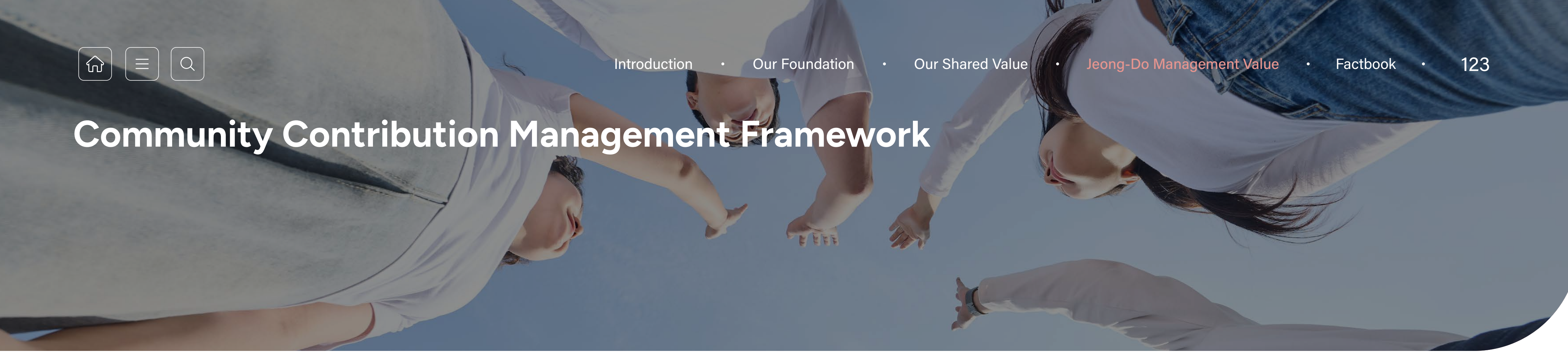
The Dong-A Socio Group recognizes information security incidents—including cyberattacks and personal information breaches—as key risks that may result in operational disruptions, legal and financial liabilities, and loss of stakeholder trust, potentially affecting long-term corporate value and business continuity. For this reason, the Group has established the maintenance of zero information security incidents as its core objective.

In the short term, the Group aims to strengthen security awareness and incident response capabilities by conducting annual penetration testing, phishing email response exercises, and information security and personal information protection training for employees. Over the medium term, the Group seeks to systematically identify and address security vulnerabilities at least once annually through continuous monitoring and regular inspections. Long term, the Group plans to establish and operate information security management systems across all Group affiliates and expand its information security disclosures, thereby continuously enhancing the maturity and transparency of its preventive information security management practices while supporting stable business operations and trust-based sustainable value creation.

Zero Cases of Information Security Incidents

Short-term (2025)	Mid-term (2027)	Long-term (2030)
• Conduct information security incident response exercises, including penetration testing and phishing email response training, at least once annually • Conduct information security and personal information protection training for all employees at least once annually (excludes mandatory training)	• Perform annual identification of security vulnerabilities and implement corrective actions	• Establish, operate, and regularly review information security management systems across all Group affiliates • Expand information security disclosures across all Group affiliates

* Progress is measured on a fiscal year basis.



Community Contribution Management Framework

1. Governance

The Dong-A Socio Group reviews and oversees key CSR-related matters and risks through the ESG Committee under the Board of Directors. The Group has established a responsible decision-making framework by appointing directors with expertise in social contribution activities as well as ethics and corruption-related risks.

The CSR Team of Dong-A Pharmaceutical, which is the dedicated social contribution team, reports community contribution activities and performance to the ESG Committee on an annual basis. In addition, through the Social Responsibility Council under the Chief Sustainability Officer (CSO), the CEOs of each Group affiliate directly review key CSR-related matters, supporting management-level oversight and supervision. Matters discussed and approved by the Social Responsibility Council, together with the related action plans, are shared across the Group and translated into operational activities by relevant departments. Through this governance framework, CSR-related risks and opportunities are systematically reflected in the development of management strategies, while the Group continues to strengthen its social contribution management practices and advance the implementation of sustainable management initiatives.

2. Strategy

The Dong-A Socio Group considers the creation of social value and the establishment of a sustainable business environment through CSR activities to be a core strategic priority. Under its vision of becoming a "A Healthcare Group Committed to the Health and Happiness of Humanity," the Group has established DONG-A RESPONSIBILITY as the guiding framework for its social contribution activities. With four key focus areas—For Health, For People, For Environment, and For Society—the Group carries out initiatives aimed at promoting human health, fostering future talent, supporting the coexistence of people and the planet, and creating shared value with local communities. Through these efforts, the Group seeks to fulfill its Corporate social responsibilities in each focus area, strengthen stakeholder trust, and create sustainable value.

3. Risk Management

The Dong-A Socio Group recognizes the possibility that its social contribution activities may fail to generate meaningful social value for local communities or to meet stakeholder expectations as a key CSR risk, as this could potentially result in reputational risks and diminished stakeholder trust. To mitigate against such risks, the Group systematically identifies social issues within local communities based on ten beneficiary categories: children and adolescents, persons with disabilities, older adults, multicultural families, women, youth, retirees and middle-aged people, the environment, community development, and other socially vulnerable groups. Social contribution programs are then planned and implemented in alignment with the Group's business objectives and areas of impact.

All social contribution activities are prioritized based on assessments of their relevance to community issues, clarity of objectives, social impact, and stakeholder influence. Following implementation, the Group regularly reviews and monitors key indicators, including alignment with the United Nations Sustainable Development Goals (UN SDGs), program performance, and social value creation outcomes. When changes in community needs or stakeholder expectations are identified, the Group flexibly adjusts the scope and approach of its programs. Through this process, CSR strategies and risk management practices are continuously adjusted in response to evolving social and environmental conditions.

4. Metrics & Targets

The Dong-A Socio Group has established social contribution expenditures, the number of beneficiaries of social contribution activities, and the rate of alignment with the United Nations Sustainable Development Goals (UN SDGs) as its key CSR performance indicators. The Group recognizes that social contribution activities are a strategic driver of long-term value creation through their effects in enhancing corporate reputation, brand value, and stakeholder trust.

For this reason, the Group intends to develop a framework and methodology for translating non-financial social contribution outcomes into economic indicators by 2026. By 2028, it plans to establish and apply a methodology for measuring the economic value generated through social contribution activities. By 2030, the Group intends to transparently disclose the results to the public. In addition, the Group seeks to progressively strengthen the alignment between CSR activities across all affiliates and the 17 UN Sustainable Development Goals (SDGs), with the objective of achieving 100% alignment by 2030. Through these efforts, the Group aims to reinforce the strategic relevance of its social contribution activities and strengthen its foundation for sustainable value creation.

Community Contribution Management Framework

Governance

The Dong-A Socio Group reviews and oversees key CSR matters and risk management issues through the ESG Committee under the Board of Directors of Dong-A Socio Holdings, while taking non-financial issues into consideration when formulating management strategies.

Referring to the ESG component of the BSM[1], the ESG Committee appoints directors with expertise in social contribution matters and clearly defines the Board's responsibilities and authorities regarding CSR in the ESG Committee Charter, thereby supporting responsible decision-making.

The CSR Team of Dong-A Pharmaceutical, which is the dedicated social contribution team, reports social contribution activities and performance to the ESG Committee on an annual basis and supports informed and accountable decision-making. In 2025, the ESG Committee reviewed and monitored the implementation status of major social contribution initiatives across Group affiliates, including the donation of digital healthcare devices and prescription pharmaceuticals to MCM Hospital in Ethiopia, as well as a new donation program supporting Hebron Medical Center in Cambodia.

[1] BSM: Board Skills Matrix

Management

The Dong-A Socio Group operates a Social Responsibility Council that is composed of the CEOs of each Group affiliate and overseen by the Chief Sustainability Officer (CSO), and is responsible for handling sustainability-related risks and opportunities at the management level. The Council convenes annually to directly review key CSR-related matters and support responsible decision-making by management. The CSR Team of Dong-A Pharmaceutical, which serves as the Social Responsibility Planning Division, regularly reports major social contribution plans and performance outcomes to the Social Responsibility Council. Through this process, the Group systematically operates internal control and decision-making procedures to ensure that CSR-related risks and opportunities are reflected in the development of management strategies.

In addition, matters discussed and approved by the Social Responsibility Council, together with the related action plans, are shared across Group affiliates and translated into operational activities by the relevant departments. These processes strengthen integrated collaboration between management oversight functions and CSR management organizations, contributing to enhanced responsiveness to CSR-related risks and the continued advancement of sustainable management practices across the Group.

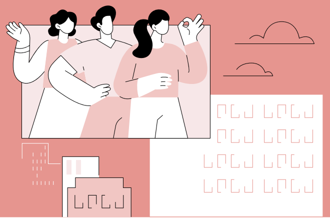
Strategy

Risks and Opportunities Associated with the Issue

Material Issue

Community Contribution

SDGs



Major Impacts

❶ Community contribution activities may result in short-term expenditures; however, they ultimately generate positive outcomes by enhancing corporate reputation and brand value, while strengthening relationships with local communities and government stakeholders.

Impact Profile			
Attributes	Time	Type	Expected Timing of Occurrence*
Positive	Potential	Opportunity	Medium-term
Scope of Impacts	Group affiliates, shareholders and investors, government, local community, employees, and business partners		

❷ Selecting inappropriate beneficiaries or recipient organizations may diminish the effectiveness of community contribution activities, resulting in inefficient resource allocation and negative financial impacts.

Attributes	Time	Type	Expected Timing of Occurrence*
Negative	Potential	Risk	Short-term
Scope of Impacts	Group affiliates, shareholders and investors, employees, and business partners		

Response Activities and Strategies

- Establish strategies for creating social value through CSR activities and fostering a sustainable business environment.
- Implement activities such as the donation of pharmaceuticals and medical devices, collection of waste pharmaceuticals, community coexistence initiatives, and ecosystem conservation activities across Group affiliates.

* Short-term (within 1 year), Medium-term (1–5 years), Long-term (more than 5 years)

Community Contribution Management Framework

Strategy

Response to Risks and Opportunities Associated with the Issue

Vision and Focus Areas

Vision

A Healthcare Group

Committed to the Health and Happiness of Humanity

Mission

Creating Social Value and a Sustainable Business Environment through CSR Efforts

CSR Initiatives

Fulfilling Corporate Social Responsibility, DONG-A RESPONSIBILITY

Focus Area

FOR HEALTH	FOR PEOPLE	FOR ENVIRONMENT	FOR SOCIETY
Efforts for the Health and Happiness of Humanity	**Efforts to Foster Talent**	**Efforts to Ensure the Coexistence of Humanity and the Planet**	**Efforts to Grow Together with Local Communities**
▪ Operation of Volunteer Pharmacy Trucks ▪ Donation of Growth Hormone Treatments for Children with Short Stature ▪ Support for the Medication Costs of Cancer Patients ▪ Sponsorship for Children with Leukemia ▪ Support for Hebron Mission Center in Cambodia ▪ Support for MCM Hospital in Ethiopia ▪ gaGreen(Garglin) "Healthy Teeth Campaign"	▪ Youth Environmental and Life Respect Education ▪ Marronnier Women's Literary Contest ▪ "Pulryeora" Volunteer Project: Merry, the Cultural and Arts Volunteer Group ▪ A Warmer Beat, A Kinder Heart ▪ One Company for One Soldier Sponsorship	▪ Earth Hour Campaign ▪ DONG-A Petner ▪ Unused Medicine Collection–A Healthy and Safe Journey Together	▪ Support for the "Every Wednesday is Bacchus Day" Campaign ▪ Dong-Go-Dong-Rak (東苦東樂) Community Program ▪ Mural Painting ▪ Love Sharing Charity Bazaar ▪ Creating a Barrier-Free World

Community Contribution Management Framework

Group Affiliate Status

Dong-A Socio Holdings

Shared Growth with Local Communities Through the Dangjin Plant Tour Program

The Sangju Human Resources Development Center is not just a training facility; it is a hub where local communities and companies can grow together. In keeping with this role, the Center operates various programs that are aimed at contributing to local community development. In 2025, as part of its community contribution strategy, the Center organized a tour of the Dong-A Pharmaceutical Dangjin Plant for members of the Euncheok-myeon Village Leaders Association. The tour was designed to promote a better understanding of industry and encourage broader engagement in support of sustainable regional development. Participants were given the opportunity to observe the plant's products and manufacturing processes firsthand, helping them gain a deeper understanding of the role of businesses and industrial operations within the community. In addition, by linking the program with the educational functions of the Sangju Human Resources Development Center, the Company shared the values introduced during new employee training programs, including the importance of the corporate values and community coexistence. Through these efforts, Dong-A Socio Holdings sought to foster a mutual understanding between local community members and our employees, while strengthening a foundation for shared growth. Going forward, the Company plans to continue expanding its community contribution activities tailored to local characteristics and needs through close collaboration with local stakeholders, promoting sustainable growth together with local communities.

Dong-A Pharmaceutical

Selected for Community Contribution Recognition Program for a Third Consecutive Year

In 2025, Dong-A Pharmaceutical was selected as a recognized organization under the Community Contribution Recognition Program for the third consecutive year, a significant recognition of its Corporate social responsibility efforts. The Community Contribution Recognition Program is an initiative that identifies and recognizes companies and organizations that have continuously engaged in social contribution activities aimed at addressing community issues. In 2025, the program adopted more rigorous evaluation criteria focused on tangible contributions and measurable outcomes for local communities. Under these enhanced standards, Dong-A Pharmaceutical's sincerity and long-term commitment to social contribution activities were once again formally recognized.

Recipient of the Prime Minister's Award at the 5th Korea Good Donation Awards

Dong-A Pharmaceutical was presented with the Prime Minister's Award at the 5th Korea Good Donation Awards in recognition of its long-term, systematic philanthropic efforts and achievements in creating social value. The award acknowledges the Company's commitment to building a structured and sustainable social contribution model that extends beyond one-time donations, and reflects its ongoing efforts to generate meaningful social impact.

Expanding Support for Vulnerable Young Women and Girls

In partnership with "Gfoundation," an international development and cooperation NGO, Dong-A Pharmaceutical provides feminine hygiene support for disadvantaged young women and girls. Launched in 2021, the program was expanded significantly by 2025, reaching a cumulative donation value of KRW 344 million and a total of 1.3 million sanitary pads. Through this initiative, the Company contributes to protecting the health rights of vulnerable female adolescents and helping reduce social inequality.

Expansion of the DONG-A Petner Program

The DONG-A Petner Program is an employee-led volunteer initiative dedicated to protecting abandoned animals and promoting pet adoption. In 2025, the program expanded its scope of activities to include visits to both private and public animal shelters, where participants engaged in volunteer activities such as walking, bathing, and cleaning the animals. To further promote a culture of pet adoption, the Company sponsored special lectures by pet influencers and conducted internal awareness activities, including pet treat-making programs. In addition, Dong-A Pharmaceutical donated its pet nutritional supplement, Vetple, to support the health and well-being of abandoned animals.

gaGreen(Garglin) "Healthy Teeth Campaign"

In 2025, Dong-A Pharmaceutical continued the GaGreen "Good-E Campaign," which helps children from low-income households to maintain their dental health and improve their oral hygiene. Through this product-linked social contribution initiative, the Company seeks to help reduce health disparities while reinforcing the social role of its brands.

Love Sharing Charity Bazaar

The Charity Bazaar of Love is a long-standing initiative that has been conducted since 2009 as part of the Company's commitment to fulfilling its social responsibilities and contributing to the development of local communities. The event brings together the Company and local residents to promote a culture of giving. In 2025, a volunteer group of 80 employees from the Dong-A Socio Group participated in the bazaar, selling a variety of products, including Dong-A Pharmaceutical health functional foods, oral care products, pet nutritional supplements, household goods, derma cosmetics, Bacchus, and beverages from Dong-A Otsuka. Through the event, a total of KRW 137.9 million was raised and donated to the Dongdaemun-gu Council of Social Welfare. The proceeds were used to support low-income and underserved communities through initiatives such as emergency living expense assistance, scholarships, sponsorship of free meal service centers, and the installation of wheelchair ramps.

Community Contribution Management Framework

Group Affiliate Status

BTGEN

Removal of Harmful Plants from Seunggi Stream

In November 2025, BTGEN held an activity in collaboration with the Yeonsu-gu Volunteer Center to remove harmful plants from the Seunggi Stream area of Yeonsu-gu, Incheon. A total of 20 employees, including newly hired staff, participated in the activity, which was organized to support ecosystem restoration and environmental conservation by removing ecosystem-disturbing plants that disrupt the natural river ecosystem. Through the voluntary participation of its employees, BTGEN contributed to addressing local environmental issues while strengthening its connection and cooperative relationship with the local community. Through ongoing community engagement activities, the Company plans to continue supporting the creation of a sustainable urban environment and the preservation of local ecosystems.

Employee Donation Program Linked to an Internal Running Event

In November 2025, BTGEN held an internal running event in which 39 employees ran an 8-kilometer course around the Company's premises. Through participation fees of KRW 10,000 and voluntary donations, a total of KRW 790,000 was raised, which was donated in full to the Incheon Brain Lesions Welfare Association. The event provided an opportunity to contribute to the welfare of people with cerebral disabilities in the local community through employees' voluntary participation and donations, while simultaneously promoting a healthy organizational culture and the practice of corporate social responsibility.

Harmful Plant Removal Activity

Charity Running Event

Dong-A Otsuka

Nationwide Heat Illness Prevention Campaign

One of Dong-A Otsuka's flagship social contribution programs, the Nationwide Heat Illness Prevention Campaign has been conducted each year since 2020. In 2025, the Company expanded its activities by directly visiting high-risk workplaces, including construction sites, to provide heat illness prevention education and support. The program reached approximately 100 construction workers at the ABEN Engineering & Construction Seoicheon Site, as well as approximately 50 workers at the Dong-A Ecopack Dangjin Campus Melting Furnace Facility, in addition to employees at the Dong-A Otsuka Anyang Plant and Anyang Business Site. Through these efforts, the scope of the campaign expanded from external organizations to encompass Group-wide participation. Leveraging public service advertising infrastructure established through an MOU with government agencies, Dong-A Otsuka delivered online and offline campaign messages through approximately 4,500 locations nationwide. In 2025, the number of corporate customers expressing interest in the campaign increased to 766 companies. Of these, 67 companies (8.7%) actively participated in the campaign and subsequently purchased Dong-A Otsuka products. A satisfaction survey of participating workers also showed highly positive results, with 85.1% reporting improved awareness of heat illness prevention, 87.3% indicating reduced workplace fatigue, and 94.1% recognizing the importance of heat illness prevention and adequate hydration. These findings demonstrate the campaign's effectiveness in promoting worker health and safety.

Activities to Remove Ecosystem-Disturbing Plants from Anyang Stream

From April to July 2025, Dong-A Otsuka conducted a total of five environmental conservation activities in collaboration with its employees, FC Anyang, Anyang City Hall, and KGC Red Boosters. The program focused on the removal of Japanese hop (Humulus japonicus), an invasive species that inhibits the growth of native plants, while also providing on-site environmental education. Working in cooperation with the Anyang–Gunpo–Uiwang Federation for Environmental Movement and the Gyeonggi-do Forest Environment Research Institute, the Company further strengthened the program by integrating educational and research activities. In recognition of these contributions, Dong-A Otsuka received a commendation from the Mayor of Anyang. In 2026, the Company plans to continue its activities along Anyang Stream while expanding the program to the Mihocheon Stream or Musimcheon Stream near its Cheongju Plant, contributing to the ongoing protection of biodiversity.

Invasive Plant Removal Activity

Blue Moon Companion Project

Through the Blue Moon Companion Project, Dong-A Otsuka promotes the training of guide runners who support visually impaired runners. As of 2025, the Company has trained a total of 40 guide runners through a structured eight-week training program, with the runners successfully completing the Seoul Marathon. To expand the program's impact, trained guide runners are dispatched to regions including Daejeon, Gwangju, Daegu, Busan, and Jeju to provide guide running education. In addition, Dong-A Otsuka collaborates with welfare centers, schools for the visually impaired, and special education schools to promote the program and recruit participants, expanding the foundation for sustainable participation.

Initiatives to Address the Low Birth Rate Crisis

Dong-A Otsuka is undertaking a range of initiatives to help address Korea's low birth rate challenge. To support couples experiencing infertility, the Company has entered into MOUs with institutions such as Maria Fertility Hospital to support the prevention and alleviation of ovarian hyperstimulation syndrome (OHSS) and plans to expand the program to 20 major hospitals nationwide in the future. For the benefit of pregnant women, Dong-A Otsuka collaborates with local governments, including the Seoul Metropolitan Government and the Busan Metropolitan Government, through the Birth Support Project to raise awareness of the importance of adequate hydration, including the prevention of oligohydramnios. For children, the Company conducts heat illness prevention campaigns in cooperation with government agencies and local governments to help reduce the risks of premature birth and low birth weight associated with excessive heat exposure.

Warm Pocari Sweat Sampling Event

To support local festivals that are shrinking in scale, Dong-A Otsuka has held Warm Pocari Sweat Sampling Events at festivals such as the Gongju Chestnut Festival and the Taebaeksan National Park Festival. Supporting the revitalization of the Gongju Chestnut Festival, which has been held since 1994, approximately 14,000 out of 215,000 visitors participated in the sampling event.

Community Contribution Management Framework

Group Affiliate Status

Yongma Logis

Participation in the Good Workplace Program

'The Good Workplace Program is a participatory donation program in which employees make automatic monthly donations of pledged contribution amounts through payroll deductions. The program is run annually to promote a culture of giving in the workplace and foster shared growth with local communities through the voluntary participation of employees. In 2025, Yongma Logis raised a total of KRW 22 million in donations across its major business locations, including Gimpo, Anseong, Yongin, Anyang, and Icheon. The donations will be used to support vulnerable groups and improve welfare within these local communities. Notably, the Hub Center in Wongok-myeon, Anseong-si, one of the Company's key logistics bases, continues to carry out community-based sharing activities aimed at growing together with and coexisting alongside the local community.

Good Workplace Program

Yongma Delivery Team: Supporting a Warm Winter for Children from Vulnerable Households

In December 2025, Yongma Logis ran a Warm Winter Support Program in partnership with the Gimpo Comprehensive Social Welfare Center to support children from vulnerable households, as part of its social contribution activities that leverage its characteristics as a logistics company. The program was conducted through the Yongma Delivery Team, composed of employees, who personally visited 50 low-income or single-parent family households to deliver supplies. Going beyond simple product donations, the initiative directly incorporates the Company's core logistics capabilities—delivery and transportation—into a social contribution activity. The program supported vulnerable households with children in Gimpo by helping ensure stable winter living conditions, while also contributing to the children's emotional well-being through direct face-to-face delivery.

Yongma Delivery Team

Dong-A Ecopack

Love Sharing Blood Donation Campaign

Dong-A Ecopack employees voluntarily participate in a blood donation campaign every year. In 2025, the Company donated a total of 196 blood donation certificates to the Korea Childhood Leukemia Foundation, supporting the treatment of children with leukemia and other pediatric patients in need of blood transfusions.

Donations for Vulnerable People

Dong-A Ecopack supports vulnerable groups within the local communities in which it operates through an employee donation program based on payroll deductions. In 2025, the Company donated a total of KRW 15 million through the Dangjin Welfare Foundation to foster families and families with children with disabilities. With these contributions, Dong-A Ecopack supports the stable growth of children and families requiring assistance for self-reliance, and contributes to fostering healthy members of society.

Activities to Promote the Welfare of Older Adults

In March 2025, Dong-A Ecopack visited households of older adults living alone near its Dangjin Plant, and delivered Bacchus and bottled water products (Cheonnyeonsu and Masinda). The Company also conducted living condition inspections and activities to improve residential environments. In addition, Dong-A Ecopack visits the Dangjin Senior Welfare Center each month to provide meal service volunteer activities, continuously contributing to the welfare of older adults in the local community.

One Company-One Village Initiative

Dong-A Ecopack continues to participate in the One Company, One Village Program, a donation initiative that promotes mutual growth between businesses and rural communities. In each quarter of 2025, the Company donated a total of 344 boxes of Cheonnyeonsu, Masinda, and Rein Wasser to Sangju High School and the Sangju Children's Home. With these donations, Dong-A Ecopack supported the health and living conditions of children and adolescents in the local community.

Community Contribution Management Framework

Group Affiliate Status

Korea Sinto

Strengthening Environmental Awareness Through a Plogging Campaign

Korea Sinto continues to conduct plogging (jogging or walking while picking up litter) campaigns to enhance employees' environmental awareness and contribute to environmental improvements within the local communities in which it operates. On November 21, 2025, the Company held a plogging campaign in cooperation with the Dalseong-gun Volunteer Center, focusing on areas surrounding the industrial complex. A total of 37 employees participated in the activity, 10 participants more than in the previous year. Through this initiative, Korea Sinto further strengthened employees' environmental awareness while contributing to environmental clean-up efforts around its business sites and the creation of a cleaner working environment. The Company plans to continue expanding its employee-led environmental protection activities and fulfill its responsibilities as an environmentally responsible company that is growing together with the local community.

Recognized for Efforts to Promote the Welfare of Persons with Disabilities

Korea Sinto has continuously engaged in a variety of social contribution activities aimed at promoting the welfare of persons with disabilities and revitalizing local the communities in which it operates, as shared growth with local communities is one of its core values. In recognition of these efforts, the Company received a Commendation from the Chairperson of the Dalseong County Council at the 6th "Thank You DAY Harmony Festival", hosted by the Dalseong-gun Welfare Center for Persons with Disabilities, in December 2025.
Through its ongoing collaboration with the welfare center, Korea Sinto has continued to provide support and participate in activities that extend beyond one-time assistance, pursuing long-term social contribution initiatives that aim at mutual growing with the local community. This recognition is further validation of the Company's responsible social role and the value of its community-based sharing activities. Going forward, Korea Sinto plans to continue expanding its social contribution efforts to promote the welfare of persons with disabilities, and create social value through ongoing solidarity and cooperation with local community members.

Commendation Received at the 6th "Thank You DAY" Harmony Festival

Financial Impacts During the Reporting Period

During the reporting period, the Dong-A Socio Group engaged in a range of corporate social responsibility (CSR) activities for local communities and stakeholders. These incurred expenses in connection with donations, the operation of social contribution programs, and employee participation, including related labor and administrative costs. Such expenditures were recognized as increases in selling, general, and administrative expenses (SG&A) in the financial statements and therefore represented a short-term cost burden on financial performance. During the reporting period, no significant direct financial losses, such as fines, penalties, or damages, were incurred in relation to community contribution issues. At the same time, the Group believes that its community contribution activities have contributed to enhancing its brand image and corporate reputation, establishing a foundation for strengthening stakeholder trust and improving external relationships over the medium to long term.

Expected Short-, Medium-, and Long-Term Impacts

The following financial impacts may arise if social contribution issues are inadequately managed:

Short-term	Reduced efficiency relative to invested resources and increased short-term cost burdens and cash outflows
Medium-term	Inefficient allocation of resources; Decline in corporate reputation or limited effectiveness of social contribution activities
Long-term	Diminished brand value enhancement and declining social trust

Conversely, when community contribution activities are managed strategically, they can strengthen the fulfillment of corporate social responsibility and enhance brand credibility, thus positively contributing to stakeholder relationship stability and long-term corporate value creation.

Risks and Opportunities That May Affect the Next Fiscal Year

The Group has identified a potential decline in the effectiveness of community contribution activities and inefficiencies in resource allocation as CSR-related risks that could affect the next fiscal year. If donations and community contribution expenditures are not linked to the creation of medium- to long-term corporate value due to the selection of inappropriate beneficiaries or the misalignment of social contribution strategies, it may become necessary to scale back, redesign, or adjust the budgets of community contribution programs. Such changes could affect the cost structure and cash flow outlook for the next fiscal year. As such, these factors are considered potential risks that may result in significant adjustments to expense recognition and budget planning in the next fiscal year.

Financial Impact Outlook from a Sustainability Strategy Perspective

To enhance the financial and non-financial impacts of its community contribution activities, the Dong-A Socio Group aligns its CSR strategy with the Group's medium- to long-term business direction and core values, while continuously reviewing the objectives, performance, and effectiveness of its initiatives. While this approach may involve community contribution program operating expenses and administrative costs in the short term, over the medium to long term it is expected to improve the efficiency and strategic alignment of social contribution activities. The Group expects to minimize inefficient expenditures, strengthen stakeholder trust and brand value, and contribute to the creation of a stable business environment and the sustained enhancement of corporate value.

Community Contribution Management Framework

Risk Management

Risk Identification

The Dong-A Socio Group recognizes the potential for reputational damage, diminished stakeholder trust, and erosion of social value as key community contribution risks if its social contribution activities fail to generate meaningful social value for local communities or do not meet community expectations. To mitigate these risks, the Group systematically identifies social issues within local communities, referring to ten beneficiary categories: children and adolescents, persons with disabilities, older adults, multicultural families, women, youth, retirees and middle-aged adults, the environment, community development, and miscellaneous. The objectives of social contribution programs are established based on the relationship between each issue and its underlying causes. Social contribution initiatives are designed to clearly incorporate linkages to the resolution of community issues. In addition, detailed implementation plans—including program duration, location, and number of participants—are developed in advance, enabling the Group to identify and manage risks based on social needs and program relevance.

Risk Assessment and Monitoring

For identified community contribution risks, activity plans are established based on factors such as the degree of linkage to underlying community issues and the clarity of program objectives. Following implementation, the Group reviews and monitors performance using key indicators, including alignment with the 17 United Nations Sustainable Development Goals (UN SDGs), program outcomes, and social value creation. Through this process, the Group verifies whether each initiative is achieving its originally intended objective of addressing social issues.

Integration with the Overall Risk Management Process

The Dong-A Socio Group has established an enterprise risk management (ERM) process that integrates the management of both financial and non-financial risks as a core component of its ESG management framework. Under its risk management policy, CSR-related risks are defined as non-financial risks. Through the ERM system, the Group identifies and assesses risks annually and reports the results to the ESG Committee.

Metrics and Targets

Management Metrics

Category	Unit	2023	2024	2025
Community Contribution Expenses	KRW million	3,526	3,897	4,133
Number of Beneficiaries of Community Contribution Activities	Persons	741,099	624,816	896,172
Rate of Alignment with the UN SDGs	%	-	-	71

* Scope: Dong-A Socio Holdings, Dong-A Pharmaceutical, BTGEN, Yongma Logis, Dong-A Ecopack, ABEN Engineering & Construction, Korea Sinto, and DA Information (applied from 2025 data onward).

Targets

The Dong-A Socio Group recognizes that while community contribution activities may involve short-term costs, they represent a key strategic driver of corporate value creation by enhancing corporate reputation and brand value and strengthening relationships with local communities and government stakeholders over the medium to long term. Accordingly, the Group has established the conversion of outcomes generated through community contribution activities into measurable economic value as a key objective.

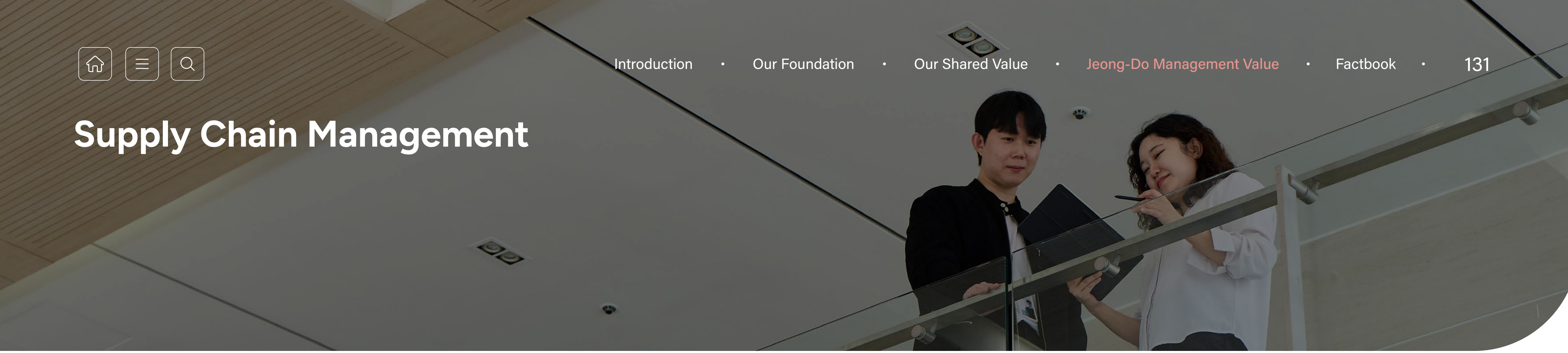
In the short term, the Group plans to develop a framework and methodology for translating non-financial activities into economic indicators. Over the medium to long term, it intends to establish a methodology for measuring the economic value created through community contribution activities and transparently disclose the results externally, enhancing both the effectiveness of social contribution activities and the efficiency of resource allocation. In the short term, the Group will also regularly review the alignment between its community contribution activities and the 17 United Nations Sustainable Development Goals (UN SDGs). Over the medium to long term, the Group plans to establish a roadmap linking Group-wide CSR activities to all 17 UN SDGs, and ultimately achieve 100% implementation of activities in accordance with that plan.

Target Year	Conversion of Outcomes Generated Through Community Contribution Activities into Economic Value
Short-term (2026)	• Develop a framework and methodology for translating non-financial activities into economic indicators
Mid-term (2028)	• Establish and apply a methodology for measuring the economic value created through community contribution activities
Long-term (2030)	• Publicly disclose the economic value creation outcomes generated through community contribution activities • Establish strategies for creating social value through CSR activities and fostering a sustainable business environment

* Progress is measured on a fiscal year basis.

Target Year	Alignment with the 17 United Nations Sustainable Development Goals (UN SDGs)
Short-term (2026)	• Conduct regular reviews of the alignment between the 17 UN SDGs and community contribution activities across all Group affiliates
Mid-term (2028)	• Establish a plan for aligning Group CSR activities with the 17 UN SDGs
Long-term (2030)	• Develop and implement a plan to align Group CSR activities with all 17 UN SDGs

* Progress is measured on a fiscal year basis.



Supply Chain Management

1. Governance

The Dong-A Socio Group oversees and supervises key ESG issues and risks, including those related to the supply chain, through the ESG Committee under the Board of Directors. The Group has established a responsible decision-making framework by appointing directors with expertise in supply chain issues. The Jeong-Do Management Team(Sustainability) of Dong-A Socio Holdings, which is responsible for supply chain ESG management, provides annual reports of supply chain ESG activities and performance to the ESG Committee. In 2025, the Group expanded the scope of its supply chain ESG management by establishing an internal supply chain ESG management process. In addition, on-site assessments and training programs were conducted for major Tier-1 suppliers, and their implementation status was reviewed and monitored.

In addition, through the Social Responsibility Council under the CSO, the CEOs of each Group affiliate directly review key supply chain-related matters. Action plans discussed and approved by the Council are shared across the Group to ensure that supply chain risks and opportunities are systematically reflected in management strategies and operational activities. With these efforts, the Group continues to strengthen its supply chain ESG management capabilities and its execution of sustainable management practices across the organization.

2. Strategy

To prevent ESG risks throughout the supply chain and promote sustainable value creation, the Dong-A Socio Group pursues a supply chain ESG management strategy that is based on its Group-wide Supplier Code of Conduct. The Group requires all suppliers to comply with applicable laws and regulations in the countries in which they operate and to uphold principles related to anti-corruption, human rights and labor practices, environmental protection, and biodiversity conservation. Suppliers are systematically managed by categorizing them based on business impact into major suppliers and other suppliers.

In addition, the Group continues to strengthen its supply chain ESG management by expanding the number of supply chain ESG checklist items, revising the Supplier Code of Conduct, conducting on-site assessments of major suppliers, monitoring the implementation of corrective actions, and operating supplier training and support programs. Through these efforts, the Group and its suppliers are working together to establish and operate a responsible supply chain management system.

3. Risk Management

To systematically manage ESG risks across its supply chain, the Dong-A Socio Group defines the scope of its supply chain based on the value chains of its key products and services, encompassing activities from raw materials procurement to manufacturing, logistics, distribution, outsourced services, and investment activities. Taking business characteristics and materiality into consideration, the Group identifies and manages risks primarily among major Tier-1 suppliers.

Identified supply chain risks are quantitatively assessed based on their likelihood and severity, and priorities are established accordingly. Based on the results of this assessment, suppliers are classified as high, medium, or low risk, with differentiated on-site, document-based, or online due diligence procedures applied to each group, respectively. For high-risk suppliers, the implementation of corrective actions is closely monitored. In addition, the Group regularly updates supplier ESG assessment results and due diligence implementation status, and continuously enhances supply chain information and visibility. Through these efforts, the Group monitors changes in supply chain risks and adjusts the scope and intensity of its management activities as needed, systematically managing ESG risk exposure throughout the supply chain.

4. Metrics & Targets

The Dong-A Socio Group has set the number of major suppliers (Tier-1 suppliers) under management, the participation rate of major suppliers in ESG self-assessments, and the participation rate of major suppliers in ESG on-site due diligence as key indicators. Recognizing that inadequate supply chain management and changes in the external environment can result in significant risks—including production and logistics disruptions, raw materials supply shortages, and increased regulatory compliance costs—the Group has made the enhancement of supply chain ESG risk management and the advancement of its management scope key objectives. By 2026, the Group plans to establish and implement common supply chain ESG management standards across all Group affiliates and conduct regular self-assessments, on-site due diligence, and training programs for major suppliers. By 2028, it aims to expand the scope of supplier management across the broader supply chain. By 2030, the Group intends to systematically monitor on-site due diligence activities and the implementation of corrective actions to enhance ESG management practices and data reliability across its supplier base, while strengthening business continuity and the foundation for sustainable value creation amid changes in the external environment.

Supply Chain Management

Governance

Board of Directors and Committees

The Dong-A Socio Group reviews and oversees key ESG issues and risk management matters, including supply chain management, through the ESG Committee under the Board of Directors of Dong-A Socio Holdings. The Group also considers non-financial issues when establishing its management strategies. Referring to the ESG component of the BSM[1], the ESG Committee appoints directors with expertise in supply chain issues. In addition, the Board's responsibilities and authorities regarding supply chain management are stipulated in the ESG Committee Charter to ensure responsible decision-making.

The Jeong-Do Management Team(Sustainability) of Dong-A Socio Holdings, which is dedicated to supply chain ESG management, reports supply chain ESG management activities and performance to the ESG Committee annually and supports informed and responsible decision-making. In 2025, the Group expanded the scope of management and application following the establishment of its internal supply chain ESG process. The Group also reviewed departmental objectives and monitored implementation activities related to key initiatives, including on-site due diligence and supply chain ESG training for major Tier-1 suppliers.

[1] BSM: Board Skills Matrix

Management

To systematically manage sustainability-related risks and opportunities at the executive level, the Dong-A Socio Group operates a Social Responsibility Council under the CSO, which is composed of the CEOs of each Group affiliate. The Council convenes annually to directly review key supply chain-related matters and support responsible executive decision-making. The Jeong-Do Management Team(Sustainability) of Dong-A Socio Holdings, which serves as the secretariat of the Social Responsibility Planning Division and the department responsible for supply chain management, regularly consolidates and reports major supply chain management plans and performance from each Group affiliate to the Council. Through this process, the Group systematically applies internal control and decision-making procedures to ensure that supply chain risks and opportunities are reflected in the development of management strategies. In addition, agenda items and action plans discussed and approved by the Social Responsibility Council are shared across Group affiliates and translated into operational activities by the relevant departments. These processes strengthen the integrated collaboration framework between executive oversight functions and supply chain management organizations, continuously enhancing the Group's ability to respond to supply chain risks and implement sustainable management practices.

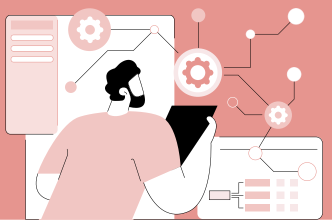
Strategy

Risks and Opportunities Associated with the Issue

Material Issue

Supply Chain Sustainability

SDGs



Major Impacts

	Impact Profile			
	Attributes	Time	Type	Expected Timing of Occurrence*
① Inadequate supply chain management or changes in the external environment may result in negative impacts, including production and logistics disruptions, raw materials shortages, and increased regulatory compliance costs.	Negative	Potential	Risk	Short-term
	Scope of Impacts	Employees, customers, group affiliates, shareholders and investors, and business partners		
② Enhancing ESG and data management systems across the supply chain strengthens regulatory compliance capabilities while reinforcing stakeholder trust and business continuity.	Positive	Potential	Opportunity	Long-term
	Scope of Impacts	Employees, customers, group affiliates, shareholders and investors, and business partners		

Response Activities and Strategies

- Minimize supply chain risks by identifying, conducting due diligence on, and monitoring risks through the establishment and operation of a Group-wide supply chain ESG management system that spans all Group affiliates.
- Provide supply chain ESG management training for major suppliers to help them identify and mitigate against potential risk factors.

* Short-term (within 1 year), Medium-term (1–5 years), Long-term (more than 5 years)

Supply Chain Management

Risks and Opportunities Associated with the Issue

Supplier Code of Conduct

Dong-A Socio Holdings first established the Group-wide Supplier Code of Conduct in March 2023, revising the Code in February 2025 to include provisions related to biodiversity conservation. The Supplier Code of Conduct requires all suppliers to fully comply with the applicable laws and regulations in the countries in which they operate. It also stipulates compliance with the Dong-A Socio Group's guidelines on anti-corruption, human rights and labor practices, and environmental management.

Key Components of the Supplier Code of Conduct

Supplier Code of Conduct

Chapter 1. Anti-corruption	Bribery and Corruption / Gifts, Meals and Other Similar Benefits / Fair Competition / Conflict of Interest / Transparency / Information and Asset Protection / Reporting of Illegal Acts, Protection of Identity, and Prohibition of Retaliation
Chapter 2. Human Rights & Labour	Non-Discrimination / Compliance with Working Conditions / Humane Treatment / Freedom of Association / Prohibition of Forced Labour and Child Labour / Occupational Safety and Health / Protection of the Human Rights of Local Residents / Protection of the Human Rights of Customers
Chapter 3. Environment	Promotion of Resource Efficiency and Minimization of Waste Generation / Reduction of Pollutants and Emissions / Management of Hazardous Chemicals / Management of Water Resources / Energy Consumption and Greenhouse Gas Emissions / Conservation of Biodiversity
Chapter 4. Management System	Management Commitment to Compliance / Risk Assessment and Management / Management and Assessment of Objectives / Operation of Corrective Action Process / Communication / Operation of Education, Training, and Feedback Participation Programs / Monitoring and Partner Responsibilities

Establishment and Classification of Supply Chain Management Scope

The Dong-A Socio Group establishes the scope of supply chain management based on the business characteristics of its Group affiliates, and manages suppliers by classifying them into major suppliers and other suppliers. Major suppliers are selected based on annual procurement volume, whether they are key suppliers, and their substitutability, and are managed with a focus on suppliers that have a significant impact on business operations.

Major Partners	Suppliers with a significant impact on business operations, classified and managed as follows: High Volume, Critical Component, Non-substitutable.
Other Partners	Suppliers that are not included in the major supplier category but may have an impact on business operations.

Strengthening ESG in the Supply Chain

The Dong-A Socio Group continues to strengthen its supply chain ESG management by expanding supply chain ESG checklist items, revising the Supplier Code of Conduct, monitoring the implementation of corrective actions by suppliers through on-site due diligence, and operating supplier training and support programs.

ESG Supply Chain Management Implementation and Operation Evaluation Across the Group

STEP 1

Scope of Supply Chain Management and Identifying, Analyzing, and Assessing Risks of Key Tier-1 Suppliers

Dong-A Socio Group defines the scope of its supply chain management based on key functions and activities, following its internal supply chain management framework. Based on this scope, the Group identifies key Tier-1 and Tier-2 suppliers, and evaluates the major Tier-1 suppliers across 17 supply chain risk factors, assessing each risk in terms of its likelihood and severity.

STEP 2

Self-Assessment Participation and On-site Audits of Key Tier-1 Suppliers

Dong-A Socio Group has developed a group-wide Supply Chain ESG Checklist that addresses key areas where management within the supply chain is needed, including anti-corruption, human rights and labor practices, and the environment. Based on this checklist, the Group identifies major supply chain issues and proactively detects potential risks. On-site inspections are conducted for Tier-1 suppliers that our risk assessments flag as high-risk. During these inspections, the Group visits selected suppliers and uses the checklist to assess their practices in the areas of anti-corruption, human rights and labor, and environmental management.

STEP 3

Monitoring Improvement Actions Identified Through On-Site Audits and Support for Suppliers (Including Training and Consulting)

The Dong-A Socio Group aims to grow together with its suppliers by supporting improvements based on the results of on-site supply chain due diligence. Improvement plans are established for issues identified during the on-site assessments, and their implementation is managed through ongoing monitoring. In November 2025, the Group conducted supply chain training for major suppliers (Tier-1). The training was organized by the Jeong-Do Management Team(Sustainability) of Dong-A Socio Holdings. In addition, implementation support related to supply chain systems and policy development was provided to one major supplier of BTGEN.

Supply Chain Management

Response to Risks and Opportunities Associated with the Issue

Key Supply Chain Management Activities

Revision of the Supplier Code of Conduct

- In February 2025, the Supplier Code of Conduct was revised to include a Conservation of Biodiversity item under the environmental section.

ESG Self-Assessments and On-site Due Diligence for Major Tier-1 Suppliers Across the Group

- 180 of 226 suppliers participated in ESG self-assessments (79.6%)
- 37 of 64 suppliers participated in on-site due diligence (57.8%)

Supply Chain ESG Management Training

Training Objectives	• Enhance suppliers' understanding of supply chain ESG-related regulations and trends • Establish a practical foundation for ESG collaboration by sharing the Dong-A Socio Group's supply chain management framework
Date & Time	November 14, 2025, 14:00–16:00
Venue	Auditorium, Building N, Dong-A Socio Holdings
Participants	Representatives from 36 major suppliers of nine Dong-A Socio Group affiliates (Dong-A Socio Holdings, Dong-A Pharmaceutical, BTGEN, Korea Sinto, DA Information, Dong-A Otsuka, Yongma Logis, Dong-A Ecopack, and ABEN Engineering & Construction)
Topics	• Domestic and global supply chain trends and regulations • Introduction to the Dong-A Socio Group's supply chain management framework • Supplier discussion sessions
Attendance	55 participants (41 supplier representatives and 14 Group affiliate representatives)

Financial Impacts During the Reporting Period

During the reporting period, it was determined that no material financial impacts occurred due to key supply chain-related risks, such as disruptions in supply chains, procurement, or product deliveries. However, potential risks remain, including the declines in revenue and operational disruptions that could arise from future IT infrastructure failures or raw materials shortages. Indirectly, the strengthening of ESG-related regulations may lead to increased costs associated with data management, the development and maintenance of greenhouse gas inventories, and external verification activities. Such expenditures may act as factors that reduce net income. While the financial impacts of these factors were limited during the reporting period, the Group continues to monitor the related cost structure on an ongoing basis.

Expected Short-, Medium-, and Long-Term Impacts

The following financial impacts may occur if supply chain issues are managed inadequately:

Short-term	• Revenue delays resulting from production and logistics disruptions • Increased costs associated with alternative sourcing, data management, and verification
Medium-term	• Non-recurring costs related to regulatory compliance and disclosures • Increased volatility in financial performance
Long-term	• Potential financial losses arising from supply chain disruptions, regulatory risks, and reputational risks

Conversely, as ESG and greenhouse gas data management systems become more established and reliable, the Group expects positive contributions to financial soundness and cash flow generation through the mitigation of regulatory risks, reduced volatility in financial performance, and strengthened stakeholder trust.

Risks and Opportunities That May Affect the Next Fiscal Year

The Group has identified the potential for supply chain management risks arising from errors in ESG and greenhouse gas data to have a significant impact on its financial position in the next fiscal year. If data accuracy is reduced, the reliability of disclosures may be affected, potentially resulting in increased regulatory compliance costs and diminished stakeholder trust. Should data errors be identified or disclosure requirements become more significant, improvements to data management systems and enhanced external verification may be required, leading to increased system investment and operating costs. These expenditures could affect the Group's asset base and cost structure in the next fiscal year.

Financial Impact Outlook from a Sustainability Strategy Perspective

To enhance the reliability of ESG and greenhouse gas data related to supply chain management, the Dong-A Socio Group has set improving data systems and strengthening verification processes as key management priorities. In the short term, operating expenses and system investments associated with enhancing data management systems and verification processes may increase cost burdens and cash outflows. In the medium term, more accurate data is expected to reduce regulatory and disclosure-related uncertainties, while lowering the likelihood of incurring non-recurring costs. Over the long term, as a reliable supply chain data management system becomes firmly established, stakeholder trust is expected to strengthen, while the potential for financial losses arising from supply chain disruptions, regulatory risks, and reputational risks is expected to decline structurally. As a result, the Group expects these efforts to contribute positively to maintaining financial soundness and generating stable cash flows.

Supply Chain Management

Risk Management

Risk Identification

To identify supply chain-related risks, the Dong-A Socio Group defines the scope of supply chain management across the entire value chain of its key products and services. Risk identification is conducted based on functions and activities spanning raw materials procurement, research and development, manufacturing, logistics, distribution, outsourced services, and investment activities. The scope of the supply chain is reviewed and adjusted annually, taking into consideration business characteristics, transaction volume, and materiality.

The Group establishes management priorities by categorizing Tier-1 suppliers with which it maintains direct contractual relationships as High Volume, Critical Component, and/or Non-substitutable suppliers. In addition, the Group identifies Tier-2 suppliers that serve as key subcontractors to Tier-1 suppliers and thus may have a significant impact on supply stability. The level of supplier information available is also assessed to manage potential risks throughout the supply chain.

Supply Chain ESG Checklist Items

Anti-corruption	Bribery and Corruption / Gifts, Meals and Other Similar Benefits / Fair Competition and Non-Collusion / Conflict of Interest / Transparency / Information and Asset Protection / Reporting of Illegal Acts, Protection of Identity, and Prohibition of Retaliation
Human Rights & Labour	Non-Discrimination / Compliance with Working Conditions / Humane Treatment / Freedom of Association / Prohibition of Forced Labour and Child Labour / Industrial Safety Guarantee / Protection of the Human Rights of Local Residents / Protection of the Human Rights of Customers
Environment	Promotion of Resource Efficiency and Minimization of Waste Generation / Reduction of Toxic Pollutant / Management of Hazardous Chemicals / Management of Water Resources / Energy Consumption and Greenhouse Gas Emissions / Conservation of Biodiversity (new)

Risk Assessment and Monitoring

The Dong-A Socio Group quantitatively assesses the supply chain risks it identifies based on their likelihood and severity, establishes priorities accordingly, and reflects the assessment results in supplier-specific risk analyses to determine management targets and response levels. At the company level, supply chain risks are categorized as high, medium, or low based on the scored assessment results. These classifications are then combined with supplier-specific supply chain risk factors to determine overall risk ratings and management priorities.

Suppliers classified as high-risk are included in the scope of on-site due diligence and are subject to enhanced oversight. For medium- and low-risk suppliers, document-based or online due diligence is conducted. However, suppliers that have a significant impact on supply stability are subject to elevated management measures, including on-site due diligence, regardless of their risk rating. Assessment results and due diligence implementation status are reviewed and updated on a regular basis. In addition, information on Tier-1 and Tier-2 suppliers is continuously updated to monitor for changes in supply chain risks. Based on these assessments, the Group adjusts the scope of due diligence and the intensity of management activities as necessary, systematically managing supply chain risk exposure across the supply chain.

Monitoring Frequency of Supply Chain ESG Assessments

- ✓ Self-assessment monitoring cycle: 1 year
- ✓ On-site audit cycle: 2 years
- ✓ Improvements identified through on-site inspections are tracked and verified annually for completion (via website and document review)

ESG Evaluation Status of Key Suppliers by Affiliate

In 2025, Dong-A Socio Holdings selected a total of 19 major Tier-1 suppliers across all service and procurement categories. Of these, 17 (89.5%) participated in the ESG self-assessment process. Of the four suppliers selected for on-site due diligence, assessments were completed for two suppliers, and recommendations for corrective actions were provided. The implementation status of these corrective actions will be reviewed in 2026. Other Group affiliates also conducted ESG assessments, followed by self-assessments and on-site due diligence. Improvement plans were subsequently established in consultation with the suppliers.

Category	Number of Major Tier-1 Suppliers	ESG Self-Assessment Participation (%)	On-site Due Diligence Participation (%)
Dong-A Socio Holdings	19	17 (89.5%)	2 (50.0%)
Dong-A Pharmaceutical	45	40 (88.9%)	6 (60.0%)
BTGEN	42	42 (100.0%)	11 (100.0%)
Dong-A Otsuka	19	10 (52.6%)	7 (87.5%)
Yongma Logis	27	14 (51.9%)	1 (12.5%)
Dong-A Ecopack	20	17 (85.0%)	7 (63.6%)
ABEN Engineering & Construction	14	7 (50.0%)	1 (20.0%)
Korea Sinto	22	17 (77.3%)	1 (25.0%)
DA Information	18	16 (88.9%)	1 (33.3%)

Integration with the Overall Risk Management Process

The Dong-A Socio Group has established an enterprise risk management (ERM) process that integrates the management of both financial and non-financial risks as a core component of its ESG management framework. Under its risk management policy, supply chain risks are defined as non-financial risks. Through the ERM system, the Group identifies and assesses risks on an annual basis and reports the results to the ESG Committee.

Metrics and Targets

Management Metrics

Category	Unit	2023	2024	2025
Number of Major Suppliers Under Management (Tier-1)	Companies	106	317	226
Participation Rate of Major Suppliers in ESG Self-Assessments	%	76	76	80
Participation Rate of Major Suppliers in ESG On-site Due Diligence	%	-	41	58

* Scope: Dong-A Socio Holdings, Dong-A Pharmaceutical, BTGEN, Dong-A Otsuka, Yongma Logis, Dong-A Ecopack, ABEN Engineering & Construction, Korea Sinto, and DA Information (applied from 2025 data onward).

** In 2023: Based on 4 companies (Dong-A Socio Holdings, Dong-A ST, BTGEN, Yongma Logis)
In 2024: Based on 11 companies (Dong-A Socio Holdings, Dong-A ST, Dong-A Pharmaceutical, BTGEN, Dong-A Otsuka, Yongma Logis, Dong-A Ecopack, ABEN E&C, Korea Sinto, DA Information, Dong-A Chammed)
— ST Pharm excluded from aggregation as it publishes its own separate report

*** On-site inspections of key suppliers have been conducted since 2024

Targets

The Dong-A Socio Group recognizes that inadequate supply chain management and changes in the external environment are key risks that may negatively affect medium- to long-term financial performance and business continuity by causing production and logistics disruptions, raw materials shortages, and increased regulatory compliance costs. Accordingly, the Group has established the enhancement of supply chain risk management and the advancement of its management scope as key objectives to systematically manage ESG risks throughout the supply chain.

The Group promotes a preventive approach to supply chain ESG management by systematically identifying, assessing, and monitoring ESG risks, primarily among Tier-1 suppliers, and by proactively identifying and mitigating against potential risk factors through ESG self-assessments and training programs for major suppliers. For suppliers identified as high-risk, on-site due diligence and corrective actions are implemented in stages. These supply chain ESG management activities contribute to regulatory compliance and operational stability in the short term. Over the medium to long term, they serve as a key strategy for enhancing ESG performance and data management capabilities across the supplier base, strengthening stakeholder trust, and establishing a foundation for resilient business continuity and sustainable value creation amid changes in the external environment.

Enhancement of Supply Chain ESG Risk Management and Expansion of Management Scope

Short-term (2026)	Mid-term (2028)	Long-term (2030)
• Establish and implement common supply chain ESG management standards across all Group affiliates • Conduct ESG self-assessments and on-site due diligence for major suppliers • Conduct regular supply chain ESG training for major suppliers	• Expand the scope of major supplier management across the entire supply chain	• Systematically implement and monitor on-site due diligence and corrective actions

* Progress is measured on a fiscal year basis.

Factbook

Dong-A Socio Holdings' Financial & Non-financial Performance Summary

Financial Performance

Economic Performance

Condensed Consolidated Statement of Financial Position

(Unit: KRW)

Category	2023	2024	2025
Current assets	413,803,739,844	449,172,482,597	503,968,124,269
Non-current assets	1,543,302,610,522	1,581,311,304,419	1,575,336,599,485
Total assets	1,957,106,350,366	2,030,483,787,016	2,079,304,723,754
Current liabilities	628,929,901,050	703,282,253,044	674,047,788,182
Non-current liabilities	300,867,147,559	263,264,063,696	253,726,123,425
Total liabilities	929,797,048,609	966,546,316,740	927,773,911,607
Equity attributable to owners of parent	1,012,471,183,441	1,049,611,141,125	1,136,697,422,982
Issued capital	31,744,565,000	31,744,565,000	32,682,170,000
Share premium	309,984,350,533	309,984,350,533	209,984,350,533
Elements of other stockholder's equity	(126,279,344,277)	(126,279,344,277)	(126,529,937,456)
Other Comprehensive income/loss accumulated amount	56,018,229,936	60,738,213,152	62,961,738,059
Retained earnings	741,003,382,249	773,423,356,717	957,599,101,846
Non-controlling interest	14,838,118,316	14,326,329,151	14,833,389,165
Total equity	1,027,309,301,757	1,063,937,470,276	1,151,530,812,147
Liabilities and equity	1,957,106,350,366	2,030,483,787,016	2,079,304,723,754

Condensed Consolidated Statement of Comprehensive Income

(Unit: KRW)

Category	2023	2024	2025
Revenue	1,132,002,860,400	1,333,229,636,666	1,429,766,810,735
Cost of sales	757,128,910,787	925,164,455,016	973,117,954,242
Operating income	76,881,723,048	82,094,664,924	97,772,974,663
Other gains	3,602,221,823	19,676,864,683	12,786,136,459
Other costs	16,813,435,920	18,029,799,000	41,743,484,858
Finance income	8,330,186,402	8,352,689,043	7,422,135,884
Finance costs	27,559,049,432	35,052,666,178	37,286,532,680
Share of profit (loss) of associates and joint ventures accounted for using equity method	21,292,084,980	19,296,049,731	15,110,237,426
Profit before tax	65,733,730,901	76,337,803,203	54,061,466,894
Tax expense (income)	9,870,691,180	18,764,403,844	(37,405,022,975)
Profit	55,863,039,721	57,573,399,359	91,466,489,869
Other comprehensive income	(15,213,081,713)	(9,068,857,140)	7,133,169,381
Comprehensive income	40,649,958,008	48,504,542,219	98,599,659,250

Economic Value Generated and Distributed

(Unit: KRW)

Category		2023	2024	2025
Creation of economic value	Revenue	65,156,667,742	68,862,371,474	88,615,113,984
Shareholders & investors	Dividend	13,751,590,600	11,563,839,100	12,021,900,200
	Interest expense	10,631,504,434	10,386,959,420	10,750,145,842
Employees	Wages and salaries	10,842,683,638	13,555,393,230	13,311,969,238
	Employee benefits	2,812,264,671	2,843,355,730	2,908,305,532
Business partners	Raw material expense	0	0	0
	Outsourcing expenses	1,461,104,336	2,343,136,566	2,712,377,929
Government & local communities	Tax expense (income)	(1,441,864,284)	(2,054,744,550)	(5,742,708,091)
	Donations	246,498,496	614,210,000	472,134,050

Dong-A Socio Holdings' Financial & Non-financial Performance Summary

Environmental, Safety Performance

Environmental Performance

Greenhouse Gas (GHG) Management

Category	Unit	2023	2024	2025
GHG emissions (Scope 1)	tCO_2eq	145	162	165
GHG emissions (Scope 2)	tCO_2eq	314	319	292
GHG emissions (Scope 3)	tCO_2eq	54	139	244
Total GHG emissions (Scope 1+2+3)	tCO_2eq	513	621	701
GHG Intensity	tCO_2eq/ KRW 100 million	0.79	0.90	0.79

Details of Other GHG Emissions

Category	Unit	HQ	HR Development Center in Sangju	Total
Purchased goods and services	tCO_2eq	0.617	0	0.617
Capital goods (facilities and office equipment)	tCO_2eq	0.581	0	0.581
Fuel- and energy-related activities	tCO_2eq	32.456	24.657	57.113
Waste generated in operations	tCO_2eq	9.375	114.245	123.62
Business travel	tCO_2eq	26.662	0	26.662
Employee commuting	tCO_2eq	35.199	0	35.199
Total	tCO_2eq	105	139	244

Energy Management

Category	Unit	2023	2024	2025
Total energy consumption	TJ	8	9	9
Total energy intensity	TJ/ KRW 100 million	0.01	0.01	0.01

Waste Management

Category	Unit	2023	2024	2025
Designated waste	Ton	-	-	-
Medical waste	Ton	-	-	-
Construction waste	Ton	-	-	-
General waste	Ton	37.3	25.1	22.6
Volume of waste generated	Ton	37.3	25.1	22.6
Volume of waste recycled	Ton	1.6	13.0	16.3
Waste recycling rate	%	4.3	51.8	72.1

Compliance Management

Category	Unit	2023	2024	2025
No. of Violations*	Cases	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1million or more due to violations of environmental regulations

Water Management

Category	Unit	2023	2024	2025
Water intake (municipal supply)	Ton	3,863	3,450	2,604
Water intake (groundwater)	Ton	2,322	2,725	2,245
Water intake (others)	Ton	-	-	-
Total	Ton	6,185	6,175	4,849
Amount of water recycled & reused	Ton	-	-	-
Water recycling rate	%	-	-	-
Wastewater discharge	Ton	5,600	5,954	4,720
Water consumption	Ton	585	221	129

Certification Management

Category	Unit	2023	2024	2025
No. of ISO 14001 Environmental Management System Certifications	Cases	1*	1	0

* The number of Environmental Management System (ISO 14001) Certifications for 2023 has been revised due to a previous omission.

Safety Performance

Safety Management

Category	Unit	2023	2024	2025
Occupational accident fatalities	Persons	0	0	0
Occupational injury cases	Persons	0	0	0
Recordable occupational injuries involving employees	Persons	0	0	0
No. of Serious industrial accidents among employees	Cases	0	0	0
No. of Occupational disease cases among employees	Cases	0	0	0

Dong-A Socio Holdings' Financial & Non-financial Performance Summary

Social Performance

Employee Status

Category		Unit	2023	2024	2025
No. of Employees		Persons	105	88	79
Type of employment	Full-time	Persons	91	74	69
	Male	Persons	66	55	50
	Female	Persons	25	19	19
	Part time*	Persons	14	14	10
	Male	Persons	14	14	10
	Female	Persons	0	0	0
Gender	Male	Persons	80	69	60
	Female	Persons	25	19	19
Age	Aged below 30	Persons	13	9	8
	Aged 30 to under 50	Persons	83	66	60
	Aged 50 and above	Persons	9	13	11

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2023	2024	2025
Total new hires			Persons	8	2	10
New	Gender	Male	Persons	6	2	8
		Female	Persons	2	0	2
	Age	Aged below 30	Persons	3	0	1
		Aged 30 to under 50	Persons	5	1	8
		Aged 50 and above	Persons	0	1	1
Total employee turnover (voluntary and involuntary)			Persons	15	14	16
Turnover	Gender	Male	Persons	12	12	13
		Female	Persons	3	2	3
	Age	Aged below 30	Persons	3	3	1
		Aged 30 to under 50	Persons	10	8	12
		Aged 50 and above	Persons	2	3	3
	Turnover rate	Voluntary	%	11.4	11.4	6.3
		Involuntary	%	2.9	3.1	13.9
Years of service	Average employee tenure		Year	11.4	11.5	11.4

Employee Diversity

Category		Unit	2023	2024	2025
Female	Female executives	Persons	0	0	0
	Female managers	Persons	0	1	1
	Percentage of female employees	%	23.8	21.6	24.1
Handicapped	Total	Persons	0	0	0
	Percentage	%	0.0	0.0	0.0
Foreigners	Total	Persons	0.0	0.0	1
	Percentage	%	0.0	0.0	1.3
Veterans	Total	Persons	2	1	0
	Percentage	%	1.9	1.1	0

Parental Leave

Category		Unit	2023	2024	2025
No. of Employees eligible for parental leave	Male	Persons	34	24	19
	Female	Persons	7	3	2
	Sub-total	Persons	41	27	21
No. of Parental leave takers	Male	Persons	2	0	0
	Female	Persons	1	0	0
	Sub-total	Persons	3	0	0
No. of Parental leave returnees	Male	Persons	1	1	0
	Female	Persons	1	0	0
	Sub-total	Persons	2	1	0
Percentage of Parental leave returnees	Male	%	-	-	-
	Female	%	-	-	-
	Sub-total	%	-	-	-
No. of Employees retained for over 12 months after returning from leave	Male	Persons	1	1	1
	Female	Persons	1	0	0
	Sub-total	Persons	2	1	1
Retention rate 12 months after returning to work	Male	%	-	100.0	100.0
	Female	%	-	0	-
	Sub-total	%	-	50.0	100.0

Dong-A Socio Holdings' Financial & Non-financial Performance Summary

Social Performance

Training / Performance Evaluation / Compensation

Category		Unit	2023	2024	2025
Training	Total hours of training	Hour	4,979	4,245	5,101
	Average training hours per person	Persons	47.4	48.2	64.6
	Total cost of training	KRW	85,712,774	42,004,808	74,528,513
	Average training cost per person	KRW/ person	816,312	477,327	943,399
Performance evaluation	No. of Employees who received regular performance evaluations	Persons	82	73	67
	Percentage of Employees who received regular performance evaluations	%	78.1	83.0	84.8
Compensation	Average annual salary of male employees	KRW	83,683,830	92,107,569	86,316,264
	Average annual salary of female employees	KRW	64,428,044	68,686,549	67,609,191
	Ratio of Average female salary to average male salary	%	77.0	74.6	78.3

Human Rights-Grievance Handling and Legal Violations

Category	Unit	2023	2024	2025
No. of Human rights grievances received	Cases	0	0	0
No. of Human rights grievances resolved	Cases	0	0	0
No. of Disciplinary actions by the human rights committee	Cases	0	0	0
No. of Violations of human rights and labor-related regulations*	Cases	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

Category		Unit	2023	2024	2025
Contribution to the local community	Amount of social contribution*	KRW	246,498,496	614,210,000	472,134,050
	Ratio of Social contribution to operating profit	%	0.6	1.7	0.9
	Social contribution beneficiaries	Persons	69,255	35,883	252,442
R&D	Ratio of R&D spending to sales revenue	%	-	-	-
Supply chain management	No. of Signed supplier code of conduct compliance agreements**	Supplier	-	10	5

* Social contribution amount = Other donations as recorded in the income statement

** Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

Category		Unit	2023	2024	2025
Violations of customer health and safety regulations	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0

Violations of Marketing and Labeling Regulations

Category		Unit	2023	2024	2025
No. of Non-compliance cases related to product and service information and labeling	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0
No. of Non-compliance cases related to marketing communications	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0

GRI Content Index

Statement of use	Dong-A Socio Holdings has reported sustainability information in accordance with the GRI Standards for the period from January 1, 2025 to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

TOPIC	GRI Disclosure		Page	Note
GRI 2: The organization and its reporting practices	2-1	Organizational details	1, 5	
	2-2	Entities included in the organization's sustainability reporting	5	
	2-3	Reporting period, frequency and contact point	1~2	
	2-4	Restatements of information	162	
	2-5	External assurance	157, 158	
GRI 2: Activities and workers	2-6	Activities, value chain and other business relationships	5~18, 131~134	
	2-7	Employees	140, 165, 169, 173, 177, 181, 185, 189	
	2-8	Workers who are not employees	'Dong-A Socio Holdings' entire workforce consists of employees, and workers who are not employees within the headquarters (agency workers, contractors, contract-based staff, etc.) are collectively managed under Dong-A ST.	
GRI 2: Governance	2-9	Governance structure and composition	28, 30~31	
	2-10	Nomination and selection of the highest governance body	28~31	
	2-11	Chair of the highest governance body	28	
	2-12	Role of the highest governance body in overseeing the management of impacts	27	
	2-13	Delegation of responsibility for managing impacts	27, 31	
	2-14	Role of the highest governance body in sustainability reporting	28, 30, 31	
	2-15	Conflicts of interest	30	
	2-16	Communication of critical concerns	27, 31, Refer to the 78th Business Report, p.247, 249	
	2-17	Collective knowledge of the highest governance body	31	
	2-18	Evaluation of the performance of the highest governance body	29, 32	
	2-19	Remuneration policies	32	
	2-20	Process to determine remuneration	29, 32	
	2-21	Annual total compensation ratio	Refer to the 78th Business Report, p.262, 265	
GRI 2: Strategy, policies and practices	2-22	Statement on sustainable development strategy	4	
	2-23	Policy commitments	26, 27, 37, 60, 61, 133	
	2-24	Embedding policy commitments	26, 27, 60, 61, 132~133	
	2-25	Processes to remediate negative impacts	34~36, 62	
	2-26	Mechanisms for seeking advice and raising concerns	62, 100, 101	
	2-27	Compliance with laws and regulations	105, 139, 141, 164, 166, 168, 170, 172, 174, 176, 178, 180, 182, 184, 186, 188, 190	
	2-28	Membership associations	160	
GRI 2: Stakeholder engagement	2-29	Approach to stakeholder engagement	37	
	2-30	Collective bargaining agreements	72	
GRI 3: Disclosures on material topics	3-1	Process to determine material topics	57	
	3-2	List of material topics	58	
	3-3	Management of material topics	58, 60, 67, 74, 81, 84, 90, 92, 98, 105, 116, 122, 124, 130, 132, 136	

GRI Content Index

Statement of use Dong-A Socio Holdings has reported sustainability information in accordance with the GRI Standards for the period from January 1, 2025 to December 31, 2025.
GRI 1 used GRI 1: Foundation 2021
Applicable GRI Sector Standard(s) N/A

TOPIC	GRI Disclosure		Page	Note
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	138, 163, 167, 171, 175, 179, 183, 187	
	201-2	Financial implications and other risks and opportunities due to climate change	92, 95	
	201-4	Financial assistance received from government	138, 163, 167, 175	
GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	123~130	
	203-2	Significant indirect economic impacts	124	
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	105	
	205-2	Communication and training about anti-corruption policies and procedures	102, 103	
	205-3	Confirmed incidents of corruption and actions taken	102, 105	
GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Refer to the 78th Business Report, p.272	
GRI 207: Tax	207-1	Approach to tax	36	
	207-2	Tax governance, control, and risk management	36	
	207-3	Stakeholder engagement and management of concerns related to tax	36	
GRI 301: Materials	301-1	Materials used by weight or volume	87, 153	
GRI 302: Energy	302-1	Energy consumption within the organization	93, 94, 139, 159, 160, 164, 168, 172, 176, 180, 184, 188, 191	
	302-3	Energy intensity	139, 164, 168, 172, 176, 180, 184, 188	
	302-4	Reduction of energy consumption	93	
GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource	85	
	303-2	Management of water discharge-related impacts	85~88	
	303-3	Water withdrawal	85, 139, 164, 168, 172, 176, 180, 184, 188	
	303-4	Water discharge	85, 139, 164, 168, 172, 176, 180, 184, 188	
	303-5	Water consumption	139, 164, 168, 172, 176, 180, 184, 188	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	96, 139, 159, 160, 164, 168, 172, 176, 180, 184, 188, 191	
	305-2	Energy indirect (Scope 2) GHG emissions	96, 139, 159, 160, 164, 168, 172, 176, 180, 184, 188, 191	
	305-3	Other indirect (Scope 3) GHG emissions	96, 139, 159, 160, 164, 168, 172, 176, 180, 184, 188, 191	
	305-4	GHG emissions intensity	139, 164, 168, 172, 176, 180, 184, 188	
	305-5	Reduction of GHG emissions	93	
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	84	
	306-2	Management of significant waste-related impacts	84	
	306-3	Waste generated	139, 164, 168, 172, 176, 180, 184, 188	
	306-4	Waste diverted from disposal	139, 164, 168, 172, 176, 180, 184, 188	
	306-5	Waste directed to disposal	139, 164, 168, 172, 176, 180, 184, 188	
GRI 308: Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken	133~136	

GRI Content Index

Statement of use	Dong-A Socio Holdings has reported sustainability information in accordance with the GRI Standards for the period from January 1, 2025 to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

TOPIC	GRI Disclosure		Page	Note
GRI 401: Employment	401-1	New employee hires and employee turnover	140, 165, 169, 173, 177, 181, 185, 189	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	140, 165, 169, 173, 177, 181, 185, 189	
	401-3	Parental leave	140, 165, 169, 173, 177, 181, 185, 189	
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system	74	
	403-2	Hazard identification, risk assessment, and incident investigation	81	
	403-3	Occupational health services	75~80	
	403-4	Worker participation, consultation, and communication on occupational health and safety	74	
	403-5	Worker training on occupational health and safety	75~76, 79	
	403-6	Promotion of worker health	79~80	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	74~75, 80	
	403-8	Workers covered by an occupational health and safety management system	74	
	403-9	Work-related injuries	139, 164, 168, 172, 176, 180, 184, 188	
	403-10	Work-related ill health	139, 164, 168, 172, 176, 180, 184, 188	
GRI 404: Training and Education	404-1	Average hours of training per year per employee	141, 166, 170, 174, 178, 182, 186, 190	
	404-2	Programs for upgrading employee skills and transition assistance programs	68~72	
	404-3	Percentage of employees receiving regular performance and career development reviews	141, 166, 170, 174, 178, 182, 186	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	28, 140, 165, 169, 173, 177, 181, 185, 189	
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	141, 166, 170, 174, 178, 182, 186, 190	
GRI 407: Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	72	
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	64	
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	64	
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	41~45, 125~130	
GRI 414: Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken	135	
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	106~112, 145, 146	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	146	
GRI 417: Marketing and Labeling	417-1	Requirements for product and service information and labeling	152	
	417-2	Incidents of non-compliance concerning product and service information and labeling	141, 152, 166, 170, 174, 178, 182, 186, 190	
	417-3	Incidents of non-compliance concerning marketing communications	141, 152, 166, 170, 174, 178, 182, 186, 190	
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	122	

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Biotechnology & Pharmaceuticals:
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Topic	Code	Metric	Report Content
Safety of Clinical Trial Participants	HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	[Dong-A ST] Dong-A ST strictly complies with domestic and international clinical trial standards and provides stage-specific management, information, and follow-up measures to protect the safety and rights of clinical trial participants. · All domestic and international clinical trials are conducted in compliance with Good Clinical Practice (GCP) standards established by the International Council for Harmonisation (ICH) and in accordance with the Declaration of Helsinki. · When clinical trials are conducted under the supervision of the Quality Improvement (QI) Team, compliance with domestic and international ethical regulations, internal Standard Operating Procedures (SOPs), and clinical trial protocols is reviewed. A total of nine inspections were completed in 2025. · All clinical trials are conducted only after obtaining approval from country-specific regulatory authorities, including the MFDS, as well as Institutional Review Boards (IRBs) and Ethics Committees (ECs). [Dong-A Pharmaceutical] Not applicable [BTGEN] Not applicable
	HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	[Dong-A ST] No Voluntary Action Indicated (VAI) or Official Action Indicated (OAI) cases occurred at our company during the most recent three-year period (2023–2025). [Dong-A Pharmaceutical] Not applicable [BTGEN] No Voluntary Action Indicated (VAI) or Official Action Indicated (OAI) cases occurred at our company during the most recent three-year period (2023–2025).
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	[Dong-A ST] During the most recent three years (2023–2025), our company did not conduct clinical trials in developing countries, and no financial losses due to legal proceedings related to this were incurred. [Dong-A Pharmaceutical] During the most recent three years (2023–2025), our company did not conduct clinical trials in developing countries, and no financial losses due to legal proceedings related to this were incurred. [BTGEN] During the most recent three years (2023–2025), our company did not conduct clinical trials in developing countries, and no financial losses due to legal proceedings related to this were incurred.

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<table>
<tr><th>Topic</th><th>Code</th><th>Metric</th><th>Report Content</th></tr>
<tr><td rowspan="2">Access to Medicines</td><td>HC-BP-240a.1</td><td>Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index</td><td>[Dong-A ST]
Dong-A ST supplies anti-tuberculosis medicines for the treatment of infectious diseases to developing countries through the WHO and has licensed out its internally developed diabetes treatment to countries including India and Brazil.
<table>
<tr><th>Category</th><th>Unit</th><th>2023</th><th>2024</th><th>2025</th><th>Key Target Countries</th></tr>
<tr><td>Anti-Tuberculosis Drugs</td><td>KRW 100 million</td><td>153</td><td>145</td><td>95</td><td>Russia, China, Namibia, Kazakhstan, India, etc.</td></tr>
<tr><td>Diabetes Treatment Drugs</td><td>KRW 100 million</td><td>99</td><td>95</td><td>107</td><td>Russia, Brazil, Thailand, Argentina, etc.</td></tr>
</table>
[Dong-A Pharmaceutical]
Not applicable
[BTGEN]
Not applicable</td></tr>
<tr><td>HC-BP-240a.2</td><td>List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)</td><td>[Dong-A ST]
Two anti-tuberculosis products are listed in the WHO Prequalification Program (PQP).
These products are WHO PQP certified.
* Cycloserine: November 12, 2012
* Clofazimine: January 26, 2021
[Dong-A Pharmaceutical]
Not applicable
[BTGEN]
Not applicable</td></tr>
<tr><td rowspan="2">Drug Safety</td><td>HC-BP-250a.3</td><td>(1) Number of recalls issued,
(2) total units recalled</td><td>[Dong-A ST]
2023: Not applicable
2024: Not applicable
2025: Not applicable
[Dong-A Pharmaceutical]
2023: 3 cases (Champ Acetaminophen, 3 cases)
2024: Not applicable
2025: Not applicable
[BTGEN]
2023: Not applicable
2024: Not applicable
2025: Not applicable</td></tr>
<tr><td>HC-BP-250a.4</td><td>Total amount of product accepted for take-back, reuse, or disposal</td><td>[Dong-A ST]
There were no cases of recalls, reuse approvals, or disposal approvals in 2025.
[Dong-A Pharmaceutical]
Champ Acetaminophen: 19.115 tons (t) in 2023.
[BTGEN]
Not applicable</td></tr>
</table>

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Topic	Code	Metric	Report Content
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	[Dong-A ST] Dong-A ST assigns RFID serial numbers (serialization) to all products supplied to the market at the shipment stage to ensure thorough tracking and prevent counterfeiting throughout the entire supply chain, rigorously managing inbound and outbound product movements. [Dong-A Pharmaceutical] Dong-A Pharmaceutical operates a precise batch-level tracking system for all products by linking its Enterprise Resource Planning (ERP) system with its Warehouse Management System (WMS). From the point of receipt, data are mapped and storage locations are assigned by lot number, enabling comprehensive batch-level traceability. Through this system, the Company manages distribution channels centered on authorized distributors and complies with the Health Functional Food Traceability Management System, thereby preventing the inflow of unauthorized products and ensuring supply chain integrity. In addition, Orthomol, which is officially imported and distributed by Dong-A Pharmaceutical, carries a unique 17-character alphanumeric matrix code on each product package. Consumers can verify product authenticity and prevent counterfeit purchases by accessing the German manufacturer's authentication website or scanning the QR code provided on the packaging. [BTGEN] Not applicable
	HC-BP-260a.2	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	[Dong-A ST] Dong-A ST has implemented a computerized management system that enables consumers and business partners to check for counterfeit products and collect related information when needed. [Dong-A Pharmaceutical] To prevent the distribution of counterfeit pharmaceuticals, Dong-A Pharmaceutical maintains a strict control system, including the secure storage of labeling materials in restricted-access locations and measures to prevent the unauthorized release of such materials that could be used in the production of counterfeit products. [BTGEN] Not applicable
	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	[Dong-A ST] 0 Cases [Dong-A Pharmaceutical] 0 Cases [BTGEN] 0 Cases

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Topic	Code	Metric	Report Content
Ethical Marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	[Dong-A ST] No financial losses incurred [Dong-A Pharmaceutical] No financial losses incurred [BTGEN] Not applicable
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	[Dong-A ST] As a prescription pharmaceutical company, Dong-A ST operates internal guidelines that categorize the document production and review departments to prevent false, exaggerated, or misleading advertising and ensure that evidence-based medical information is delivered objectively and neutrally. These guidelines specify the roles and responsibilities of each department, relevant laws, compliance requirements during material creation, and detailed review and approval procedures. Through Compliance Team, all marketing and sales departments, as well as external vendors involved in company events, undergo regular training and are required to confirm compliance with the Company's ethical policies. All promotional materials are reviewed and approved by Regulatory Affairs (RA), managed through approval numbers. Additionally, the Dong-A ST Compliance Committee (DCDC) conducts expert consultations and makes rational decisions, holding the bi-monthly meetings. [Dong-A Pharmaceutical] Dong-A Pharmaceutical operates a Code of Ethics that strictly restricts the direct or indirect promotion of off-label use. Taking into consideration the characteristics of each business division and product category, the Company strictly complies with applicable domestic and international regulations governing marketing activities and product labeling and is committed to providing consumers only with accurate and reliable information. In addition, all advertising and promotional content undergoes prior review by the internal Regulatory Affairs (RA) Team or relevant industry advertising review bodies before publication. Through this process, the Company carefully verifies that product claims, intended uses, and marketing expressions do not exceed approved indications or create the potential for consumer misunderstanding. This review process serves as a key control mechanism for systematically preventing legal and regulatory risks associated with false or exaggerated advertising and the promotion of off-label use. Furthermore, when entering global markets, Dong-A Pharmaceutical incorporates country-specific advertising standards and regulatory requirements throughout product development and marketing activities. The Company also proactively manages risks related to off-label promotion and regulatory non-compliance by fulfilling regulatory requirements such as MoCRA registration for the U.S. market and hygiene permit approvals for the Chinese market. [BTGEN] Not applicable

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Topic	Code	Metric	Report Content
Employee Recruitment, Development & Retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	[Dong-A ST] Dong-A ST aims to develop new drugs at a global standard, placing a strong emphasis on attracting talented researchers and retaining leading researchers in Korea. By implementing fair incentive policies based on research outcomes and providing researchers with high-level educational opportunities, the company strives to evolve into a world-class research company and cultivate key talent. Additionally, Dong-A ST conducts mentoring programs among researchers to facilitate the integration of new hires and promotes internal collaboration and knowledge sharing to enhance talent retention. [Dong-A Pharmaceutical] Dong-A Pharmaceutical operates human resource management programs based on its talent development philosophy, "People Are the Future of Dong-A," including initiatives to create a happy work environment, support employee growth through education, and ensure fairness in performance evaluation. In particular, to enhance practical research and job-related capabilities, the Company provides specialized job training focused on future growth drivers, thereby fostering research professionals and supporting the development of differentiated products that address unmet consumer needs. [BTGEN] Not applicable
	HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	[Dong-A ST] (1) Voluntary turnover rate: 4.6% (2) Involuntary turnover rate: 2.8% [Dong-A Pharmaceutical] (1) Voluntary turnover rate: 4.7% (2) Involuntary turnover rate: 4.9% [BTGEN] (1) Voluntary turnover rate: 18.6% (2) Involuntary turnover rate: 1.7%
Supply Chain Management	HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	[Dong-A ST] The Company plans to implement measures for supply chain and raw material integrity management by responding to EcoVadis. [Dong-A Pharmaceutical] Not applicable [BTGEN] Not applicable

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Biotechnology & Pharmaceuticals:
Dona-A ST, Dong-A Pharmaceutical, BTGEN

Topic	Code	Metric	Report Content
Business Ethics	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	[Dong-A ST] No financial losses incurred [Dong-A Pharmaceutical] No financial losses incurred [BTGEN] No financial losses incurred
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	[Dong-A ST] Dong-A ST conducts advertising and promotional activities in accordance with ethical standards to ensure that accurate information regarding health, safety, adverse reactions, and risks is communicated to various stakeholders, including healthcare professionals. Promotional materials used in marketing and sales activities are developed based on approved product information and medical evidence following review by the Regulatory Affairs (RA) Team. The RA Team and Compliance Program (CP) Management Team regularly monitor marketing activities and review whether any unlawful marketing practices, including false or exaggerated advertising, have occurred. [Dong-A Pharmaceutical] Dong-A Pharmaceutical systematically manages all interactions with healthcare professionals through applicable laws, regulations, and its internal Code of Ethics, based on the principle that such interactions must be conducted with fairness, transparency, and professionalism. In particular, the Company applies strict internal control standards to ensure that information provided to healthcare professionals during marketing activities and the provision of scientific and medical information does not exceed the approved scope of any product or exert inappropriate influence. Academic materials, informational materials, and communications intended for healthcare professionals are also subject to prior review by the internal Regulatory Affairs (RA) Team or relevant review procedures, in the same manner as advertising directed at general consumers, to verify the accuracy of content, scientific validity, and compliance with approved product information. Through these processes, the Company seeks to prevent potential ethical issues, including off-label promotion, exaggerated claims regarding treatment efficacy, and the selective provision of information. In addition, for all products, including imported and overseas brand products, Dong-A Pharmaceutical complies with domestic labeling and advertising standards as well as guidelines governing information provided to healthcare professionals, ensuring that interactions contribute to a better understanding of product safety and appropriate use. For activities associated with global markets, the Company also applies standards that reflect the regulatory requirements of each country, thereby maintaining internationally recognized levels of ethics and compliance. [BTGEN] Not applicable

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Road Transportation:
Yongma Logis

Topic	Code	Metric	Report Content
Greenhouse Gas Emissions	TR-RO-110a.1	Gross global Scope 1 emissions	1) 2023: 1,336 tCO_2eq 2024: 1,220 tCO_2eq 2025: 6,413 tCO_2eq (Calculation boundary expanded from 16 business sites in 2024 to all 63 business sites in 2025.) 2) 0% The Company calculates fixed combustion (LPG) and mobile combustion (LPG, diesel, and gasoline) emissions as Scope 1 greenhouse gas emissions.
	TR-RO-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Reducing Scope 1 greenhouse gas emissions is a key sustainability priority that is directly linked to the Company's long-term business sustainability. To address direct emissions, the Company continues to pursue operational efficiency improvements and facility conversion initiatives. In addition, the Company has expanded its greenhouse gas accounting boundary from selected sites to all business sites and intends to establish and implement reduction targets based on the expanded inventory. The Company improves fuel efficiency and minimizes unnecessary fuel consumption through regular vehicle inspections, fleet operation management, and delivery route optimization. In logistics operations, environmental impact reduction equipment is prioritized where feasible to gradually reduce reliance on fossil fuels. Through these efforts, the Company continues to improve its Scope 1 emissions structure and plans to further support its emission reduction objectives through the expanded adoption of environmental impact reduction vehicles in the future.
	TR-RO-110a.3	(1) Total fuel consumed, (2) percentage natural gas and (3) percentage renewable	1) Not reported 2) No percentage of natural gas 3) No percentage of renewable sources
Air Quality	TR-RO-120a.1	Air emissions of the following pollutants: (1) NO_x (excluding N_20), (2) SOx and (3) particulate matter (PM_{10})	Not reported
Workforce Conditions, Health & Safety	TR-RO-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Not reported
	TR-RO-320a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	(1) Voluntary turnover rate: 11.1% (2) Involuntary turnover rate: 2.2%
	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	Drivers are classified as special-type workers (independent contractors); not applicable.
Accident & Safety Management	TR-RO-540a.1	Number of road accidents and incidents	0 Cases
	TR-RO-540a.2	Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/Alcohol, (5) Vehicle Maintenance, and (6) Hazardous Materials Compliance	Not applicable
	TR-RO-540a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	Not applicable

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Non-Alcoholic Beverages:
DONG-A ECOPACK

Topic	Code	Metric	Report Content
Fleet Fuel Management	FB-NB-110a.1	Fleet fuel consumed, percentage renewable	(1) Glass Plant: 264.017 TJ (2) Platec Plant: 0.990 TJ (3) Colorpack Plant: 0.189 TJ (4) Sangju, Songnisan, and Gayasan Plants: 30.468 TJ Total: 295.664 TJ → Renewable fuel use ratio: 0% (Electricity generated through solar power facilities is sold externally.)
Energy Management	FB-NB-130a.1	(1) Operational energy consumed, (2) percentage grid electricity and (3) percentage renewable	(1) 836 TJ (Dangjin: 665.973 TJ / Sangju: 169.602 TJ) (2) Electricity Consumption Ratio: 64.58% (539.911 TJ/836 TJ) (3) Dong-A Ecopack sells all renewable energy generated by its facilities to external parties and did not consume renewable energy during the reporting period.
Water Management	FB-NB-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	(1) Total Water Withdrawal: 438,927.24㎥ (Municipal Water: 231,080㎥, Groundwater: 207,847.24㎥) Municipal Water Withdrawal by Source: 231,080㎥ (Dangjin: 96,063㎥ / Sangju: 135,017㎥) Groundwater Withdrawal by Source: 207,847.24㎥ (Sangju: 42,012㎥ / Songnisan: 93,389.39㎥ / Gayasan: 72,445.85㎥) (2) Total Water Consumption: 300,783.68㎥ Total water consumption was calculated by subtracting total wastewater generated of 138,143.56㎥ (Dangjin: 31,950㎥ / Sangju: 106,193.56㎥) from total water withdrawal of 438,927.24㎥. (3) 0% / No water was withdrawn or consumed in areas with high or extremely high water stress during the reporting period.
	FB-NB-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Dong-A Ecopack uses ground water and municipal water supplies as key raw materials for the production of bottled water and beverages and considers source water quality management a critical management issue. Accordingly, the Company conducts regular water quality inspections under the supervision of the Ministry of Environment. To manage potential impacts associated with long-term groundwater use, such as land subsidence and water shortages, environmental impact assessments are conducted every five years. Water withdrawal operations are carried out within daily permitted withdrawal limits established to prevent adverse impacts on surrounding groundwater resources. The Company conducts water quality testing for 48 source water parameters and 52 finished product parameters. In the event of non-compliance with applicable laws or standards, disclosure and administrative actions may be taken in accordance with procedures established by the relevant authorities. In addition, Dong-A Ecopack operates a real-time monitoring system based on automated measurement technologies at its water sources and submits water quality assessment reports upon request during the permit period. Through its Water Management Committee, the Company jointly monitors water resource usage, groundwater levels, and water quality, while managing and preventing potential risks.
Health & Nutrition	FB-NB-260a.1	Revenue from (1) zero- and low-calorie or energy-free and low-energy, (2) no-added-sugar, and (3) artificially sweetened beverages	(1) KRW 23,225,634,645 (2) KRW 22,804,329,573 (3) KRW 18,069,573,587 Sales of zero/low-calorie products, sugar-free products, and beverages without artificial sweeteners were aggregated based on the product classification criteria of the former DONGCHEONSU MIS. Where a product meets multiple classification criteria, the sales of that product may have been counted in more than one category.
	FB-NB-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Hazard factors associated with raw and packaging materials under the HACCP system, as well as their likelihood of occurrence, are assessed annually.
Product Labelling & Marketing	FB-NB-270a.1	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	No applicable during the reporting period.
	FB-NB-270a.2	Revenue from products labelled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	No relevant products or incidents during the reporting period.
	FB-NB-270a.3	Number of incidents of non-compliance with industry or regulatory labelling or marketing codes	No labeling or marketing compliance violations during the reporting period.
	FB-NB-270a.4	Total amount of monetary losses as a result of legal proceedings associated with marketing or labelling practices	No monetary losses resulting from related legal sanctions during the reporting period.

SASB Index

Non-Alcoholic Beverages:
DONG-A ECOPACK

Topic	Code	Metric	Report Content
Packaging Lifecycle Management	FB-NB-410a.1	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable, or compostable	(1) 7,294,231 tons (Cans: 1,473,868 t / Plastic packaging materials (preform, caps): 5,820,363 t) (2) 0% / Preparatory activities and testing for the application of recycled materials (rPET) were completed in 2025. (3) 100% / The Company's primary direct packaging materials consist of recyclable materials such as PET bottles and aluminum cans. Accordingly, the recyclability rate of direct packaging materials within the reporting scope was 100%.
	FB-NB-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Dong-A Ecopack is implementing a packaging environmental impact reduction strategy focused on expanding label-free products, lightweighting preforms, and applying recycled materials in order to reduce packaging material usage and strengthen resource circularity. Beginning in 2026, the Company plans to transition major products under its own brands to label-free packaging and gradually expand the initiative to OEM products. In addition, the Company is pursuing reductions in packaging material inputs through the application of short-neck preforms. The weight of preforms has been reduced from 13.5 g to 11.8 g, representing a reduction of approximately 12.6%, while the weight of preforms used for 2 L products has been reduced from 36 g to 34.5 g, representing a reduction of approximately 4.2%. Furthermore, the Company completed preliminary testing for the use of rPET and finalized preparations for its full-scale application in production beginning in 2026.
Environmental & Social Impacts of Ingredient Supply Chain	FB-NB-430a.1	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	In 2025, the Company reviewed the implementation of social and environmental responsibilities among 17 major suppliers. As a result, no cases of non-conformity were identified. Accordingly, the non-conformity rate was 0%, and there were no cases requiring corrective actions for either major or minor non-conformities. (1) Non-conformity rate: 0% (2) Corrective Action Rate for Major Non-conformities: Not applicable (3) Corrective Action Rate for Minor Non-conformities: Not applicable
Ingredient Sourcing	FB-NB-440a.1	Percentage of beverage ingredients sourced from regions with High or Extremely High Baseline Water Stress	No key beverage ingredients sourced from areas classified as having high or extremely high water stress were identified during the reporting period.
	FB-NB-440a.2	List of priority beverage ingredients and discussion of sourcing risks related to environmental and social considerations	Currently, there are no beverage ingredients that are separately identified and managed as priority raw materials. Major raw materials are managed in accordance with existing supply chain management procedures, under which quality, environmental, and social risks are assessed and monitored.

UNGC & UN SDGs

Commitment to the UNGC's Ten Principles

Area	10 Principles	Page
Human Rights	1. Businesses should support and respect the protection of internationally proclaimed human rights; and	21, 59~67
	2. make sure that they are not complicit in human rights abuses.	
Labour	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	21, 59~67, 72, 133
	4. the elimination of all forms of forced and compulsory labour;	
	5. the effective abolition of child labour; and,	
	6. the elimination of discrimination in respect of employment and occupation.	
Environment	7. Businesses should support a precautionary approach to environmental challenges;	22, 82~96
	8. undertake initiatives to promote greater environmental responsibility; and,	
	9. encourage the development and diffusion of environmentally friendly technologies.	
Anti-corruption	10. Businesses should work against corruption in all its forms, including extortion and bribery.	23, 97~105

Commitment to UN SDGs 17 Goals

ISSB Index

Dong-A Socio Holdings discloses relevant data in accordance with the International Sustainability Standards Board (ISSB) standards to provide investors and stakeholders with decision-useful information. The IFRS S1 and S2 mapping table below has been prepared based on the available disclosures within this reporting period.

IFRS S1 (General Requirements for Disclosure of Sustainability-related Financial Information)

(Page)

Core Content		Disclosure Requirements	Human Rights Management	Occupational safety and health management	Environmental Management	Compliance Management	Information security and privacy protection	CSR	Supply Chain Management
Governance	27 (1)	Governance body responsible for oversight of sustainability-related risks and opportunities	60	74	83	98	115	124	132
	27 (2)	Management's role in oversight of sustainability-related risks and opportunities							
Strategy	30	Sustainability-related risks and opportunities	60	74	84	98	116	124	132
	32	Effects of sustainability-related risks and opportunities on the business model and value chain							
	33	Effects of sustainability-related risks and opportunities on strategy and decision-making	61, 62	75~80	84~88	99~103	116~120	125~129	133, 134
	34	Effects of sustainability-related risks and opportunities on financial position, financial performance and cash flows	63	80	88	103	121	129	134
Risk management	44 (1)	Processes to identify, assess, prioritise and monitor sustainability-related risks and opportunities	63~66	81	89	104, 105	122	130	135
	44 (3)	Extent to which, and how, the processes are integrated into the overall risk management process	67			105			
Metrics and targets	46	Metrics used to measure and monitor sustainability-related risks and opportunities	67	81	90	105	122	130	136
	51	Targets set to monitor progress towards achieving strategic goals							

IFRS S2 (Climate-related Disclosures)

(Page)

Core Content		Disclosure Requirements	Climate Change Response Framework
Governance	6 (1)	Governance body responsible for oversight of climate-related risks and opportunities	92
	6 (2)	Management's role in oversight of climate-related risks and opportunities	
Strategy	10	Climate-related risks and opportunities	92
	13	Effects of climate-related risks and opportunities on the business model and value chain	
	14	Effects of climate-related risks and opportunities on strategy and decision-making	93, 94
	16	Effects of climate-related risks and opportunities on financial position, financial performance and cash flows	95
Risk management	25 (1)	Processes to identify, assess, prioritise and monitor climate-related risks and opportunities	95
	25 (3)	Extent to which, and how, the processes are integrated into the overall risk management process	
Metrics and targets	29	Metrics used to measure and monitor climate-related risks and opportunities	96
	33	Targets set to monitor progress towards achieving climate-related strategic goals	

CHRB Index

Category	Reporting principle	Details	Page	Contents
Governance of respect for human rights	A1. Policy commitments	Public disclosure of commitment to human rights respect	59, 60	Human Rights Management Governance, Strategy
	A2. Embedding respect for human rights	Efforts to internalize commitment to human rights respect	60, 61	Risks and strategy of the issue, Activities to respond to risks and opportunities of the issue
Defining the focus of reporting	B1. Statement of salient issues	Key human rights issues related to business activities	59~136	Human Rights Management, Environmental Management, Compliance Management, Customer Centered Management, CSR, Supply Chain Management
	B2. Determination of salient issues	Method for selecting key human rights issues	59~136	Human Rights Management, Environmental Management, Compliance Management, Customer Centered Management, CSR, Supply Chain Management
	B3. Choice of focal geographies	Regions where key human rights issues occur and method for selecting these regions	59~136	Human Rights Management, Environmental Management, Compliance Management, Customer Centered Management, CSR, Supply Chain Management
	B4. Additional severe impacts	Potential human rights issues beyond key issues	59~136	Human Rights Management, Environmental Management, Compliance Management, Customer Centered Management, CSR, Supply Chain Management
Management of salient human rights issues	C1. Specific policies	Detailed policies for key human rights issues	60, 61	Risks and strategy of the issue, Activities to respond to risks and opportunities of the issue
	C2. Stakeholder engagement	Stakeholder participation for each key human rights issue	59~136	Human Rights Management, Environmental Management, Compliance Management, Customer Centered Management, CSR, Supply Chain Management
	C3. Assessing impacts	Continuous identification of key human rights issues	64~67	Risk identification, Risk assessment and monitoring, Metrics and targets
	C4. Integrating findings and taking action	Decision-making process and reflection of activities for key human rights issues	59, 60	Human Rights Management Governance
	C5. Tracking performance	Effectiveness of activities to resolve key human rights issues	63, 67	Financial effects for the reporting period, Metrics and targets
	C6. Remediation	Post-support activities for victims related to human rights	62	Activities to respond to risks and opportunities of the issue

ISO 30414 Index

Category	Human capital metrics	ISO 30414 recommendations	Page
Diversity	Workforce diversity with respect to: Age	Public disclosure in large organizations recommended	47
	Workforce diversity with respect to: Gender	Public disclosure in large organizations recommended	47
	Workforce diversity with respect to: Disability	Public disclosure in large organizations recommended	47
	Workforce diversity with respect to: Other indicators of diversity	Public disclosure in large organizations recommended	47
	Workforce diversity with respect to: Diversity of leadership team	Public disclosure in large organizations recommended	48
Recruitment mobility and turnover	Turnover rate	Public disclosure in large organizations recommended	49
Workforce availability	Number of employees	Public disclosure in large organizations recommended	50
	Full-time equivalents	Public disclosure in large organizations recommended	50
	Part-time workforce	Public disclosure in large organizations recommended	50
Organizational health safety and well-being	Lost time for injury	Public disclosure in large organizations recommended	51
	Number of occupational accidents	Public disclosure in large organizations recommended	51
	Number of people killed during work	Public disclosure in large organizations recommended	51
Skills and capabilities	Total developing and training costs	Public disclosure in large organizations recommended	52
	Official average training hours per employee	Internal management in large organizations recommended	52
Costs	Total workforce costs	Public disclosure in large organizations recommended	53
Productivity	EBIT/profit per employee	Public disclosure in large organizations recommended	53
	Human capital ROI	Public disclosure in large organizations recommended	53
Compliance & ethics	Number and type of grievance filed	Public disclosure in large organizations recommended	54
	Number and type of concluded disciplinary action	Public disclosure in large organizations recommended	54
	Percentage of employees who have completed training on compliance and ethics	Public disclosure in large organizations recommended	54

Third-party Assurance Statement

DNV Business Assurance Korea, Ltd. ('DNV,' 'we,' or 'us') has been commissioned by Dong-A Socio Holdings Co., Ltd. (hereafter referred to as 'Dong-A Socio Holdings' or 'the Company') to undertake an independent limited assurance on the Dong-A Socio Holdings Integrated Report 2025 (hereafter referred as 'the Report') for the calendar year ending 31 December 2025. The intended users of this assurance statement are the management and stakeholders of Dong-A Socio Holdings.

Standards of Assurance

This assurance engagement has been carried out in Type 2 limited assurance in accordance with AccountAbility's AA1000 Assurance Standard v3 and DNV's VeriSustain protocol V6.0, which is based on our professional experience and international assurance best practice including the International Standard on Assurance Engagements (ISAE) 3000 – 'Assurance Engagements other than Audits and Reviews of Historical Financial Information' (revised), issued by the International Auditing and Assurance Standards Board. DNV has reviewed the Report's adherence to the four principles of AA1000 AccountAbility Principles Standard (2018) and the accuracy, completeness, and neutrality principles of VeriSustain. In addition, DNV has reviewed the 'reliability of specified sustainability performance information' as described in 'Scope of Assurance.'

DNV's Verisustain protocol requires that we comply with ethical requirements and plan and perform the assurance engagement to obtain limited or/and reasonable assurance. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less detailed than, those undertaken during a reasonable assurance engagement, so the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. We planned and performed our work to obtain the evidence we considered sufficient to provide a basis for our conclusion, so that the risk of this conclusion being in error is reduced, but not reduced completely.

We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Dong-A Socio Holdings website for the current reporting period.

Scope of Assurance

We have carried out an independent limited assurance on the Report and an independent verification for selected performance indicators for the year ending 31 December 2025, which include the following:

- We have reviewed the GRI Topic Disclosures relevant to the Material Topics which have been identified as material through the materiality assessment undertaken by Dong-A Socio Holdings.
- Regarding the reliability of the specified sustainability performance information, we reviewed the quality and reliability of the following GRI Topic Standards disclosures: Energy (GRI 302-1, 302-3), Emissions (GRI 305-1 to 305-4), Occupational Health and Safety (GRI 403-7), and Customer Health and Safety (GRI 416-1, 416-2).

Opinion, observations and recommendations

On the basis of the work undertaken, nothing came to our attention to suggest that the Report does not adhere to the four principles of AA1000 APS and the accuracy, completeness, and neutrality principles of VeriSustain described below. In terms of the reliability of specified sustainability performance information, nothing has come to our attention to suggest that the data have not been properly collated from information reported at the operational level, nor that the assumptions used were inappropriate. Furthermore, nothing has come to our attention to cause us to believe that Dong-A Socio Holdings' Report has not been prepared, in all material respects, in accordance with the GRI Standards.

Without affecting our assurance opinion, we provide the following observations against the principles of AA1000 APS and VeriSustain applicable to the relevant information described in the 'Scope of Assurance':

Inclusivity: Stakeholder participation and opinion

Dong-A Socio Holdings identifies key stakeholders, including group companies, shareholders and investors, government, and local communities. The Company manages communication channels, frequency, key issues, and expectations for each stakeholder group. The Company engages stakeholders through formal and informal channels, including the Social Responsibility Council, general shareholders' meetings, meetings with government authorities, and community activities, to understand the impacts of its business activities. Based on our review, stakeholder interests and needs are reflected in key decision-making, such as policy development, regulatory response, and community investment activities. In this regard, the Company is considered to reflect the principle of inclusiveness.

Materiality: Identifying and reporting on material sustainability topics

Dong-A Socio Holdings conducted a double materiality assessment, comprehensively considering both environmental and social impacts as well as financial impacts, and identified six material issues. Among these, Economic Value Creation, Research and Development (R&D) and Technological Innovation, and Product (Pharmaceutical) Safety were identified as key issues, which are disclosed in greater detail in the report. The Company systematically manages the risks and opportunities associated with these issues, transparently disclosing its performance and progress through the Integrated Report, and reflects them in its Jeong-Do Management (Social Responsibility Management) strategy.

Responsiveness: Transparent response to critical sustainability topics and related impacts

Dong-A Socio Holdings has established a Jeong-Do Management (Social Responsibility Management) system based on ISO 26000, centered on "GAMASOT," and operates a governance structure led by the Social Responsibility Council to oversee ESG-related strategies, goals, performance, and key issues. Under the Social Responsibility Planning Division, the Company continues to expand its management scope through initiatives such as the Group Safety and Health Council(D-SHIELD), supply chain ESG management, and biodiversity indicators. Based on our review, ESG KPIs are incorporated into company evaluations with regular monitoring and feedback, and the Company is considered to strengthen the implementation and continuous improvement of its Jeong-Do Management (Social Responsibility Management).

Impact: Monitoring, measuring and accounting for the impact of organizational activities on the organization and its stakeholders

Dong-A Socio Holdings reports its management approach and system for material issues identified through the materiality assessment, structured under governance, strategy, risk management, and metrics and targets. The Company deliberates and makes decisions on key issues and ESG responses through the Social Responsibility Council, while continuously strengthening its group-level management scope and implementation framework through a centralized execution system led by the Social Responsibility Planning Division. Based on our review, there is a need to more clearly present the achievement status of targets and performance indicators to stakeholders. The Company is also considered to effectively communicate both group strategy and individual company performance by presenting key activities of each affiliate in the "Group Affiliate Status" section.

Reliability : Accuracy and comparability of information presented in the report and the quality of underlying data management systems

The data collection and processing procedures, supporting documents, and records were verified through sampling techniques. Based on the results, no intentional errors or misstatements were found in the sustainability performance information described in the Report. Dong-A Socio Holdings is able to explain the source and meaning of its sustainability performance using reliable methods and data, and any errors or unclear expressions identified during the verification process were corrected prior to the publication of the Report.

Third-party Assurance Statement

Completeness : How much of all the information that has been identified as material to the organization and its stakeholders is reported

Dong-A Socio Holdings reports on the Company's key non-financial disclosures based on its performance related to material topics during the reporting period of 2025 using appropriate GRI Topic Standard disclosures, for the identified boundaries of operations.

Neutrality : Extent to which a report provides a balanced account of an organization's performance, delivered in a neutral tone

Dong-A Socio Holdings discloses the Company's performance, challenges, and stakeholder concerns during the reporting period in a neutral, consistent, and balanced manner.

Our competence, independence and quality control

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17029:2019 – Conformity assessment, whose general principles are requirements for validation and verification bodies. Accordingly, DNV maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.
DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. We have no other contract with Dong-A Socio Holdings.
Our multi-disciplinary team consisted of professionals with a combination of sustainability assurance experiences.

Limitations

DNV's assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith, are true, and are free from material misstatements. Because of the selected nature (sampling) and other inherent limitation of both procedures and systems of internal control, there remains the unavoidable risk that errors or irregularities, possibly significant, may not have been detected.
The engagement excludes the sustainability management, performance, and reporting practices of the Company's suppliers, contractors, and any third parties mentioned in the Report. We did not interview external stakeholders as part of this assurance engagement.
We understand that the reported financial data, governance and related information are based on statutory disclosures and Audited Financial Statements, which are subject to a separate independent statutory audit process. We did not review financial disclosures and data as they are not within the scope of our assurance engagement. The assessment is limited to data and information in scope within the defined reporting period. Any data outside this period is not considered within the scope of assurance.
DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Responsibilities of the Directors of Dong - A Socio Holdings and of the assurance providers

The Company's management has sole responsibility for the integrity of the Report and this responsibility includes designing, implementing, and maintaining internal controls over collection, analysis, aggregation and preparation of data, fair presentation of the information and ensuring that data is free from material misstatement.

DNV's responsibility is to plan and perform the work to obtain assurance about whether the relevant information described in the 'Scope of Assurance' has been prepared in accordance with the reporting requirements and to report to Dong-A Socio Holdings in the form of an independent assurance conclusion, based on the work performed and the evidence obtained.
Our statement represents our independent opinion and is intended to inform the management and stakeholders of Dong-A Socio Holdings DNV was not involved in the preparation of any statements or data included in the Report except for this Independent Assurance Statement.

Basis of our Opinion

sites of Dong-A Socio Holdings. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders. Our limited assurance procedures included, but were not limited to, the following activities:

- Peer and media review to identify relevant sustainability issues for Dong-A Socio Holdings during the reporting period.
- Review of the disclosures according to reporting requirements with a focus on the process and the result of materiality assessment, Topic Standards Disclosures, and relevant management processes.
- Understanding and evaluation of the key systems, processes, and controls for consolidating, managing, and reporting the information and KPIs included in the Report.
- Review of documentary evidence supporting adherence to the reporting principles and requirements.
- Conduct interviews with representatives from the ESG team and relevant departments with overall responsibility for monitoring, data consolidation, and reporting of sustainability-related information.
- On-site visit at the Dong-A Socio Holdings Head Office in Seoul, Republic of Korea to review the processes and systems for preparing site-level sustainability data and implementation of the sustainability strategy, and to carry out a sample-based assessment of site-specific data disclosures.

For and on behalf of DNV Business Assurance Korea Ltd.
Seoul, Republic of Korea
29 May 2026

Kim, So Hyun Digitally signed by Kim, So Hyun Date: 2026.05.29 12:59:06 +09'00'	Cho, Yun Tak Digitally signed by Cho, Yun Tak Date: 2026.05.29 13:10:22 +09'00'	Jung, Jin Seul Digitally signed by Jung, Jin Seul Date: 2026.05.29 13:15:02 +09'00'	Chang, Sang Rye Digitally signed by Chang, Sang Rye Date: 2026.05.29 14:29:51 +09'00'
So Hyun Kim	**Yun Tak Cho**	**Jin Seul Jung**	**Sang Yeon Park**
Lead Verifier	Verifier	Verifier	Reviewer

DNV

AA1000
Licensed Report
000-10/V3-HV3PQ

This report has been translated into English solely for the convenience of international readers. The official version of this assurance statement is the signed English version; in case of any doubt regarding interpretation between this document and the Korean version of the statement, the Korean statement shall prevail.

DNV Business Assurance Korea Ltd. is part of DNV – Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. Supply Chain and Product Assurance - DNV

GHG Verification Statement

Dong-A Socio Holdings Co., Ltd.

The Korea Management Registrar Inc. (hereinafter "KMR") has conducted the verification on the greenhouse gas(here in after "GHG") emission(Scope 1,2,3) in 2025 of Dong-A Socio Holdings Co., Ltd.

PURPOSE & SCOPE

The purpose of this verification is to present an independent verification opinion on the greenhouse gas emissions inventory and the scope of the verification is as follows.

- The verification was conducted on a consolidated basis for seven (7) entities, including Dong-A Socio Holdings, Dong-A Pharmaceutical, BTGEN, Yongma Logis, Dong-A Ecopack, ABEN E&C, DA Information.

STANDARDS

- ISO 14064-1:2018. ISO 14064-3:2019
- WRI/WBCSD GHG Protocol(2013)
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment, 2025-64)
- Verification Guidelines for the Operation of the GHG Emissions Trading Scheme(Ministry of Environment Notice No.2025-165)[1]
- Guidelines on the Operation of Greenhouse Gas and Energy Target Management System(Ministry of Environment Notice No.2025-165)[2]

PROCEDURE

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation.The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

INDEPENDENT

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

LIMITATION

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

OPINION

- The verification of greenhouse gas emissions was carried out to meet the following assurance levels by the verification criteria, and no significant distortion was found on the verification results.
  - Dong-A Ecopack Glass Division Scope 1, 2: Reasonable level, All other group companies and all Scope 3: Limited level
- According to KMR's approach, nothing was found that would lead to a finding that Dong-A Socio Holdings Co., Ltd. failed to disclose data and information that was accurate and reliable in all material respects.
- Criticality: meets the criterion, which is less than 5%

GHG Emissions & Energy Consumption

Year	GHG Emissions (tCO_2eq)				Energy Consumption (TJ)			
	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Other indirect emissions (Scope 3)	Total	Fuel	Electricity	Steam	Total
2025	30,758.416	55,160.932	98,493.853	184,414	529.860	1,156.339	39.584	1,727

※ Note: Refer to the Annex

RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities. As a result, we express "unmodified" opinion.

※ The entity shall be responsible for preparing the verification materials in accordance with relevant laws and standards, and KMR's responsibility shall be limited to the parties to the verification contract under the terms and conditions agreed upon, and shall not be responsible for any other decisions, such as investments based on this verification opinion.

※ The company shall comply with the use of accreditation and logo marks under the agreement agreed with KMR.

National Institute of Environmental Research

Apr, 28, 2026
K M R CEO
E J Hwang

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1), 2) This criterion is applied only to Scope 1 and 2 emissions of the Dong-A Ecopack Glass Division

GHG Verification Statement

GHG emissions & Energy Consumption by business sites

Company	Sites	GHG emissions (tCO_2eq)				Energy consumption (TJ)			
		Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Other indirect emissions (Scope 3)	Total	Fuel	Electricity	Steam	Total
Dong-A Socio Holdings	Head Office	137.254	152.410	104.890	395	2.380	3.185	-	6
	Sangju Human Resources Development Center	27.647	139.631	138.902	306	0.462	3.164	-	4
	Sub total	164.901	292.041	243.792	701	2.842	6.349	-	9
Dong-A Pharmaceutical	Head Office1)	2,171.914	1,070.568	1,544.746	4,787	32.822	22.371	-	55
	Dangjin Plant	2,132.536	4,444.963	1,350.386	7,928	41.978	95.338	-	137
	Cheonan Plant	180.556	4,341.546	1,142.210	5,664	3.292	91.699	39.584	135
	Icheon Plant	305.025	1,718.320	605.105	2,628	5.986	35.907	-	42
	Sub total	4,790.031	11,575.397	4,642.447	21,008	84.078	245.315	39.584	369
BTGEN	Head Office	2,459.976	7,524.774	2,037.298	12,022	48.397	157.240	-	206
	Sub total	2,459.976	7,524.774	2,037.298	12,022	48.397	157.240	-	206
Yongma Logis	Head Office2)	6,412.759	9,274.126	2,176.667	17,864	93.880	193.795	-	288
	Sub total	6,412.759	9,274.126	2,176.667	17,864	93.880	193.795	-	288
Dong-A Ecopack	Glass Division	14,955.093	11,842.312	51,382.667	78,180	264.017	247.461	-	511
	Dangjin Campus Plant 1 (Platec Plant)	61.279	6,881.723	28,052.978	34,996	0.99	143.803	-	145
	Dangjin Campus Plant 2 (Color Pack Plant)	13.276	455.252	6,007.701	6,476	0.189	9.513	-	10
	Sangju Campus /Songnisan Mineral WaterPlant /Gayasan Mineral Water Plant	1,572.068	6,658.283	3,684.132	11,914	30.468	139.134	-	170
	Sub total	16,601.716	25,837.570	89,127.478	131,567	295.664	539.911	-	836
ABEN E&C	Head Office3)	305.186	402.519	157.655	865	4.539	8.411	-	13
	Sub total	305.186	402.519	157.655	865	4.539	8.411	-	13
DA Information	Head Office4)	23.847	254.505	108.516	387	0.460	5.318	-	6
	Sub total	23.847	254.505	108.516	387	0.460	5.318	-	6
Total		30,758.416	55,160.932	98,493.853	184,414	529.860	1,156.339	39.584	1,727

※ Notes

- 1) Head office and branches (19 sites), 2) Head office, centers, and DC (62 sites), 3) Head office and construction sites (9 sites), 4) Head office and branch offices (Younghan Building, Hwaseong Building), and IDC facilities (Pyeongchon, Gasan)
- Due to rounding, the total amount may differ from the sum of individual emission amounts, the total amount is expressed as an integer.
- GWP is based on the AR2 standard. For Yongma Logis, BTGEN, and ABEN E&C, the following values are applied: CH_4: 21, N_2O: 310. For DA Information, the following values are applied: CH_4: 28, N_2O: 265.

Scope 3 Emissions

Category	Scope 3	Dong-A Socio Holdings	Dong-A Pharmaceutic al	BTGEN	Yongma Logis	Dong-A Ecopack	ABEN E&C	formation
CAT 1	Purchased goods and service	0.617	88.853	22.843	3.740	80,399.985	0.0005	0.224
CAT 2	Capital goods	0.581	3.247	2.108	2.258	2,598.514	0.149	0.664
CAT 3	Fuel and energy-related activities (not included in scope 1 or scope 2)	57.113	2,120.031	1,407.670	1,679.190	5,522.096	85.961	41.559
CAT 4	Upstream transportation and distribution	-	-	-	-	-	-	-
CAT 5	Waste generated in operations	123.62	1,607.915	500.003	295.553	233.463	7.656	8.439
CAT 6	Business travel	26.662	136.874	2.547	185.666	28.4741	8.190	20.154
CAT 7	Employee commuting	35.199	685.527	102.127	10.260	344.946	55.699	37.475
CAT 8	Upstream leased assets	-	-	-	-	-	-	-
CAT 9	Downstream transportation and distribution	-	-	-	-	-	-	-
CAT 10	Processing of sold products	-	-	-	-	-	-	-
CAT 11	Use of sold products	-	-	-	-	-	-	-
CAT 12	End-of-life treatment of sold products	-	-	-	-	-	-	-
CAT 13	Downstream leased assets	-	-	-	-	-	-	-
CAT 14	Franchises	-	-	-	-	-	-	-
CAT 15	Investments	-	-	-	-	-	-	-
Total		243.792	4,642.447	2,037.298	2,176.667	89,127.478	157.655	108.516

※ Notes

- CAT 1: Calculated only for water usage (Dong-A Socio Holdings Sangju Human Resources Development Center excluded due to 100% groundwater usage, Dong-A Ecopack is calculated by selecting representative raw materials for each plant, excluding water).
- CAT 2: Limited to IT equipment (laptops and desktops).
- CAT 5: Calculated for waste. Dong-A Socio Holdings, Dong-A Pharmaceutical, and Yongma Logis include sewage treatment; BTGEN includes wastewater generation; DA Information is limited to headquarters only.
  - Varies by business site (in the case of Dong-A Pharmaceutical: includes waste from the Anseong Logistics Center, volume-based waste bags from branches, additional sewage treatment from headquarters and branches; Cheonan plant includes recycling collection; Dong-A ST reported amounts are excluded from total waste emissions).
- CAT 6: International business travel (air). Yongma Logis includes domestic travel (private vehicles); BTGEN and DA Information include domestic travel (train, private vehicles, taxi); ABEN E&C includes private vehicles and KTX (no records for other transport modes).
- CAT 7: Yongma Logis, BTGEN and DA Information include private vehicles, buses, and subways; ABEN E&C includes subway (head office) and private vehicles (construction sites).

Membership

Name of Association
The Korean Dietetic Association
United Defense Council of Dongdaemun-gu
Seoul Chamber of Commerce & Industry
Seoul Bar Association
Union of Faithful Pharmaceuticals Report
International Management Institute, The Federation of Korean Industries
Korea Association for Chief Financial Officers
Korea Exchange
Korea Industrial Technology Association
Executive Company, Korea Industrial Technology Association
Korea Listed Companies Association
Korea Listed Companies Audit Association
Korean Academy of Management
Korea In-house Counsel Association
Korea-Japan Economic Association
UNGC (Global Compact Network Korea)

* Based on Dong-A Socio Holdings membership as of December 2025

Corporate Philosophy

社是

우리는 社會正義에 따라
企業의 社會的責任을 다하고
global 市場에서 認定받는
優秀한 製品을 開發하여
人類의 健康과 福祉向上에 이바지한다.

東亜쏘시오그룹 會長 姜信浩

Group Affiliates' Financial & Non-financial Performance Summary

Group Affiliates Data Reporting Standards

- The data reporting scope is based on the major subsidiaries subject to consolidated financial reporting under Korean International Financial Reporting Standards (K-IFRS) of Dong-A Socio Holdings Co., Ltd., as well as 7 domestic group affiliates actively engaged in business operations in connection with Dong-A Socio Holdings.
  - Dong-A Pharmaceutical, BTGEN, Yongma Logis, Dong-A ECOPACK, ABEN Engineering & Construction, Korea Sinto, DA Information
- The data for the 3 affiliates (DONG-A ST, ST PHARM, DONGA-OTSUKA) that publish separate reports can be found in each affiliate's 2025 sustainability report.
- DONG-A ECOPACK reports data starting from 2025 following the merger.
- Figures resulting from calculation formula errors in past data (2023–2024) have been collectively corrected through the data system.
- There may be differences between the total emissions by greenhouse gas type and the total emissions by business site.
  - Emission values at the business unit level are rounded down and presented as whole numbers.
  - Total emissions are calculated by summing values including decimals at the business unit level and then rounding to the first decimal place.
  - For specific details regarding data calculation for each affiliate, such as emission scopes, please refer to the GHG Verification Statement.
- For water management, differences may exist in data totals due to the rounding method used
  - Water withdrawal, water recycling and reuse, wastewater discharge, and water consumption are all rounded down to whole numbers at the first decimal place.
  - The water recycling rate is truncated at the second decimal place.
- GHG emissions have increased as the business sites and emission sources under the operational control of each affiliate expand.
  - Refer to 'Notes' in the GHG Verification Statement(p.160)

※ Notes on data disclosure by category and indicator:

- Minor discrepancies may occur due to rounding during data aggregation.
- Revisions have been made to previously disclosed data due to changes in calculation methods or reporting boundaries.
- A dash (-) in data fields indicates that data for that year was not disclosed due to one of the following reasons:
  - The item was not separately collected or managed
  - The indicator is not applicable due to industry characteristics or relevance
  - The item was excluded due to changes in The reporting boundary

Group Affiliates' Financial & Non-financial Performance Summary

Economic Performance

Financial Performance

Category	Unit	2023	2024	2025
Total assets	KRW	349,944,749,555	379,953,486,961	407,866,002,634
Total liabilities	KRW	163,603,676,795	170,189,585,053	148,527,328,978
Total equity	KRW	186,341,072,760	209,763,901,908	259,338,673,656
Revenue	KRW	631,026,431,724	678,687,178,112	726,282,880,302
Operating income	KRW	79,593,744,098	85,200,137,772	86,872,447,129
Operating income margin	%	12.6	12.6	12.0

Creation and Distribution of Economic Value

Category		Unit	2023	2024	2025
Creation of economic value	Revenue	KRW	631,026,431,724	678,687,178,112	726,282,880,302
Shareholders & investors	Dividend	KRW	40,200,000,000	41,040,000,000	58,998,000,000
	Interest expense	KRW	3,167,142,588	1,910,951,915	1,385,832,785
Employees	Wages and salaries	KRW	89,880,171,334	95,319,669,859	99,632,040,842
	Employee benefits	KRW	13,737,651,691	15,108,527,123	16,539,122,893
Business partners	Raw material expense	KRW	124,030,535,399	130,616,233,864	128,430,194,959
	Outsourcing expense	KRW	77,051,784,027	87,166,038,965	87,254,966,267
Government & local communities	Tax expense (income)	KRW	14,230,332,657	15,448,407,245	(25,902,303,924)
	Donations	KRW	539,324,405	690,296,868	3,479,275,605

Group Affiliates' Financial & Non-financial Performance Summary

Environmental Performance

Greenhouse Gas (GHG) Management

Category	Unit	2023	2024	2025
GHG emissions (Scope 1)	tCO_2eq	4,611	4,686	4,790
GHG emissions (Scope 2)	tCO_2eq	11,008	11,195	11,575
GHG emissions (Scope 3)	tCO_2eq	694	3,477	4,642
Total GHG emissions (Scope 1+2+3)	tCO_2eq	16,313	19,359	21,008
GHG Intensity	tCO_2eq/KRW 100 million	2.6	2.9	2.9

Energy Management

Category	Unit	2023	2024	2025
Total energy consumption	TJ	350	358	369
Total energy intensity	TJ/KRW 100 million	0.055	0.053	0.051

Waste Management

Category	Unit	2023	2024	2025
Designated waste	Ton	31.8	70.9	39.5
Medical waste	Ton	9.5	11.2	388.9
Construction waste	Ton	-	-	-
General waste	Ton	281.2	496.5	1,311.6
Volume of waste generated	Ton	322.6	578.6	1,740.0
Volume of waste recycled	Ton	100.1	245.8	1,026.3
Waste recycling rate	%	31.0	42.5	59.0

Compliance Management

Category	Unit	2023	2024	2025
No. of Violations*	Cases	3	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1million or more due to violations of environmental regulations

Water Management

Category	Unit	2023	2024	2025
Water intake (municipal supply)	Ton	340,704	374,084	374,907
Water intake (groundwater)	Ton	49,943	53,824	55,151
Water intake (others)	Ton	-	-	-
Total	Ton	390,647	427,908	430,058
Amount of water recycled & reused	Ton	7,329	13,243	20,280
Water recycling rate	%	1.8	3.0	4.5
Wastewater discharge	Ton	271,496	325,459	302,672
Water consumption	Ton	126,480	115,692	127,386

Certification Management

Category	Unit	2023	2024	2025
No. of ISO 14001 Environmental Management System Certifications	Cases	4	4	3

Safety Management Performance

Safety Management

Category	Unit	2023	2024	2025
Occupational accident fatalities	Persons	0	0	0
Occupational injury cases	Persons	5	5	11
Recordable occupational injuries involving employees	Persons	5	16	17
No. of Serious industrial accidents among employees	Cases	0	0	0
No. of Occupational disease cases among employees	Cases	0	0	0

Group Affiliates' Financial & Non-financial Performance Summary

Social Performance

Employee Status

Category		Unit	2023	2024	2025
No. of Employees		Persons	985	1,025	1,050
Type of employment	Full-time	Persons	957	999	1,016
	Male	Persons	755	779	769
	Female	Persons	202	220	247
	Part time*	Persons	28	26	34
	Male	Persons	20	16	18
	Female	Persons	8	10	16
Gender	Male	Persons	775	795	787
	Female	Persons	210	230	263
Age	Aged below 30	Persons	213	146	164
	Aged 30 to under 50	Persons	630	732	758
	Aged 50 and above	Persons	142	147	128

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2023	2024	2025
Total new hires			Persons	133	148	125
New	Gender	Male	Persons	94	102	55
		Female	Persons	39	46	70
	Age	Aged below 30	Persons	86	70	49
		Aged 30 to under 50	Persons	47	78	76
		Aged 50 and above	Persons	0	0	0
Total employee turnover (voluntary and involuntary)			Persons	65	99	100
Turnover	Gender	Male	Persons	41	69	39
		Female	Persons	24	30	61
	Age	Aged below 30	Persons	35	29	29
		Aged 30 to under 50	Persons	30	51	44
		Aged 50 and above	Persons	0	19	27
	Turnover rate	Voluntary	%	6.8	4.4	4.7
		Involuntary	%	7.1	5.4	4.9

Employee Diversity

Category		Unit	2023	2024	2025
Female	Female executives	Persons	1	1	2
	Female managers	Persons	11	14	14
	Percentage of female employees	%	21.3	22.4	25.0
Handicapped	Total	Persons	6	3	4
	Percentage	%	0.6	0.3	0.4
Foreigners	Total	Persons	2	3	6
	Percentage	%	0.2	0.3	0.6
Veterans	Total	Persons	13	14	14
	Percentage	%	1.3	1.4	1.3

Parental Leave

Category		Unit	2023	2024	2025
No. of Employees eligible for parental leave	Male	Persons	189	254	232
	Female	Persons	38	66	64
	Sub-total	Persons	227	320	296
No. of Parental leave takers	Male	Persons	8	3	2
	Female	Persons	25	28	20
	Sub-total	Persons	33	31	22
No. of Parental leave returnees	Male	Persons	6	1	1
	Female	Persons	12	13	14
	Sub-total	Persons	18	14	15
Percentage of Parental leave returnees	Male	%	-	50	100
	Female	%	-	100	100
	Sub-total	%	-	93	100
No. of Employees retained for over 12 months after returning from leave	Male	Persons	3	6	1
	Female	Persons	4	10	13
	Sub-total	Persons	7	16	14
Retention rate 12 months after returning to work	Male	%	-	100	100
	Female	%	-	83.0	72.2
	Sub-total	%	-	89.0	73.7

Group Affiliates' Financial & Non-financial Performance Summary

Dong-A Pharmaceutical | BTGEN | Yongma Logis | Dong-A Ecopack | ABEN Engineering & Construction | Korea Sinto | DA Information

Social Performance

Training / Performance Evaluation / Compensation

	Category	Unit	2023	2024	2025
Training	Total hours of training	Hour	25,937	22,001	41,610
	Average training hours per person	Hour/ person	26.3	21.5	39.6
	Total cost of training	KRW	380,771,477	196,638,138	538,715,994
	Average training cost per person	KRW/ person	386,570	191,842	513,063
Performance evaluation	No. of Employees who received regular performance evaluations	Persons	878	950	969
	Percentage of Employees who received regular performance evaluations	%	89.1	92.7	92.3
Compensation	Average annual salary of male employees	KRW	79,354,220	63,353,630	63,914,691
	Average annual salary of female employees	KRW	56,624,571	58,519,480	58,602,828
	Ratio of Average female salary to average male salary	%	71.4	92.4	91.7

Human Rights-Grievance Handling and Legal Violations

Category	Unit	2023	2024	2025
No. of Human rights grievances received	Cases	0	0	1
No. of Human rights grievances resolved	Cases	0	0	1
No. of Disciplinary actions by the human rights committee	Cases	0	0	1
No. of Violations of human rights and labor-related regulations*	Cases	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

	Category	Unit	2023	2024	2025
Contribution to the local community	Amount of social contribution[1]	KRW	539,324,405	690,296,868	3,479,275,605
	Ratio of Social contribution to operating profit	%	0.7	0.8	4.0
	Social contribution beneficiaries	Persons	590,873	426,392	642,666
R&D	Ratio of R&D spending to sales revenue	%	1.2	1.3	0.692
Supply chain management	No. of Signed supplier code of conduct compliance agreements[2]	Supplier	-	0	168

1) Social contribution amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

	Category	Unit	2023	2024	2025
Violations of customer health and safety regulations	No. of Fines imposed for regulatory non-compliance	Cases	2	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	2	0	0

Violations of Marketing and Labeling Regulations

	Category	Unit	2023	2024	2025
No. of Non-compliance cases related to product and service information and labeling	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	1	0
	Total	Cases	0	1	0
No. of Non-compliance cases related to marketing communications	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0

Group Affiliates' Financial & Non-financial Performance Summary

Economic Performance

Financial Performance

Category	Unit	2023	2024	2025
Total assets	KRW	155,071,349,809	167,027,053,140	172,785,779,279
Total liabilities	KRW	91,104,219,769	104,487,392,605	106,471,161,872
Total equity	KRW	63,967,130,040	62,539,660,535	66,314,617,407
Revenue	KRW	51,446,552,709	58,863,780,570	103,733,752,800
Operating income	KRW	(6,437,734,600)	1,745,511,970	7,131,693,996
Operating income margin	%	(12.5)	3.0	6.9

Creation and Distribution of Economic Value

Category		Unit	2023	2024	2025
Creation of economic value	Revenue	KRW	51,446,552,709	58,863,780,570	103,733,752,800
Shareholders & investors	Dividend	KRW	0	0	0
	Interest expense	KRW	2,208,451,146	3,410,456,459	3,672,472,126
Employees	Wages and salaries	KRW	18,268,552,055	24,408,345,900	28,386,903,996
	Employee benefits	KRW	2,973,880,281	3,837,155,589	4,533,134,391
Business partners	Raw material expense	KRW	8,422,966,802	15,953,717,991	17,436,624,310
	Outsourcing expense	KRW	4,340,758,827	5,483,541,402	5,005,941,991
Government & local communities	Tax expense (income)	KRW	0	0	(949,042,379)
	Donations	KRW	9,068,311	0	10,000,000

Group Affiliates' Financial & Non-financial Performance Summary

Environmental Performance

Greenhouse Gas (GHG) Management

Category	Unit	2023	2024	2025
GHG emissions (Scope 1)	tCO_2eq	1,981	2,477	2,460
GHG emissions (Scope 2)	tCO_2eq	6,127	7,458	7,525
GHG emissions (Scope 3)	tCO_2eq	72	1,854	2,037
Total GHG emissions (Scope 1+2+3)	tCO_2eq	8,180	11,790	12,022
GHG Intensity	tCO_2eq/KRW 100 million	15.9	20.0	11.6

Energy Management

Category	Unit	2023	2024	2025
Total energy consumption	TJ	166	204	206
Total energy intensity	TJ/KRW 100 million	0.32	0.35	0.20

Waste Management

Category	Unit	2023	2024	2025
Designated waste	Ton	17.0	8.0	14.8
Medical waste	Ton	42.0	58.0	40.6
Construction waste	Ton	-	-	-
General waste	Ton	104.0	153.0	183.0
Volume of waste generated	Ton	163.0	219.0	238.4
Volume of waste recycled	Ton	-	-	10.6
Waste recycling rate	%	-	-	4.4

Compliance Management

Category	Unit	2023	2024	2025
No. of Violations*	Cases	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1million or more due to violations of environmental regulations

Water Management

Category	Unit	2023	2024	2025
Water intake (municipal supply)	Ton	72,675	90,430	96,383
Water intake (groundwater)	Ton	-	-	-
Water intake (others)	Ton	-	-	-
Total	Ton	72,675	90,430	96,383
Amount of water recycled & reused	Ton	-	-	-
Water recycling rate	%	-	-	-
Wastewater discharge	Ton	45,594	48,718	52,460
Water consumption	Ton	27,081	41,712	43,923

Certification Management

Category	Unit	2023	2024	2025
No. of ISO 14001 Environmental Management System Certifications	Cases	1	1	1

Safety Management Performance

Safety Management

Category	Unit	2023	2024	2025
Occupational accident fatalities	Persons	0	0	0
Occupational injury cases	Persons	1	0	0
Recordable occupational injuries involving employees	Persons	0	4	7
No. of Serious industrial accidents among employees	Cases	0	0	0
No. of Occupational disease cases among employees	Cases	0	0	0

Group Affiliates' Financial & Non-financial Performance Summary

Social Performance

Employee Status

Category		Unit	2023	2024	2025
No. of Employees		Persons	320	381	419
Type of employment	Full-time	Persons	301	322	379
	Male	Persons	199	215	265
	Female	Persons	102	107	114
	Part time*	Persons	19	59	40
	Male	Persons	11	36	19
	Female	Persons	8	23	21
Gender	Male	Persons	210	251	284
	Female	Persons	110	130	135
Age	Aged below 30	Persons	165	217	213
	Aged 30 to under 50	Persons	150	159	200
	Aged 50 and above	Persons	5	5	6

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2023	2024	2025
Total new hires			Persons	133	119	122
New	Gender	Male	Persons	83	65	94
		Female	Persons	50	54	28
	Age	Aged below 30	Persons	105	102	95
		Aged 30 to under 50	Persons	28	17	26
		Aged 50 and above	Persons	0	0	1
Total employee turnover (voluntary and involuntary)			Persons	56	87	85
Turnover	Gender	Male	Persons	38	54	64
		Female	Persons	18	33	21
	Age	Aged below 30	Persons	41	59	57
		Aged 30 to under 50	Persons	15	27	27
		Aged 50 and above	Persons	0	1	1
	Turnover rate	Voluntary	%	42.0	21.0	18.6
		Involuntary	%	0.7	3.7	1.7

Employee Diversity

Category		Unit	2023	2024	2025
Female	Female executives	Persons	1	1	0
	Female managers	Persons	2	4	6
	Percentage of female employees	%	34.4	34.1	32.2
Handicapped	Total	Persons	5	5	6
	Percentage	%	1.6	1.3	1.4
Foreigners	Total	Persons	3	3	0
	Percentage	%	0.9	0.8	0
Veterans	Total	Persons	4	5	4
	Percentage	%	1.3	1.3	1.0

Parental Leave

Category		Unit	2023	2024	2025
No. of Employees eligible for parental leave	Male	Persons	37	35	46
	Female	Persons	4	4	7
	Sub-total	Persons	41	39	53
No. of Parental leave takers	Male	Persons	5	3	6
	Female	Persons	2	1	2
	Sub-total	Persons	7	4	8
No. of Parental leave returnees	Male	Persons	2	3	3
	Female	Persons	1	2	0
	Sub-total	Persons	3	5	3
Percentage of Parental leave returnees	Male	%	-	100	60
	Female	%	-	100	-
	Sub-total	%	-	93	100
No. of Employees retained for over 12 months after returning from leave	Male	Persons	0	1	0
	Female	Persons	0	0	1
	Sub-total	Persons	0	1	1
Retention rate 12 months after returning to work	Male	%	-	-	100
	Female	%	-	-	-
	Sub-total	%	-	33.3	73.7

Group Affiliates' Financial & Non-financial Performance Summary

Social Performance

Training / Performance Evaluation / Compensation

Category		Unit	2023	2024	2025
Training	Total hours of training	Hour	4,682	6,083	20,221
	Average training hours per person	Hour/ person	14.6	16.0	48.3
	Total cost of training	KRW	85,783,355	68,718,650	389,080,683
	Average training cost per person	KRW/ person	268,073	180,364	928,594
Performance evaluation	No. of Employees who received regular performance evaluations	Persons	200	277	211
	Percentage of Employees who received regular performance evaluations	%	62.5	72.7	50.4
Compensation	Average annual salary of male employees	KRW	49,781,264	48,030,946	52,428,459
	Average annual salary of female employees	KRW	46,659,420	45,695,596	49,136,085
	Ratio of Average female salary to average male salary	%	93.7	95.1	93.7

Human Rights-Grievance Handling and Legal Violations

Category	Unit	2023	2024	2025
No. of Human rights grievances received	Cases	7	0	0
No. of Human rights grievances resolved	Cases	7	0	0
No. of Disciplinary actions by the human rights committee	Cases	2	0	0
No. of Violations of human rights and labor-related regulations*	Cases	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

Category		Unit	2023	2024	2025
Contribution to the local community	Amount of social contribution[1]	KRW	9,068,311	0	0
	Ratio of Social contribution to operating profit	%	(0.1)	-	-
	Social contribution beneficiaries	Persons	690	115	0
R&D	Ratio of R&D spending to sales revenue	%	-	-[3]	-
Supply chain management	No. of Signed supplier code of conduct compliance agreements[2]	Supplier	-	56	129

[1] Social contribution amount = Other donations as recorded in the income statement

[2] Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

[3] Revised due to data entry errors

Violations of Customer Health and Safety Regulations

Category		Unit	2023	2024	2025
Violations of customer health and safety regulations	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0

Violations of Marketing and Labeling Regulations

Category		Unit	2023	2024	2025
No. of Non-compliance Casess related to product and service information and labeling	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0
No. of Non-compliance Casess related to marketing communications	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0

Group Affiliates' Financial & Non-financial Performance Summary

Dong-A Pharmaceutical | BTGEN | Yongma Logis | Dong-A Ecopack | ABEN Engineering & Construction | Korea Sinto | DA Information

Economic Performance

Financial Performance

Category	Unit	2023	2024	2025
Total assets	KRW	308,616,620,478	322,072,190,089	333,487,517,500
Total liabilities	KRW	180,683,117,908	188,950,731,155	189,038,883,849
Total equity	KRW	127,933,502,570	133,121,458,934	144,448,633,651
Revenue	KRW	355,913,491,862	400,425,580,760	423,830,260,855
Operating income	KRW	13,721,331,632	19,020,021,611	21,040,761,258
Operating income margin	%	3.9	4.8	5.0

Creation and Distribution of Economic Value

Category		Unit	2023	2024	2025
Creation of economic value	Revenue	KRW	355,913,491,862	400,425,580,760	423,830,260,855
Shareholders & investors	Dividend	KRW	1,660,000,000	1,660,000,000	2,075,000,000
	Interest expense	KRW	4,488,949,899	5,971,438,744	5,435,142,131
Employees	Wages and salaries	KRW	39,547,636,406	49,404,209,844	51,459,732,261
	Employee benefits	KRW	7,536,495,541	10,415,220,469	11,624,006,073
Business partners	Raw material expense	KRW	239,355,019,109	262,075,369,098	276,123,584,748
	Outsourcing expense	KRW	55,000,183,074	60,934,348,394	66,475,623,509
Government & local communities	Tax expense (income)	KRW	2,148,959,995	1,704,452,782	232,431,114
	Donations	KRW	20,091,266	-	50,000,000

Group Affiliates' Financial & Non-financial Performance Summary

Environmental Performance

Greenhouse Gas (GHG) Management

Category	Unit	2023	2024	2025
GHG emissions (Scope 1)	tCO$_2$eq	1,336	1,064	6,413
GHG emissions (Scope 2)	tCO$_2$eq	2,066	2,178	9,274
GHG emissions (Scope 3)	tCO$_2$eq	332	35	2,177
Total GHG emissions (Scope 1+2+3)	tCO$_2$eq	3,734	3,279	17,864
GHG Intensity	tCO$_2$eq/KRW 100 million	1.0	0.8	4.2

Energy Management

Category	Unit	2023	2024	2025
Total energy consumption	TJ	62	61	288
Total energy intensity	TJ/KRW 100 million	0.02	0.02	0.07

Waste Management

Category	Unit	2023	2024	2025
Designated waste	Ton	-	-	-
Medical waste	Ton	-	-	-
Construction waste	Ton	-	-	-
General waste	Ton	-	-	-
Volume of waste generated	Ton	-	-	-
Volume of waste recycled	Ton	-	-	-
Waste recycling rate	%	-	-	-

Compliance Management

Category	Unit	2023	2024	2025
No. of Violations*	Cases	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1million or more due to violations of environmental regulations

Water Management

Category	Unit	2023	2024	2025
Water intake (municipal supply)	Ton	6,137	7,104	15,780
Water intake (groundwater)	Ton	-	-	-
Water intake (others)	Ton	-	-	-
Total	Ton	6,137	7,104	15,780
Amount of water recycled & reused	Ton	-	-	-
Water recycling rate	%	-	-	-
Wastewater discharge	Ton	-	-	-
Water consumption	Ton	6,137	7,104	15,780

Certification Management

Category	Unit	2023	2024	2025
No. of ISO 14001 Environmental Management System Certifications	Cases	2	2	2

Safety Management Performance

Safety Management

Category	Unit	2023	2024	2025
Occupational accident fatalities	Persons	0	0	0
Occupational injury Casess	Persons	2	0	2
Recordable occupational injuries involving employees	Persons	0	1	0
No. of Serious industrial accidents among employees	Cases	0	0	0
No. of Occupational disease Casess among employees	Cases	0	0	0

Group Affiliates' Financial & Non-financial Performance Summary

Social Performance

Employee Status

Category		Unit	2023	2024	2025
No. of Employees		Persons	715	783	863
Type of employment	Full-time	Persons	709	767	841
	Male	Persons	640	688	751
	Female	Persons	69	79	90
	Part time*	Persons	6	16	22
	Male	Persons	6	14	20
	Female	Persons	0	2	2
Gender	Male	Persons	646	702	771
	Female	Persons	69	81	92
Age	Aged below 30	Persons	183	189	199
	Aged 30 to under 50	Persons	427	486	532
	Aged 50 and above	Persons	105	108	132

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2023	2024	2025
Total new hires			Persons	199	207	203
New	Gender	Male	Persons	173	168	168
		Female	Persons	26	39	35
	Age	Aged below 30	Persons	46	24	96
		Aged 30 to under 50	Persons	42	72	78
		Aged 50 and above	Persons	30	52	29
Total employee turnover (voluntary and involuntary)			Persons	118	148	115
Turnover	Gender	Male	Persons	99	119	93
		Female	Persons	19	29	22
	Age	Aged below 30	Persons	46	24	43
		Aged 30 to under 50	Persons	42	72	51
		Aged 50 and above	Persons	30	52	21
	Turnover rate	Voluntary	%	12.8	17.9	11.1
		Involuntary	%	5.2	1.0	2.2

Employee Diversity

Category		Unit	2023	2024	2025
Female	Female executives	Persons	0	0	0
	Female managers	Persons	1	3	3
	Percentage of female employees	%	9.7	10.3	10.7
Handicapped	Total	Persons	5	10	13
	Percentage	%	0.7	1.3	1.5
Foreigners	Total	Persons	0	0	0
	Percentage	%	0	0	0
Veterans	Total	Persons	4	4	4
	Percentage	%	0.6	0.5	0.5

Parental Leave

Category		Unit	2023	2024	2025
No. of Employees eligible for parental leave	Male	Persons	72	78	78
	Female	Persons	6	4	12
	Sub-total	Persons	78	82	90
No. of Parental leave takers	Male	Persons	2	0	5
	Female	Persons	1	2	7
	Sub-total	Persons	3	2	12
No. of Parental leave returnees	Male	Persons	1	1	2
	Female	Persons	3	1	2
	Sub-total	Persons	4	2	4
Percentage of Parental leave returnees	Male	%	-	100	67
	Female	%	-	-	40
	Sub-total	%	-	100	50
No. of Employees retained for over 12 months after returning from leave	Male	Persons	1	1	1
	Female	Persons	3	3	1
	Sub-total	Persons	4	4	2
Retention rate 12 months after returning to work	Male	%	-	100	100
	Female	%	-	100	100
	Sub-total	%	-	100	100

* The number of employees returning from parental leave for 2024 has been revised to correct a data error.

Group Affiliates' Financial & Non-financial Performance Summary

Social Performance

Training / Performance Evaluation / Compensation

Category		Unit	2023	2024	2025
Training	Total hours of training	Hour	29,616	25,063	31,965
	Average training hours per person	Hour/ person	41.4	32.0	37.0
	Total cost of training	KRW	155,825,290	36,111,874	69,161,400
	Average training cost per person	KRW/ person	217,937	46,120	80,141
Performance evaluation	No. of Employees who received regular performance evaluations	Persons	564	616	650
	Percentage of Employees who received regular performance evaluations	%	78.9	78.7	75.3
Compensation	Average annual salary of male employees	KRW	49,222,159	45,136,418	53,332,080
	Average annual salary of female employees	KRW	34,696,286	29,433,742	33,062,352
	Ratio of Average female salary to average male salary	%	70.5	65.2	62.0

Human Rights-Grievance Handling and Legal Violations

Category	Unit	2023	2024	2025
No. of Human rights grievances received	Cases	8	8	12
No. of Human rights grievances resolved	Cases	8	8	12
No. of Disciplinary actions by the human rights committee	Cases	0	0	1
No. of Violations of human rights and labor-related regulations*	Cases	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

Category		Unit	2023	2024	2025
Contribution to the local community	Amount of social contribution[1]	KRW	20,091,266	0	82,000,000
	Ratio of Social contribution to operating profit	%	0.1	0	0.4
	Social contribution beneficiaries	Persons	1,224	1,473	702
R&D	Ratio of R&D spending to sales revenue	%	-	-	-
Supply chain management	No. of Signed supplier code of conduct compliance agreements[2]	Supplier	-	0	141

1) Social contribution amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

Category		Unit	2023	2024	2025
Violations of customer health and safety regulations	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0

Violations of Marketing and Labeling Regulations

Category		Unit	2023	2024	2025
No. of Non-compliance Casess related to product and service information and labeling	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0
No. of Non-compliance Casess related to marketing communications	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0

Group Affiliates' Financial & Non-financial Performance Summary

Economic Performance

Financial Performance

Category	Unit	2025
Total assets	KRW	461,854,879,459
Total liabilities	KRW	249,479,060,680
Total equity	KRW	212,375,818,779
Revenue	KRW	160,447,018,762
Operating income	KRW	(2,224,327,944)
Operating income margin	%	(1.4)

Creation and Distribution of Economic Value

Category		Unit	2025
Creation of economic value	Revenue	KRW	160,447,018,762
Shareholders & investors	Dividend	KRW	-
	Interest expense	KRW	8,199,645,209
Employees	Wages and salaries	KRW	25,066,671,840
	Employee benefits	KRW	4,958,710,878
Business partners	Raw material expense	KRW	71,630,248,087
	Outsourcing expense	KRW	3,218,817,801
Government & local communities	Tax expense (income)	KRW	(1,980,671,768)
	Donations	KRW	57,503,400

Group Affiliates' Financial & Non-financial Performance Summary

Environmental Performance

Greenhouse Gas (GHG) Management

Category	Unit	2025
GHG emissions (Scope 1)	tCO_2eq	16,602
GHG emissions (Scope 2)	tCO_2eq	25,838
GHG emissions (Scope 3)	tCO_2eq	89,127
Total GHG emissions (Scope 1+2+3)	tCO_2eq	131,567
GHG Intensity	tCO_2eq/KRW 100 million	82.0

Energy Management

Category	Unit	2025
Total energy consumption	TJ	836
Total energy intensity	TJ/KRW 100 million	0.52

Waste Management

Category	Unit	2025
Designated waste	Ton	288.3
Medical waste	Ton	-
Construction waste	Ton	-
General waste	Ton	2,378.8
Volume of waste generated	Ton	2,667.1
Volume of waste recycled	Ton	2,315.4
Waste recycling rate	%	86.8

Compliance Management

Category	Unit	2025
No. of Violations*	Cases	0

* Number of administrative actions involving criminal penalties or fines of KRW 1million or more due to violations of environmental regulations

Water Management

Category	Unit	2025
Water intake (municipal supply)	Ton	155,951
Water intake (groundwater)	Ton	-
Water intake (others)	Ton	-
Total	Ton	155,951
Amount of water recycled & reused	Ton	0
Water recycling rate	%	-
Wastewater discharge	Ton	31,950
Water consumption	Ton	124,001

Certification Management

Category	Unit	2025
No. of ISO 14001 Environmental Management System Certifications	Cases	0

Safety Management Performance

Safety Management

Category	Unit	2025
Occupational accident fatalities	Persons	0
Occupational injury cases	Persons	6
Recordable occupational injuries involving employees	Persons	1
No. of Serious industrial accidents among employees	Cases	0
No. of Occupational disease cases among employees	Cases	0

Group Affiliates' Financial & Non-financial Performance Summary

Social Performance

Employee Status

Category		Unit	2025
No. of Employees		Persons	395
Type of employment	Full-time	Persons	314
	Male	Persons	286
	Female	Persons	28
	Part time*	Persons	81
	Male	Persons	68
	Female	Persons	13
Gender	Male	Persons	354
	Female	Persons	41
Age	Aged below 30	Persons	72
	Aged 30 to under 50	Persons	212
	Aged 50 and above	Persons	111

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2025
Total new hires			Persons	46
New	Gender	Male	Persons	45
		Female	Persons	1
	Age	Aged below 30	Persons	11
		Aged 30 to under 50	Persons	30
		Aged 50 and above	Persons	5
Total employee turnover (voluntary and involuntary)			Persons	60
Turnover	Gender	Male	Persons	55
		Female	Persons	5
	Age	Aged below 30	Persons	8
		Aged 30 to under 50	Persons	29
		Aged 50 and above	Persons	23
	Turnover rate	Voluntary	%	11.4
		Involuntary	%	3.8

Employee Diversity

Category		Unit	2025
Female	Female executives	Persons	0
	Female managers	Persons	0
	Percentage of female employees	%	10.4
Handicapped	Total	Persons	8
	Percentage	%	2.0
Foreigners	Total	Persons	37
	Percentage	%	9.4
Veterans	Total	Persons	0
	Percentage	%	0

Parental Leave

Category		Unit	2025
No. of Employees eligible for parental leave	Male	Persons	38
	Female	Persons	2
	Sub-total	Persons	40
No. of Parental leave takers	Male	Persons	7
	Female	Persons	1
	Sub-total	Persons	8
No. of Parental leave returnees	Male	Persons	3
	Female	Persons	0
	Sub-total	Persons	3
Percentage of Parental leave returnees	Male	%	100
	Female	%	-
	Sub-total	%	50
No. of Employees retained for over 12 months after returning from leave	Male	Persons	2
	Female	Persons	-
	Sub-total	Persons	2
Retention rate 12 months after returning to work	Male	%	100
	Female	%	-
	Sub-total	%	100

Group Affiliates' Financial & Non-financial Performance Summary

Social Performance

Training / Performance Evaluation / Compensation

	Category	Unit	2025
Training	Total hours of training	Hour	4,707
	Average training hours per person	Hour/ person	11.9
	Total cost of training	KRW	67,970,546
	Average training cost per person	KRW/ person	172,077
Performance evaluation	No. of Employees who received regular performance evaluations	Persons	395
	Percentage of Employees who received regular performance evaluations	%	100
Compensation	Average annual salary of male employees	KRW	54,571,369
	Average annual salary of female employees	KRW	38,504,407
	Ratio of Average female salary to average male salary	%	70.6

Human Rights-Grievance Handling and Legal Violations

Category	Unit	2025
No. of Human rights grievances received	Cases	0
No. of Human rights grievances resolved	Cases	0
No. of Disciplinary actions by the human rights committee	Cases	0
No. of Violations of human rights and labor-related regulations*	Cases	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

	Category	Unit	2025
Contribution to the local community	Amount of social contribution1)	KRW	57,503,400
	Ratio of Social contribution to operating profit	%	(2.1)
	Social contribution beneficiaries	Persons	212
R&D	Ratio of R&D spending to sales revenue	%	0.037
Supply chain management	No. of Signed supplier code of conduct compliance agreements2)	Supplier	97

1) Social contribution amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

	Category	Unit	2025
Violations of customer health and safety regulations	No. of Fines imposed for regulatory non-compliance	Cases	0
	No. of Warnings issued for regulatory non-compliance	Cases	0
	Total	Cases	0

Violations of Marketing and Labeling Regulations

	Category	Unit	2025
No. of Non-compliance cases related to product and service information and labeling	No. of Fines imposed for regulatory non-compliance	Cases	0
	No. of Warnings issued for regulatory non-compliance	Cases	0
	Total	Cases	0
No. of Non-compliance cases related to marketing communications	No. of Fines imposed for regulatory non-compliance	Cases	0
	No. of Warnings issued for regulatory non-compliance	Cases	0
	Total	Cases	0

Group Affiliates' Financial & Non-financial Performance Summary

Economic Performance

Financial Performance

Category	Unit	2023	2024	2025
Total assets	KRW	28,913,289,058	36,211,193,769	56,319,337,739
Total liabilities	KRW	17,697,287,644	20,675,965,492	36,093,257,808
Total equity	KRW	11,216,001,414	15,535,228,277	20,226,079,931
Revenue	KRW	110,613,465,345	163,103,017,060	137,080,859,611
Operating income	KRW	4,605,711,238	7,095,906,573	8,338,200,509
Operating income margin	%	4.2	4.4	6.1

Creation and Distribution of Economic Value

Category		Unit	2023	2024	2025
Creation of economic value	Revenue	KRW	110,613,465,345	163,103,017,060	137,080,859,611
Shareholders & investors	Dividend	KRW	1,360,000,000	2,839,000,000	4,699,820,000
	Interest expense	KRW	-	-	293,640
Employees	Wages and salaries	KRW	5,840,104,465	7,359,066,258	6,537,075,984
	Employee benefits	KRW	783,213,370	1,248,488,894	1,244,411,282
Business partners	Raw material expense	KRW	21,311,105,201	20,579,051,030	14,160,747,178
	Outsourcing expense	KRW	70,248,747,169	115,235,000,000	90,390,846,189
Government & local communities	Tax expense (income)	KRW	846,169,669	964,066,605	788,856,133
	Donations	KRW	3,559,876	-	30,000,000

Group Affiliates' Financial & Non-financial Performance Summary

Environmental Performance

Greenhouse Gas (GHG) Management

Category	Unit	2023	2024	2025
GHG emissions (Scope 1)	tCO_2eq	57	194	305
GHG emissions (Scope 2)	tCO_2eq	261	326	403
GHG emissions (Scope 3)	tCO_2eq	50	1,875	158
Total GHG emissions (Scope 1+2+3)	tCO_2eq	368	2,396	865
GHG Intensity	tCO_2eq/KRW 100 million	0.3	1.5	0.6

Energy Management

Category	Unit	2023	2024	2025
Total energy consumption	TJ	5	10	13
Total energy intensity	TJ/KRW 100 million	0.005	0.006	0.009

Waste Management

Category	Unit	2023	2024	2025
Designated waste	Ton	-	-	-
Medical waste	Ton	-	-	-
Construction waste	Ton	2,346.5	3,198.1	553.2
General waste	Ton	-	-	-
Volume of waste generated	Ton	2,346.5	3,198.1	553.2
Volume of waste recycled	Ton	2,337.1	3,185.3	551.0
Waste recycling rate	%	99.6%	99.6%	99.6%

* The total amount of recycled waste and the recycling rate for 2023–2025 were calculated by uniformly applying the construction waste recycling rate provided by the Korea Environment Corporation (using the latest publicly available data of 99.6% from 2024).

Compliance Management

Category	Unit	2023	2024	2025
No. of Violations*	Cases	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1million or more due to violations of environmental regulations

Water Management

Category	Unit	2023	2024	2025
Water intake (municipal supply)	Ton	3,177	2,143	1,947
Water intake (groundwater)	Ton	-	-	-
Water intake (others)	Ton	-	-	-
Total	Ton	3,177	2,143	1,947
Amount of water recycled & reused	Ton	-	-	-
Water recycling rate	%	-	-	-
Wastewater discharge	Ton	-	-	-
Water consumption	Ton	3,177	2,143	1,947

Certification Management

Category	Unit	2023	2024	2025
No. of ISO 14001 Environmental Management System Certifications	Cases	0	0	0

Safety Management Performance

Safety Management

Category	Unit	2023	2024	2025
Occupational accident fatalities	Persons	0	1	1
Occupational injury cases	Persons	8	17	3
Recordable occupational injuries involving employees	Persons	0	0	0
No. of Serious industrial accidents among employees	Cases	0	0	0
No. of Occupational disease cases among employees	Cases	0	0	0

Group Affiliates' Financial & Non-financial Performance Summary

Social Performance

Employee Status

Category		Unit	2023	2024	2025
No. of Employees		Persons	79	76	83
Type of employment	Full-time	Persons	47	60	61
	Male	Persons	39	51	52
	Female	Persons	8	9	9
	Part time*	Persons	32	16	22
	Male	Persons	31	15	20
	Female	Persons	1	1	2
Gender	Male	Persons	70	66	72
	Female	Persons	9	10	11
Age	Aged below 30	Persons	8	8	6
	Aged 30 to under 50	Persons	50	41	44
	Aged 50 and above	Persons	21	27	33

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2023	2024	2025
Total new hires			Persons	29	11	23
New	Gender	Male	Persons	27	9	22
		Female	Persons	2	2	1
	Age	Aged below 30	Persons	4	2	3
		Aged 30 to under 50	Persons	19	3	10
		Aged 50 and above	Persons	6	6	10
Total employee turnover (voluntary and involuntary)			Persons	6	14	19
Turnover	Gender	Male	Persons	2	13	18
		Female	Persons	4	1	1
	Age	Aged below 30	Persons	1	0	4
		Aged 30 to under 50	Persons	4	7	7
		Aged 50 and above	Persons	1	7	8
	Turnover rate	Voluntary	%	12.7	7.9	12.0
		Involuntary	%	2.5	14.6	10.8

Employee Diversity

Category		Unit	2023	2024	2025
Female	Female executives	Persons	1	1	1
	Female managers	Persons	0	1	1
	Percentage of female employees	%	11.4	13.2	13.3
Handicapped	Total	Persons	0	0	0
	Percentage	%	0	0	0
Foreigners	Total	Persons	0	0	0
	Percentage	%	0	0	0
Veterans	Total	Persons	0	0	0
	Percentage	%	0	0	0

Parental Leave

Category		Unit	2023	2024	2025
No. of Employees eligible for parental leave	Male	Persons	10	7	7
	Female	Persons	1	1	1
	Sub-total	Persons	11	8	8
No. of Parental leave takers	Male	Persons	0	0	2
	Female	Persons	0	1	1
	Sub-total	Persons	0	1	3
No. of Parental leave returnees	Male	Persons	0	0	0
	Female	Persons	0	0	0
	Sub-total	Persons	0	0	0
Percentage of Parental leave returnees	Male	%	-	-	-
	Female	%	-	-	-
	Sub-total	%	-	-	-
No. of Employees retained for over 12 months after returning from leave	Male	Persons	-	-	-
	Female	Persons	-	-	-
	Sub-total	Persons	-	-	-
Retention rate 12 months after returning to work	Male	%	-	-	-
	Female	%	-	-	-
	Sub-total	%	-	-	-

Group Affiliates' Financial & Non-financial Performance Summary

Social Performance

Training / Performance Evaluation / Compensation

	Category	Unit	2023	2024	2025
Training	Total hours of training	Hour	357	314	1,026
	Average training hours per person	Hour/ person	4.6	4.1	12.4
	Total cost of training	KRW	18,624,173	15,801,020	18,051,840
	Average training cost per person	KRW/ person	238,771	207,908	217,492
Performance evaluation	No. of Employees who received regular performance evaluations	Persons	47	65	62
	Percentage of Employees who received regular performance evaluations	%	59.5	85.5	74.7
Compensation	Average annual salary of male employees	KRW	57,369,184	75,642,798	86,109,216
	Average annual salary of female employees	KRW	47,349,262	45,865,630	43,909,452
	Ratio of Average female salary to average male salary	%	82.5	60.6	51.0

Human Rights-Grievance Handling and Legal Violations

Category	Unit	2023	2024	2025
No. of Human rights grievances received	Cases	0	0	0
No. of Human rights grievances resolved	Cases	0	0	0
No. of Disciplinary actions by the human rights committee	Cases	0	0	0
No. of Violations of human rights and labor-related regulations*	Cases	0	0	1

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

	Category	Unit	2023	2024	2025
Contribution to the local community	Amount of social contribution[1]	KRW	3,559,876	0	30,000,000
	Ratio of Social contribution to operating profit	%	0.1	0	0.4
	Social contribution beneficiaries	Persons	0	0	0
R&D	Ratio of R&D spending to sales revenue	%	-	-	-
Supply chain management	No. of Signed supplier code of conduct compliance agreements[2]	Supplier	-	0	2

1) Social contribution amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

	Category	Unit	2023	2024	2025
Violations of customer health and safety regulations	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0

Violations of Marketing and Labeling Regulations

	Category	Unit	2023	2024	2025
No. of Non-compliance cases related to product and service information and labeling	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0
No. of Non-compliance cases related to marketing communications	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0

Group Affiliates' Financial & Non-financial Performance Summary

Dong-A Pharmaceutical | BTGEN | Yongma Logis | Dong-A Ecopack | ABEN Engineering & Construction | Korea Sinto | DA Information

Economic Performance

Financial Performance

Category	Unit	2023	2024	2025
Total assets	KRW	29,500,172,650	31,192,742,409	29,175,624,581
Total liabilities	KRW	3,356,703,939	5,317,491,347	2,532,335,437
Total equity	KRW	26,143,468,711	25,875,251,062	26,643,289,144
Revenue	KRW	32,624,257,641	25,074,537,092	25,496,061,721
Operating income	KRW	963,112,278	(365,396,061)	819,573,961
Operating income margin	%	3.0	(1.5)	3.2

Creation and Distribution of Economic Value

Category		Unit	2023	2024	2025
Creation of economic value	Revenue	KRW	32,624,257,641	25,074,537,092	25,496,061,721
Shareholders & investors	Dividend	KRW	125,000,000	250,000,000	100,000,000
	Interest expense	KRW	43,078,353	-	-
Employees	Wages and salaries	KRW	7,065,833,363	6,999,547,026	6,868,300,565
	Employee benefits	KRW	775,731,804	760,759,550	791,909,380
Business partners	Raw material expense	KRW	10,744,749,965	8,400,236,214	7,977,934,664
	Outsourcing expense	KRW	6,110,944,857	3,254,611,982	3,252,097,830
Government & local communities	Tax expense (income)	KRW	107,529,693	32,571,075	95,484,599
	Donations	KRW	4,279,349	2,400,000	12,400,000

Group Affiliates' Financial & Non-financial Performance Summary

Environmental Performance

Greenhouse Gas (GHG) Management

Category	Unit	2023	2024	2025
GHG emissions (Scope 1)	tCO_2eq	1,294	-	1,103
GHG emissions (Scope 2)	tCO_2eq	5,724	-	5,058
GHG emissions (Scope 3)	tCO_2eq	100	-	1,041
Total GHG emissions (Scope 1+2+3)	tCO_2eq	7,118	-	7,202
GHG Intensity	tCO_2eq/KRW 100 million	21.8	-	28.2

1) Korea Sinto was not included in Dong-A Socio Group's 2024 scope of consolidation; its GHG data has not been disclosed as it was managed internally without external verification.

Energy Management

Category	Unit	2023	2024	2025
Total energy consumption	TJ	143	-	127
Total energy intensity	TJ/KRW 100 million	4.4	-	0.50

2) Korea Sinto was not included in Dong-A Socio Group's 2024 scope of consolidation; its energy data has not been disclosed as it was managed internally without external verification.

Waste Management

Category	Unit	2023	2024	2025
Designated waste	Ton	6.3	3.3	3.3
Medical waste	Ton	-	-	-
Construction waste	Ton	-	-	-
General waste	Ton	1,517.6	1,468.4	1,282.6
Volume of waste generated	Ton	1,523.9	1,471.7	1,285.9
Volume of waste recycled	Ton	1,482.9	1,445.1	1,255.1
Waste recycling rate	%	97.3	98.2	97.6

Compliance Management

Category	Unit	2023	2024	2025
No. of Violations*	Cases	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1million or more due to violations of environmental regulations

Water Management

Category	Unit	2023	2024	2025
Water intake (municipal supply)	Ton	19,031	17,592	17,570
Water intake (groundwater)	Ton	-	-	-
Water intake (others)	Ton	-	-	-
Total	Ton	19,031	17,592	17,570
Amount of water recycled & reused	Ton	18,909	17,477	17,449
Water recycling rate	%	49.8	49.8	49.8
Wastewater discharge	Ton	121	114	121
Water consumption	Ton	18,910	17,478	17,449

* The 2024 water recycling rate and 2023–2024 water consumption data have been revised due to data entry errors.

Certification Management

Category	Unit	2023	2024	2025
No. of ISO 14001 Environmental Management System Certifications	Cases	1	1	1

Safety Management Performance

Safety Management

Category	Unit	2023	2024	2025
Occupational accident fatalities	Persons	0	0	0
Occupational injury cases	Persons	2	2	0
Recordable occupational injuries involving employees	Persons	5	8	7
No. of Serious industrial accidents among employees	Cases	0	0	0
No. of Occupational disease cases among employees	Cases	1	1	0

Group Affiliates' Financial & Non-financial Performance Summary

Social Performance

Employee Status

Category		Unit	2023	2024	2025
No. of Employees		Persons	85	85	84
Type of employment	Full-time	Persons	80	80	76
	Male	Persons	77	77	73
	Female	Persons	3	3	3
	Part time*	Persons	5	5	8
	Male	Persons	5	5	8
	Female	Persons	0	0	0
Gender	Male	Persons	82	82	81
	Female	Persons	3	3	3
Age	Aged below 30	Persons	7	7	4
	Aged 30 to under 50	Persons	41	40	42
	Aged 50 and above	Persons	37	38	38

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2023	2024	2025
Total new hires			Persons	5	2	0
New	Gender	Male	Persons	5	2	0
		Female	Persons	0	0	0
	Age	Aged below 30	Persons	3	1	0
		Aged 30 to under 50	Persons	1	1	0
		Aged 50 and above	Persons	1	0	0
Total employee turnover (voluntary and involuntary)			Persons	5	2	1
Turnover	Gender	Male	Persons	5	2	1
		Female	Persons	0	0	0
	Age	Aged below 30	Persons	1	0	1
		Aged 30 to under 50	Persons	2	0	0
		Aged 50 and above	Persons	5	2	0
	Turnover rate	Voluntary	%	5.9	0.0	1.19
		Involuntary	%	0.0	2.4	0.0

Employee Diversity

Category		Unit	2023	2024	2025
Female	Female executives	Persons	0	0	0
	Female managers	Persons	0	0	0
	Percentage of female employees	%	3.5	3.5	3.6
Handicapped	Total	Persons	1	1	1
	Percentage	%	1.2	1.2	1.2
Foreigners	Total	Persons	1	1	1
	Percentage	%	1.2	1.2	1.2
Veterans	Total	Persons	0	0	0
	Percentage	%	0.0	0.0	0.0

Parental Leave

Category		Unit	2023	2024	2025
No. of Employees eligible for parental leave	Male	Persons	18	16	14
	Female	Persons	0	0	0
	Sub-total	Persons	18	16	14
No. of Parental leave takers	Male	Persons	0	0	3
	Female	Persons	0	0	0
	Sub-total	Persons	0	0	3
No. of Parental leave returnees	Male	Persons	0	0	1
	Female	Persons	0	0	0
	Sub-total	Persons	0	0	1
Percentage of Parental leave returnees	Male	%	-	-	50
	Female	%	-	-	-
	Sub-total	%	-	-	50
No. of Employees retained for over 12 months after returning from leave	Male	Persons	1	-	-
	Female	Persons	-	-	-
	Sub-total	Persons	1	-	-
Retention rate 12 months after returning to work	Male	%	-	-	-
	Female	%	-	-	-
	Sub-total	%	-	-	-

Group Affiliates' Financial & Non-financial Performance Summary

Social Performance

Training / Performance Evaluation / Compensation

	Category	Unit	2023	2024	2025
Training	Total hours of training	Hour	240	777	2,755
	Average training hours per person	Hour/ person	2.8	9.1	32.8
	Total cost of training	KRW	14,004,886	12,402,369	13,342,777
	Average training cost per person	KRW/ person	164,763	145,910	158,843
Performance evaluation	No. of Employees who received regular performance evaluations	Persons	39	40	38
	Percentage of Employees who received regular performance evaluations	%	45.9	47.1	45.2
Compensation	Average annual salary of male employees	KRW	62,489,682	64,263,997	65,071,854
	Average annual salary of female employees	KRW	41,886,180	44,986,453	43,713,010
	Ratio of Average female salary to average male salary	%	67.0	70.0	67.2

Human Rights-Grievance Handling and Legal Violations

Category	Unit	2023	2024	2025
No. of Human rights grievances received	Cases	0	0	0
No. of Human rights grievances resolved	Cases	0	0	0
No. of Disciplinary actions by the human rights committee	Cases	0	0	0
No. of Violations of human rights and labor-related regulations*	Cases	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

	Category	Unit	2023	2024	2025
Contribution to the local community	Amount of social contribution[1]	KRW	4,279,349	2,400,000	12,400,000
	Ratio of Social contribution to operating profit	%	0.4	(0.7)	1.5
	Social contribution beneficiaries	Persons	150	150	150
R&D	Ratio of R&D spending to sales revenue	%	-	-	-
Supply chain management	No. of Signed supplier code of conduct compliance agreements[2]	Supplier	-	0	40

1) Social contribution amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

	Category	Unit	2023	2024	2025
Violations of customer health and safety regulations	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0

Violations of Marketing and Labeling Regulations

	Category	Unit	2023	2024	2025
No. of Non-compliance cases related to product and service information and labeling	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0
No. of Non-compliance cases related to marketing communications	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0

Group Affiliates' Financial & Non-financial Performance Summary

Economic Performance

Financial Performance

Category	Unit	2023	2024	2025
Total assets	KRW	4,926,077,206	6,834,712,003	8,743,611,096
Total liabilities	KRW	2,117,980,674	3,088,068,113	4,724,540,524
Total equity	KRW	2,808,096,532	3,746,643,890	4,019,070,572
Revenue	KRW	21,900,647,291	25,742,756,156	27,618,800,017
Operating income	KRW	1,076,261,467	1,104,406,963	487,943,321
Operating income margin	%	4.9	4.3	1.8

Creation and Distribution of Economic Value

Category		Unit	2023	2024	2025
Creation of economic value	Revenue	KRW	21,900,647,291	25,742,756,156	27,618,800,017
Shareholders & investors	Dividend	KRW	-	-	104,158,800
	Interest expense	KRW	-	-	-
Employees	Wages and salaries	KRW	6,067,328,362	6,882,589,246	8,468,093,481
	Employee benefits	KRW	1,029,703,039	745,933,856	1,267,531,054
Business partners	Raw material expense	KRW	3,645,060,594	4,259,806,467	3,666,648,509
	Outsourcing expense	KRW	8,057,194,634	9,623,998,728	9,841,509,933
Government & local communities	Tax expense (income)	KRW	129,973,019	15,175,995	15,258,480
	Donations	KRW	52,569,833	-	-

Group Affiliates' Financial & Non-financial Performance Summary

Environmental Performance

Greenhouse Gas (GHG) Management

Category	Unit	2023	2024	2025
GHG emissions (Scope 1)	tCO_2eq	21	28	24
GHG emissions (Scope 2)	tCO_2eq	22	45	255
GHG emissions (Scope 3)	tCO_2eq	27	32	109
Total GHG emissions (Scope 1+2+3)	tCO_2eq	70	107	387
GHG Intensity	tCO_2eq/KRW 100 million	0.3	0.4	1.4

Energy Management

Category	Unit	2023	2024	2025
Total energy consumption	TJ	-	1	6
Total energy intensity	TJ/KRW 100 million	-	0.06	0.02

Waste Management

Category	Unit	2023	2024	2025
Designated waste	Ton	-	-	-
Medical waste	Ton	-	-	-
Construction waste	Ton	-	-	-
General waste	Ton	-	12	17.9
Volume of waste generated	Ton	-	12	17.9
Volume of waste recycled	Ton	-	7	12.9
Waste recycling rate	%	-	58.3	72.1

Compliance Management

Category	Unit	2023	2024	2025
No. of Violations*	Cases	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1million or more due to violations of environmental regulations

Water Management

Category	Unit	2023	2024	2025
Water intake (municipal supply)	Ton	503	1,163	947
Water intake (groundwater)	Ton	-	-	-
Water intake (others)	Ton	-	-	-
Total	Ton	503	1,163	947
Amount of water recycled & reused	Ton	-	-	-
Water recycling rate	%	-	-	-
Wastewater discharge	Ton	453	1,046	852
Water consumption	Ton	50	116	95

Certification Management

Category	Unit	2023	2024	2025
No. of ISO 14001 Environmental Management System Certifications	Cases	0	0	0

Safety Management Performance

Safety Management

Category	Unit	2023	2024	2025
Occupational accident fatalities	Persons	0	0	0
Occupational injury cases	Persons	0	0	0
Recordable occupational injuries involving employees	Persons	0	0	0
No. of Serious industrial accidents among employees	Cases	0	0	0
No. of Occupational disease cases among employees	Cases	0	0	0

Group Affiliates' Financial & Non-financial Performance Summary

Social Performance

Employee Status

Category		Unit	2023	2024	2025
No. of Employees		Persons	94	99	128
Type of employment	Full-time	Persons	88	94	125
	Male	Persons	69	75	102
	Female	Persons	19	19	23
	Part time*	Persons	6	5	3
	Male	Persons	5	5	2
	Female	Persons	1	0	1
Gender	Male	Persons	74	80	104
	Female	Persons	20	19	24
Age	Aged below 30	Persons	31	32	42
	Aged 30 to under 50	Persons	57	53	76
	Aged 50 and above	Persons	6	14	10

* Part-time employees: Contract-based staff and executives

Recruitment and Turnover

Category			Unit	2023	2024	2025
Total new hires			Persons	27	16	41
New	Gender	Male	Persons	21	13	32
		Female	Persons	6	3	9
	Age	Aged below 30	Persons	24	9	13
		Aged 30 to under 50	Persons	3	6	27
		Aged 50 and above	Persons	0	1	1
Total employee turnover (voluntary and involuntary)			Persons	16	14	10
Turnover	Gender	Male	Persons	13	10	7
		Female	Persons	3	4	3
	Age	Aged below 30	Persons	3	5	3
		Aged 30 to under 50	Persons	13	5	4
		Aged 50 and above	Persons	0	4	3
	Turnover rate	Voluntary	%	16.9	9.2	6.3
		Involuntary	%	1.1	5.1	1.6

Employee Diversity

Category		Unit	2023	2024	2025
Female	Female executives	Persons	0	0	1
	Female managers	Persons	0	1	1
	Percentage of female employees	%	21.3	19.2	18.8
Handicapped	Total	Persons	1	1	0
	Percentage	%	1.1	1.0	0
Foreigners	Total	Persons	0	0	0
	Percentage	%	0	0	0
Veterans	Total	Persons	0	0	0
	Percentage	%	0.0	0.0	0.0

Parental Leave

Category		Unit	2023	2024	2025
No. of Employees eligible for parental leave	Male	Persons	5	7	11
	Female	Persons	1	0	1
	Sub-total	Persons	6	7	12
No. of Parental leave takers	Male	Persons	0	1	2
	Female	Persons	0	0	1
	Sub-total	Persons	0	1	3
No. of Parental leave returnees	Male	Persons	-	-	1
	Female	Persons	-	-	0
	Sub-total	Persons	-	-	1
Percentage of Parental leave returnees	Male	%	-	-	100
	Female	%	-	-	-
	Sub-total	%	-	-	100
No. of Employees retained for over 12 months after returning from leave	Male	Persons	-	-	-
	Female	Persons	-	-	-
	Sub-total	Persons	-	-	-
Retention rate 12 months after returning to work	Male	%	-	-	-
	Female	%	-	-	-
	Sub-total	%	-	-	-

Group Affiliates' Financial & Non-financial Performance Summary

Social Performance

Training / Performance Evaluation / Compensation

	Category	Unit	2023	2024	2025
Training	Total hours of training	Hour	299	1,434	3,324
	Average training hours per person	Hour/ person	3.2	14.5	26.0
	Total cost of training	KRW	3,685,179	13,240,963	39,507,820
	Average training cost per person	KRW/ person	39,204	133,747	308,655
Performance evaluation	No. of Employees who received regular performance evaluations	Persons	68	89	91
	Percentage of Employees who received regular performance evaluations	%	72.3	89.9	71.1
Compensation	Average annual salary of male employees	KRW	55,348,583	60,311,005	63,127,529
	Average annual salary of female employees	KRW	43,070,163	58,201,996	55,032,176
	Ratio of Average female salary to average male salary	%	77.8	96.5	87.2

Human Rights-Grievance Handling and Legal Violations

Category	Unit	2023	2024	2025
No. of Human rights grievances received	Cases	0	1	2
No. of Human rights grievances resolved	Cases	0	1	2
No. of Disciplinary actions by the human rights committee	Cases	0	1	1
No. of Violations of human rights and labor-related regulations*	Cases	0	0	0

* Number of administrative actions involving criminal penalties or fines of KRW 1 million or more due to violations of human rights or labor regulations

Sustainable Value Chain

	Category	Unit	2023	2024	2025
Contribution to the local community	Amount of social contribution[1]	KRW	52,569,833	-	-
	Ratio of Social contribution to operating profit	%	4.9	0	0
	Social contribution beneficiaries	Persons	1,732	-	-
R&D	Ratio of R&D spending to sales revenue	%	-	-	-
Supply chain management	No. of Signed supplier code of conduct compliance agreements[2]	Supplier	-	0	59

1) Social contribution amount = Other donations as recorded in the income statement

2) Standard for supplier code of conduct compliance agreements: Tier-1 group of partner companies

Violations of Customer Health and Safety Regulations

	Category	Unit	2023	2024	2025
Violations of customer health and safety regulations	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0

Violations of Marketing and Labeling Regulations

	Category	Unit	2023	2024	2025
No. of Non-compliance cases related to product and service information and labeling	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0
No. of Non-compliance cases related to marketing communications	No. of Fines imposed for regulatory non-compliance	Cases	0	0	0
	No. of Warnings issued for regulatory non-compliance	Cases	0	0	0
	Total	Cases	0	0	0

GHG Verification Statement

Korea Sinto Co.,Ltd.

The Korea Management Registrar Inc. (hereinafter “KMR”) has conducted the verification on the greenhouse gas(here in after “GHG”) emission(Scope 1,2,3) in 2025 of Korea Sinto Co.,Ltd.

PURPOSE & SCOPE

gas emissions inventory and the scope of the verification is as follows.
- Verification of places of business and emissions facilities under the control of Korea Sinto Co.,Ltd.

STANDARDS

- ISO 14064-3:2019
- ISO 14064-1:2018
- WRI/WBCSD GHG Protocol(2013)
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)
- Guidelines on Emission Reporting and Certification under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment, 2025-64)

PROCEDURE

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation.The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

INDEPENDENT

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review.

LIMITATIO

The verification team verified the related reports, information and data presented by the audited institution by sampling or enumeration methods. As a result, there are many inherent limitations, and there may be disagreements in the interpretation of appropriateness. Although we have tried to faithfully perform verification that meets the verification standards, we suggest that errors, omissions, and false statements that could not be found may be latent as the limitations to the verification.

OPINION

- The assurance engagement was performed to satisfy a limited assurance level, and no significant distortions were found in the verification results.
- According to KMR's approach, nothing was found that would lead to a finding that Korea Sinto Co.,Ltd. failed to disclose data and information that was accurate and reliable in all material respects.
- Criticality: meets the criterion, which is less than 5%

GHG Emissions & Energy Consumption

Year	GHG Emissions (tCO_2eq)				Energy Consumption (TJ)			
	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Other indirect emissions (Scope 3)	Total	Fuel	Electricity	Steam	Total
2025	1,103.358	5,057.907	1,040.533	7,202	21.054	105.692	-	127

※ Note : 1. Total amount and sum of emissions by item may differ by rounding
2. GWP values are applied based on the AR2 standard (CH_4: 21, N_2O: 310)

Scope 3 Emissions

Category	Scope 3	Emissions (tCO_2eq)	Note
CAT 1	Purchased goods and service	4.164	
CAT 2	Capital goods	0.322	
CAT 3	Fuel and energy-related activities (not included in scope 1 or scope 2)	886.182	Newly reported
CAT 4	Upstream transportation and distribution	-	
CAT 5	Waste generated in operations	38.449	Newly reported; Wastewater is excluded (none due to evaporation during the process)
CAT 6	Business travel	34.290	
CAT 7	Employee commuting	77.126	

Category	Scope 3	Emissions (tCO_2eq)	Note
CAT 8	Upstream leased assets	-	
CAT 9	Downstream transportation and distribution	-	
CAT 10	Processing of sold products	-	
CAT 11	Use of sold products	-	
CAT 12	End-of-life treatment of sold products	-	
CAT 13	Downstream leased assets	-	
CAT 14	Franchises	-	
CAT 15	Investments	-	
Total		1,040.533	

※ Note : CAT 1 is limited to water use, and CAT 2 is limited to IT equipment (laptops and desktops)
CAT 5 is calculated based on waste; no wastewater is generated
CAT 6 covers international air travel and domestic travel (bus, rail); business travel by private vehicles is excluded (not managed)
CAT 7 is calculated based on private vehicle use (assumed 100% usage)

RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors for the emissions of major emitting facilities. As a result, we express “unmodified” opinion.

※ The entity shall be responsible for preparing the verification materials in accordance with relevant laws and standards, and KMR's responsibility shall be limited to the parties to the verification contract under the terms and conditions agreed upon, and shall not be responsible for any other decisions, such as investments based on this verification opinion.

※ The company shall comply with the use of accreditation and logo marks under the agreement agreed with KMR.

KMR ISO 14064-1

National Institute of
Environmental Research

Apr, 28, 2026
K M R CEO

E J Hwang

DONG-A SOCIO GROUP

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